

TBS Mutual Respect Commitment (MRC)

Mission statement:

At TBS, we aim to establish a safe environment in which all members of our school community, including students and staff, feel valued and demonstrate respectful behaviours. There will be a zero-tolerance policy towards discrimination of any kind. This has been produced using feedback from every year in the school and so addresses real issues that have been seen here at TBS. We aim to eliminate such behaviour to create a more friendly and encouraging learning and social environment.

Student responsibilities:

- To take responsibility for your actions to ensure that they do not harm or distress others.
- To realise that disrespect can come in many forms.
- To acknowledge the impacts that your actions can have on others.
- To learn from and not repeat your mistakes, and to apologise where appropriate.
- To understand that 'banter' can cause offence, even if unintended.
- To acknowledge that incidents of disrespectful behaviour, whatever it may be, can be reported via an online tool.
- To abide by the school's hands-off policy.

School responsibilities:

- To recognise and act on incidents of unacceptable behaviour across all years.
- To be understanding and compassionate towards victims when incidents are reported.
- To take swift and decisive action where appropriate to resolve issues.
- To educate pupils on what is and is not acceptable behaviour regularly.
- To ensure that staff are well-trained on dealing with hate incidents.
- To track the specific reasons for demerits relating to mutual respect so that we can understand what types of incidents occur.
- To keep staff up to date on derogatory terms via a live list.
- To prioritise certainty of consequence for offenders.

This commitment was written by the 6th Form Council, with input from Student School Council across all Key Stages at TBS, and in consultation with all students and staff.