



BEECHEN CLIFF

# PLEDGE OF RESPECT 2021





## BEECHEN CLIFF

- A** We **ASPIRE** to be a community where everyone is free to be themselves
- R** We **RESPECT** the rights and needs of every member of our school community
- C** We treat all people with **COMPASSION**
- I** We support and protect people's right to be **INDEPENDENT** in their thoughts and expression

### **Our equalities statement of belief**

We respect and celebrate difference, and treat people with equality and respect regardless of:

- Ethnic background, country of birth, race
- Gender identity
- Special educational needs, disabilities (both visible and invisible) or illness
- Mental health
- Religious beliefs
- The way they look for what they wear
- Adopted or young carers
- Age
- LGBTQ+
- If people fit into stereotypes
- Money and family jobs
- Where people live
- Interests and hobbies
- Teachers, support staff (including teaching assistants, refectory staff, cleaners, office staff, ICT staff, caretakers), visitors (including supply teachers), other students (including Sixth Form)

**We want everyone in our school community (including visitors) to understand what we mean by respect and equality, and what bullying and discrimination is. We want them to have a positive experience at Beechen Cliff.**

## Respect

Respect means thinking about other people, and caring about their thoughts and feelings. It can include listening to people when they need someone to talk to, being kind to people, getting people involved when they are left out and being supportive.

## Equality

Equality is ensuring people are not treated differently because of their protected characteristics (which are outlined by the 2010 Equalities Act – race, age, sex, disability, pregnancy and maternity, sexual orientation, gender reassignment, religion or belief and marriage and civil partnership). Equality does not necessarily mean treating people the same, but providing them with the same opportunities and rights

## Bullying

Bullying is the repetitive intentional hurting of another person by another person or group. Bullying can be physical, verbal, emotional or online.

Bullying IS NOT: falling out with friends, sometimes wanting to be on your own or with different friends or sometimes disagreeing with someone.

## 'Banter'

Banter is the playful and friendly exchange of teasing remarks. However, banter isn't always funny and can cause others to be upset or offended. Sometimes, what people think is banter is actually more serious, and it can lead to bullying and/or discrimination; sometimes banter between friends is ok, and we will be careful to think about where the line is.

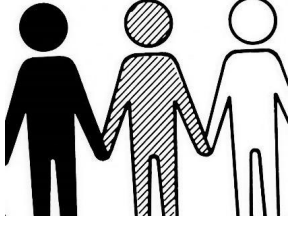

## Discrimination

Discrimination is the unfair treatment of anyone on the basis of different categories, like race, gender, sexual orientation, disabilities, wealth etc.



## Language – that can cause hurt or offence

We want people in our community to be aware of the language they use, and the impact it can have on others. Some language is not appropriate in school:

|  |  |   |
|--|--|---|
| <p><b>Homophobic, and misuse of the word 'gay'</b></p>  | <p><b>Biphobic:</b><br/>The fear or dislike of someone who identifies as bi based on prejudice or negative attitudes, beliefs or views about bi people. Biphobic bullying may be targeted at people who are, or who are perceived to be, bi.</p> | <p><b>Transphobic:</b><br/>The fear or dislike of someone based on the fact they are trans, including the denial/refusal to accept their gender identity.</p>         |
| <p><b>Stereotypes of gender or sexuality</b> for example 'man up' or 'don't be a girl.'</p>  | <p><b>Sexist or misogynistic</b> (prejudice against someone because of their sex; being prejudice to or treating women differently)</p>  | <p><b>Racist</b></p>    |
| <p><b>Derogatory language about a disability (visible of invisible) or special educational needs</b></p>                                 | <p><b>Intentional misuse of religious terminology and blasphemy:</b><br/>insulting language about religion.</p>  | <p><b>Negative language about someone's physical body and/or mental health</b> (including hair colour, or saying someone is 'pycho' or calling some schizophrenic</p> |

Sometimes we make mistakes with language, and we might accidentally say something that offends someone. If you are unsure about what language is and is not appropriate, just ask!



## The use of social media and phones

It is important to us that people in our community use social media in a respectful way.

