

Anti-bullying Strategy

The overall aim of the Academy is to have an 11-19 educational community, which promotes and provides excellence in teaching, learning, relationships and opportunities, through high expectations and adherence to traditional values.

Therefore, all members of Garforth Academy have a right to feel welcome, secure and happy.

Students learn in a supportive and caring environment without fear of bullying.

Bullying is anti-social behaviour and affects everyone. Any form of bullying is totally unacceptable in the Academy. However, human nature being as it is, despite our culture of zero tolerance towards this issue, there may be some instances of students attempting to bully each other within the Academy - often as a result of off-site situations or incidents. Therefore, we aim to deal with any bullying complaints firmly, fairly and promptly.

We treat bullying as a serious offence and take every possible action to keep it to a minimum.

Our Aims

- To create environments where bullying is not tolerated.
- To ensure that all students are aware of their rights and responsibilities and know how to seek help if those rights are being violated.
- To encourage students to work well, develop good relationships and offer each other mutual support and respect.
- To encourage students to behave in a respectful and positive way to one another.
- To raise awareness and equip students to deal with bullies through PSHCE programmes, assemblies, pastoral team members and peer supporters.
- To review and monitor the effectiveness of our anti-bullying policy annually

What is bullying?

Bullying can be:

- **Physical** – pushing, kicking, hitting, pinching, any form of violence, threats.
- **Verbal** – name calling, sarcasm, spreading rumours, persistent teasing.
- **Emotional** – tormenting, threatening ridicule, humiliation, exclusion from groups or activities.
- **Racist** – racial abuse, graffiti, gestures.
- **Sexual** – unwanted physical contact, abusive comments – including homophobic or transgender bullying.
- **Damage to property or theft** - demanding possessions, money, deliberately damaging belongings.

- **Cyber** – sending threatening or abusive text messages, emails or images. Writing abusive or negative things about people online.

Signs of being bullied

- Unwillingness to come to the Academy.
- Withdrawn, isolated behaviour.
- Complaining about missing possessions.
- Refusal to talk about problems.
- Being easily distressed.
- Damaged or incomplete work.
- Regularly feeling ill.
- Work not completed to usual standard.
- Setting off for the Academy particularly early or late.
- Tearfulness, depression.

What to do as a student

- Tell yourself that you do not deserve to be bullied and it is wrong.
- Try not to show that you are upset. It is hard but a bully thrives on someone's fear.
- Stay with a group of friends, there is safety in numbers.
- Be assertive – make it clear that you want the bullying to stop.
- Walk away and report the bullying to an adult or peer supporter straight away.
- Be proud of who you are and what you stand for.
- If you know that someone else is being bullied – take action – tell an adult.

What to do as a parent/carer

- Be aware of signs of bullying in your child.
- Talk to your child about their Academy day.
- If you feel that your child may be a victim of bullying inform the Academy immediately.
- Reassure your child that there is nothing wrong with him or her and it is not his or her fault that they are being bullied.
- Make sure that your child is not afraid to ask for help at the Academy.

What the Academy will do

- Take all bullying problems seriously and take prompt and appropriate action.
- Investigate incidents as thoroughly as possible.

- Ensure that bullies and victims, in the first instance, are interviewed separately.
- Wherever possible obtain information from witnesses.
- Keep records of reported incidents.
- Encourage the bully and the bullied to agree a resolution.
- Impose appropriate sanctions.
- Inform parents/carers of bullies and bullied of serious incidents.
- Provide a clear strategy for managing future incidents.
- Provide peer supporters and access to adult support, as appropriate.
- Promote a zero tolerance of this issue within the student and staff body.

This policy is monitored and evaluated through regular pastoral reviews. The following performance indicators are used to evaluate the policy within the context of the pastoral support given to all students and staff.

- Good behaviour on the Academy campus.
- High levels of punctuality and attendance.
- High level of self-discipline.
- Good manners and consideration for others.
- Low levels of exclusion.
- The number of referrals made to the Safer Schools Police Officer.
- Referrals through the pastoral support programme for agency involvement.