

Anti-Bullying and Harassment Policy

St Giles International Highgate is committed to maintaining a safe, open, and inclusive environment which encourages everyone to reach their fullest potential while studying or working with us. Students and staff have the right to be treated with consideration, fairness, dignity and respect and not be discriminated against for any reason including:

- Disability
- Race
- Age
- Religion and beliefs
- Sexual orientation
- Gender identity, or Gender reassignment
- Physical appearance

St Giles Highgate has a **zero-tolerance** policy toward any kind of bullying, harassment, or discrimination. This includes, for example, behaviours such as:

- Physical abuse such as hitting, tripping or kicking
- Emotional and psychological abuse like name-calling or teasing
- Putting down or threatening someone
- Targeting someone because of who they are or who they are perceived to be
- Isolation and exclusion of others by ignoring, leaving out or spreading rumours
- Stealing or damaging someone's property
- Cyber bullying such as abusive texts, emails or instant messages
- Unwanted attention such as following, harassing or spying on someone

If you believe that you, or someone you know, is the victim of any form of bullying, harassment, or discrimination you should tell us immediately. You can speak to your teacher, the Director of Studies, or the Principal.

We promise to listen carefully and support you in any way possible and treat the matter with discretion and privacy.