### Do:

- Enjoy social media and using phones sensibly and responsibly
- Keep your language respectful at all times
- Speak to people online the way you would speak to them in real life
- Report anything you are worried or upset about – call out behaviour you do not think is ok

### Don't:

- Post or send hurtful, offensive, explicit, discriminatory, aggressive or harmful content
- Bully or discriminate against someone online or in messages
- Hide behind your keyboard – if you wouldn't say it to someone's face, don't say it online
- Share private information or photos of other people without their permission
- Be careful of posting your location online

**Remember online harassment and sharing inappropriate content is against the law.**

## Bystanders

We want everyone in our school community to openly celebrate diversity and challenge any behaviour or language which is discriminatory or offensive. We do not want anyone to be a bystander to bullying or hate incidents. We want everyone to be able to call out behaviour or language that they do not want to see or hear in our school.

If you see or hear anything which could be perceived as discrimination or bullying, it is your responsibility to tell a member of staff. You could also try talking to the person doing it to educate them about why they did/said was wrong (if it is safe for you to do so). You should also support the victim of the incident in an appropriate way.

Once you tell a member of staff, they will follow procedures outlined in our school policies (for example our equalities policy) to deal with the incident. You don't have to worry about 'snitching' because you can pass on your concerns anonymously in the E Team worry box (next to the attendance office), or tell the staff member if you are worried about reporting something.

## Support –inside and outside of school

We want everyone in our school community to know where to go for help or support when they need it. These are some of our suggestions:

### INSIDE

#### School Nurse

Debbie Chalke (Tuesday lunchtimes, or text her)

Mr Mann/Head of House/Tutors

E Team - Anti-bullying ambassadors

Off the Record listeners and counsellors

Safeguarding Team/Any member of staff you trust

E Team - anonymous worry box

### OUTSIDE

#### Kooth

[www.kooth.com](http://www.kooth.com)

#### Stonewall

[www.stonewall.org.uk/help-and-advice](http://www.stonewall.org.uk/help-and-advice)

Samaritans 116123

Project 28 for drugs or alcohol related issues

[www.dhi-online.org.uk/get-help/young-peoples-drug-alcohol-services/bath-north-east-somerset-project-28](http://www.dhi-online.org.uk/get-help/young-peoples-drug-alcohol-services/bath-north-east-somerset-project-28)

28 Southgate Street, Bath BA1 1TP

Off the Record, Manvers Street, Bath BA1 1JW

[www.offtherecord-banes.co.uk](http://www.offtherecord-banes.co.uk)

Childline 0800 1111

#### Young Minds

[www.youngminds.org.uk](http://www.youngminds.org.uk)

#### GP

Your GP can listen to you confidentially

This Pledge has been agreed upon, and will be upheld by the whole school community, represented here by:

Headteacher (on behalf of staff)

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Chair of Governors

.....

Head Boy and Girls (on behalf of pupils)

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PTA member (on behalf of parents)

.....

Executive Headteacher (on behalf of Midsomer Norton Schools Partnership)

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BEECHEN CLIFF

## Support within school for my mental health or other concerns



Solution Focused Therapy

If you would like to see someone from any of these agencies see your Head of House if you are in Lower School or Mrs Ingram if you are in Sixth Form.



School Nursing Service  
or 07507 334357



Free, confidential and independent services  
for young people 01225 312481 or text  
07753 891 745 (for Listening service)  
[www.offtherecord-banes.co.uk](http://www.offtherecord-banes.co.uk)



Young people's drug and alcohol service  
Tel: 01225 463344  
Instagram [dhiproject28](https://www.instagram.com/dhiproject28)



Mentoring and Support  
01225 429694



# Support beyond school for my mental health or other concerns



BEECHEN CLIFF



School Nursing Service

01225 831666

or 07899994593



## YOUNG MINDS

Charity for improving mental health

0808 802 5544

[www.youngminds.org.uk](http://www.youngminds.org.uk)

## kooth

Free, safe and anonymous online support for young people

[www.kooth.com](http://www.kooth.com)



## PROJECT 28

Young people's drug and alcohol service

Tel: 01225 463344

Instagram [dhiproject28](https://www.instagram.com/dhiproject28)



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for young people 01225 312481 or text

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## THE MIX

Essential support for under 25s

0808 808 4994

[www.themix.org.uk](http://www.themix.org.uk)



## Oxford Health

NHS Foundation Trust

CAMHS Service

[www.oxfordhealth.nhs.uk/camhs](http://www.oxfordhealth.nhs.uk/camhs)

## SAMARITANS

Whatever you're going through,  
a Samaritan will face it with you.

Phone: 116 123

[www.samaritans.org](http://www.samaritans.org)