

Hambling View

PLEDGE OF RESPECT



HAMBLING VIEW

GROWING MINDS TO CHANGE THE WORLD

Our Pledge of Respect is based around our school values

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 needs, disability or illness
- Mental health
- Religious beliefs
- The way they look for what they wear
- If people are living with two parents, one parent, with carer or guardian, are adopted or are young carers
- Age
- LGBTQ+
- If people fit into stereotypes
- Family Income or how much money people have
- Where people live
- Interests and hobbies
- All members of the school community including staff or adults within the school

We want everyone to have a positive experience when they are at Hambling View (including visitors) so we want everyone to understand what we mean by respect and equality, and what bullying and discrimination is so that it does not happen in our community!

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

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. 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 to others. The word ‘banter’ is often used to hide the fact that words are unkind. We do not accept ‘banter’ as an excuse for unkind words or behaviour.



Discrimination

We do not tolerate discrimination in our school.

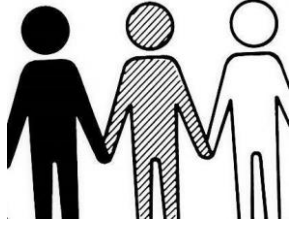
Discrimination is the unfair treatment of anyone on the basis of different categories, like race, gender, sexual orientation, disabilities, wealth etc.

Racism

Racism will not be tolerated in our school. Everyone will be treated equally regardless of their racial or ethnic group.

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>Homophobic, and misuse of the word 'gay'</p> 	<p>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.</p>	<p>Transphobic: The fear or dislike of someone based on the fact they are trans, including the denial/refusal to accept their gender identity.</p>
<p>Stereotypes of gender or sexuality for example 'man up' or 'don't be a girl.'</p>	<p>Sexist or misogynistic (prejudice against someone because of their sex; being prejudice to or treating women differently)</p>	<p>Racist Racism is the discrimination or bullying of a person from a different racial or ethnic group</p>
<p>Derogatory language about a disability (visible or invisible) or special educational needs</p>	<p>Intentional misuse of religious terminology and blasphemy: insulting language about religion.</p>	<p>Negative language about someone's physical body and/or mental health (including hair colour, or saying someone is 'psycho' 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 a member of staff!



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 You can report things online, or talk to someone in school
- Be a positive role model by making all your online behaviour positive

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
- Post your location online

Remember online harassment and sharing inappropriate content is against the law. Always use the acronym THINK

T - Is it true? H - Is it helpful? I - Is it inspiring? N - Is it necessary? K - Is it Kind

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 - 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.

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 the Pastoral Team will keep your information anonymous if you request (provided you or someone else is not in danger).

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 Sally Mitchell is in school every week and is available for you to drop in	ELSA
Safeguarding Lead, Teaching staff, Support Staff	
Student Leadership Team	Headteacher: Mrs Rowlinson

OUTSIDE

Kooth www.kooth.com	Off the Record, Manvers Street, Bath BA1 1JW www.offtherecord-banes.co.uk
Stonewall www.stonewall.org.uk/help-and-advice	Childline 0800 1111
Samaritans 116123	Young Minds www.youngminds.org.uk
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 28 Southgate Street, Bath BA1 1TP	GP Your GP can listen to you confidentially Boys In Mind (Girls Mind Too) https://boysinmind.co.uk/

The School Rules includes a rule to ensure people respect everyone's physical safety

- Keep hands feet and objects to yourself

It is important to us that this Pledge is adopted by all members of our school community including students, staff, parents, governors and other support groups. Therefore we have shared this document with all of the above stakeholder groups and asked representative members to sign

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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Nominated Students (on behalf of pupils)

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Proprietor (on behalf of MIAG Independent Schools)

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Chair of Governors

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