

If you've seen or experienced something offensive or inappropriate . . .



CALL OUT AND REPORT

Report any issues straight away and they will be dealt with.

How to Report Concerns

- Speak to a member of the safeguarding team.
- Use the post-box outside the hub to post your concerns

All reports are taken seriously, and students making reports are protected and treated with respect.

What happens if I report and give my name?

1. A member of the safeguarding team will read your concern
2. You will be listened to, and offered help and support
3. Your concern will be logged and follow-up action will be taken
4. The perpetrator will be sanctioned and re-educated

What will happen if I report and DON'T give my name?

1. A member of the safeguarding team will read your concern
2. Your concern will be logged and follow up action will be taken
3. We will monitor a pattern of reports and put measures in place to stop any harassment

Airedale Academy

Equality Pledge

Commit to making our school a safe, supportive environment where everyone feels welcome and respected.



Airedale Academy's Equality Pledge

Every member of the Airedale Academy community has their part to play in making others feel safe, supported and recognised, regardless of personal circumstances.

As a member of the school community, I pledge to:



- 1 Show **EMPATHY, UNDERSTANDING** and **RESPECT** regarding other people's feelings and personal experiences



- 2 Act with **BRAVERY** and **INTEGRITY** when challenging inequality and discrimination



- 3 **SUPPORT** all my fellow students to participate fully in academy life regardless of background, culture, identity or core beliefs



- 4 **APPRECIATE** people's inner worth and play a part in creating a culture of **RESPECT** and **DIGNITY** within the academy



- 5 Celebrate everyone's differences and their positive contribution to the Airedale Academy community



- 6 Take **RESPONSIBILITY** for my actions and the language I use within the school and local community and recognise how my actions can have an impact on other people both in a positive and negative way

NO WAY IT'S NOT OKAY. NO WAY IT'S NOT OKAY. NO WAY IT'S NOT OKAY. NO WAY IT'S NOT OKAY.

NO WAY

IT'S NOT OKAY.

At Airedale Academy, we believe that everyone has the right to feel safe and happy at school.

We have a **zero-tolerance** policy towards:

- **Offensive social media posts and images**
- **Racist, homophobic, transphobic and sexist jokes**
- **Misogynistic and misandrist comments and slurs**
- **Ableist comments and jokes including offensive comments about SEND**
- **Any form of intimidation towards other members of the school community**
- **Homophobic and transphobic slurs and insults**
- **Any name-calling that is offensive to people's protected characteristics**
- **Pressure to send nudes; the sending of explicit unwanted materials**
- **Unwanted touching of any kind**
- **Any sexual violence or pressure**

If you see or experience any of these things at school, remember:

NO WAY, IT'S NOT OKAY.

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