



UPSTANDER CONTRACT

We are committed to encouraging diversity and inclusion and ensuring there is no discrimination in our school. We want our school community to be truly representative of all sections of society. We want our school to be one in which every student and teacher feels respected and able to give their best.

This contract provides a promise that we will commit to spreading equality and fairness for our school. It pledges to not discriminate against the way someone looks, their body, disability, gender, gender reassignment, race, ethnic origin, colour, nationality, religion or belief, or sexual orientation. This contract also commits to standing up for those who have been affected by discrimination.

We pledge to not remain a passive bystander but rather be an active Upstander when witnessing discrimination and bullying behaviour.

As upstanders we will:

- Stand for what's right.
- Not putting others down
- Lift others up
- Hold people accountable when they discriminate or bully even if they are our friends.
- Hold people accountable by calling out their actions for what they are, and NOT ENGAGE with them. We will not involve ourselves in further drama.
- Tell a trusted adult and ask for help if we feel uncomfortable to stand up.
- Not talk behind others backs.
- Insert ourselves into petty drama.
- Ask a trusted adult for advice on how to solve problems if we are unsure.
- Be role models.
- Have integrity (character strength of being honest and having strong moral principles).

This policy is fully supported by the senior leadership of the school. Breaches of the policy may be regarded as misconduct and lead to disciplinary action.

Signed;