



BEECHEN CLIFF

PLEDGE OF RESPECT





BEECHEN CLIFF

- C** We treat all people with KINDNESS and COMPASSION
- 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
- I** We are INDEPENDENT in our understanding of what is right, and do the right thing even when no one is looking

Our equalities statement of belief

We respect and celebrate difference, support everyone and treat people equally regardless of:

- Adopted or young carers
- Height or Weight
- Grades, Ability or Learning Needs
- Finance/jobs
- Ethnic background, country of birth, race
- Gender Identity
- Special needs or disability
- Mental/physical or emotional health
- Religious beliefs
- How they look or what they wear
- Age
- LGBTIQA+
- If people fit into stereotypes
- Family Life
- Where people Live
- Position at the school. 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. Respect is earned, not demanded.

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

We have a zero tolerance commitment to bullying in our school. Bullying is the repetitive intentional hurting of another person by another person or group. Bullying can be physical, verbal, emotional or online. It may include prejudice-based or discriminatory bullying.

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’ can be harmful and upsetting. Sometimes, what people think is banter can actually lead to bullying and/or discrimination, which we do not tolerate. We should always be kind in our words and actions to others. Be aware of what banter with your friends could look like to an outsider. Banter should not be tolerated even if it is believed to be a joke.

Discrimination

We do not tolerate discrimination in our school. Discrimination is the unfair treatment of anyone on the basis of different categories, like race, sex, gender, sexual orientation, disabilities, learning style, mental health, age, wealth etc.

We want to have a school community who all feel safe, seen and heard. We want to create an environment where people can be themselves, happy and enjoy being part of Beechen Cliff School.

Language – that can cause hurt or offence

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

Homophobia, and misuse of the word 'gay' Homophobia is an umbrella term for prejudice and discrimination against people who identify as or are perceived to be LGBTQ+	Biphobic 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.	Transphobic The fear or dislike of someone based on the fact they are trans, including the denial/refusal to accept their gender identity.
Stereotypes of gender or sexuality A gender stereotype is a generalised view or preconception about attributes or characteristics, or the roles that are or ought to be possessed by, or performed by, women and men.	Sexist or misogynistic Prejudice against someone because of their sex; being prejudiced against or treating women differently. As a school we are now looking at misogyny on a continuum from lower level misogynistic language or behaviours to the more extreme.	Racist Racism is discrimination and prejudice against people based on their race or ethnicity. Microaggressions These are the thinly veiled, everyday instances of racism, homophobia, sexism (and more) that you see in the world. Sometimes it's an insult, other times it's a comment or gesture.
Derogatory language about a disability (visible or invisible) or special educational needs. Something that's <i>derogatory</i> is insulting or disrespectful. If you make <i>derogatory</i> comments, that means you say things that are unflattering, unkind, or demeaning	Intentional misuse of religious terminology and blasphemy: Insulting language about religion/religious views/culture and faith.	Negative language about someone's physical body and/or mental health This includes hair colour, body shape, or saying someone is 'psycho' or calling some schizophrenic.

Sometimes we make mistakes with language, and we might accidentally say something that offends someone. Use of these terms or labels out of context can also be offensive. Try to think of how other people might feel before you say something. 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. You pledge to think before you type.

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

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. You can report things online, or talk to someone in school

Don't:

- Post or send hurtful, offensive, explicit, discriminatory, aggressive or harmful messages or pictures
- Post your location or school online or talk to people you don't know
- 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
- Create or share deepfake images of other people

Bystanders and Upstanders

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 an upstander - able to call out behaviour or language that they do not want to see or hear in our school - we should always be prepared to do the right thing.

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 what 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, if they are open to that.

Once you tell a member of staff, they will follow procedures outlined in our school policies to deal with the incident. You don't have to worry about 'snitching' because you can pass on your concerns anonymously via the worry box (next to the pastoral offices), via the online anonymous reporting tool on your Google Login, 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 - Tuesday Lunchtimes

Use the Chat Health advice and support line
07507334357

Any member of staff you feel happy to talk to
Safeguarding Team/Head of Year/Tutors

Off the Record listeners and counsellors

Mentoring Plus

Anonymous reporting tool

Prefects (and student Head of Boarding)

Anti bullying ambassadors

OUTSIDE

Stonewall 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

Kooth www.kooth.com

Childline 0800 1111

Young Minds www.youngminds.org.uk

GP Your GP can listen to you confidentially

Boys In Mind (Girls Mind Too)
<https://boysinmind.co.uk/>

Off the Record www.offtherecord-banes.co.uk

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

Head Boy and Head Girl

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Equalities and Inclusion Prefects

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Headteacher (on behalf of staff)

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Chair of Governors

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Deputy CEO (on behalf of Midsomer
Norton Schools Partnership)

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PTA member (on behalf of parents)

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School Sanctions will be applied for any behaviour that breaches this pledge.