

Dear Parents,

Earlier this year, following the murder of Sarah Everard and the subsequent courageous anonymous allegations of sexual harassment and abuse, both Victoria College and Jersey College for Girls, working collaboratively with our associated preparatory schools of VCP and JCP, released a Statement of Intent. Our four schools are committed to tackling issues of sexual harassment and abuse, together with wider forms of discriminatory and prejudicial behaviour. We wish to build inclusive and respectful communities where all feel safe. Our Statement of Intent committed ourselves:

1. To establish a framework for action, in partnership with senior leaders, student representatives, governors, CYPES senior advisors and governmental representatives.
2. To work closely with students in the Colleges; to understand the issues, consult on actions and educate on required changes.
3. To establish and rigorously enforce a joint-school policy on diversity and equality.
4. To develop opportunities for informing and educating staff and parents; this will ensure a sustainable, collective approach.
5. To communicate effectively to all stakeholders the joint College's actions in promoting the required positive cultural change.

Since the release of that Statement of Intent, the leadership and student communities of all four schools have worked collaboratively to put into place a wide range of proactive and positive actions. There are of course many steps yet to take, and we are under no illusion that, in the short time since these allegations and issues came to light, we have solved the problems. These actions demonstrate our ongoing commitment to this issue without an end date. We will continue to strive together to affect a sustainable change of attitudes and behaviours, and we will continue to update our parental and student communities regularly on our progress.

These are important matters and could cause distress. We would like to signpost you to the following, should your daughter or son or any member of your family need further support:

- Speak to any member of staff at your child's school
- Report an incident of harassment using the button on our websites
- Jersey Action Against Rape - www.jaar.je tel. 01534 482 800
- Sexual Assault Referral Centre - www.dewberryhouse.je tel. 01534 888222
- The YES project (Youth Enquiry Service) offers information, advice and counselling for Young People up to 25 years old. It is free to call on 0800 7350 010 and is open from 12pm – 8pm every day.
- Kooth Jersey provides a safe, moderated and non-judgmental place for young people to talk, connect and chat with others and know they are not alone. The service offers drop-in or bookable sessions with professional counsellors between 12pm and 10pm on weekdays and between 6pm and 10pm on weekends. Young people can access Kooth by visiting www.kooth.com and selecting 'Jersey Kooth' during the sign up process.

- The Children and Families Hub offers support and help for safeguarding concerns. Please call the hub on 519000 or email childrenandfamilieshub@gov.je
- If a child is at immediate risk call the police on 999.

We are accountable to our students and to you and we would be grateful if you could inform us of any other actions you think we should be taking. It is only by working together will we make this societal change.

Yours sincerely,

Dr Gareth J. A. Hughes



Headteacher – Victoria College

Carl Howarth



Principal – Jersey College for Girls

Dan Pateman



Headteacher – Victoria College Prep

Richard Sugden



Headteacher – Jersey College Prep

Jersey College for Girls and Victoria College – joint actions

- College leadership teams meet on a regular basis to discuss new actions and evaluate those already in place.
- A joint-College student working party was set up, which created a Student Charter. This charter, shared with the wider College communities (students, parents, staff, governors), clearly outlined what our senior students felt were the right behaviours for the young people in our Colleges to adhere to, in order to help effect the positive change of culture. This charter has been signed by sixth form students at both Colleges. This working party will meet termly going forward to review the charter and present findings to the Leadership in both Colleges.
- A joint JCG/VCI Student Council meeting was held during the summer term 2021 to discuss wider issues. Ideas discussed included activities where students from both Colleges could work together, For example: escape room, maths challenges or science investigations. Due to Covid restrictions, this had to pause, but a meeting has now been scheduled for 15th November.
- Year 7 joint-school PSHE lessons have been timetabled for 2021-22, to allow young people from both Colleges to work together positively from a young age in secondary education.
- Heads of PSHE from both colleges liaising regarding lesson content. This is to include UK Feminista materials.
- Peer mentoring across both Colleges to be developed through the Autumn Term 2021.

- All Year 7-9 parents were invited and could attend the Joint School Digital Awareness Seminar in May 2021. This was funded by the Parents Associations and will be repeated annually.
- Home-School agreements to reflect updated policies and expectations.
- All staff attended training led by Hannah Wilson around Diversity, Equity and Inclusion. This was held at separate Colleges due to Covid restrictions.
- A Diversity, Equity and Inclusion policy is being created for intended completion by the end of 2021.
- Increased start and end of school shared senior staff duties in place across both school sites.
- CYPES Safeguarding Reviews due in Autumn Term 2021.
- Report a Concern buttons in place on both school websites, managed by pastoral staff.
- Action plans produced, updated regularly by senior staff and communicated to all colleagues.

Actions specific to Victoria College

- Regular whole school assemblies and separate Parent Information Evenings for every year group. New 2021-22 strategic plan communicated by Headteacher, with strong focus on culture of kindness and zero tolerance on discriminatory language.
- Appointment of Head of Culture and Ethos Senior Teacher and Head of Student Support Senior Teacher – resourcing, support and training available to staff
- Updated Behaviour, Rewards and Sanctions Policy – clear new approach to rewards and sanctions and training focusing on zero tolerance on discriminatory language (Assist Strategy, daily detentions, early engagement with parents). Communicated through assemblies and tutor times.
- Update of Safeguarding and Child Protection Policy Autumn 2021 to include peer on peer abuse
- Senior leaders visited both JCG and Beaulieu in Autumn Term 2021 to check up on progress and meet key sixth form staff / DSLs.
- Designated space is now set aside in the Sixth Form centre solely for the use of JCG and Beaulieu students, to make them feel more welcome to the College
- Y12 training session on the issue held in July. Student led assemblies, with external agencies support, in October 2021
- A student language survey was completed, to help better understand the extent of concerning language use in various parts of the College campus. These results were shared with all students via assemblies and behaviour policy updates were developed based on the feedback.
- Further staff INSET by Head of Student Voice and Senior Teacher – Ethos and Culture on issues of inclusivity, language and behaviour during Battle of Britain INSET.
- Self-referral and parent referral options to College Counsellor now embedded in Weekly Newsletter
- We have established a strong commitment to Rights Respecting Schools Charter and embedding Article 2. We have celebrated diversity in Assemblies, received training as a staff, continued our zero-tolerance approach discriminatory language, celebrated Pride Week. The UN Steering Group, led by students, will continue to inform our ongoing approach.

Actions specific to Jersey College for Girls

- JCG Diversity and Inclusion survey completed by students, staff and parents. Overall results have been sent to all stakeholders and have informed actions as part of the DEI (Diversity, Equity and Inclusion) strategy.
- Students attended the Soma Sara presentation as part of the virtual GSA Summer Conference
- Assemblies were held for all Years 10 to 13 students by Dewberry House and the Police. Further assemblies are planned for Autumn 2021. Termly student led assemblies to be organised and diarised by Head Girl team.
- Following the Hannah Wilson INSET, all staff completed UK Feminista training in order to raise awareness and equip staff with strategies to tackle sexism in schools.
- Any incidents are dealt with appropriately and in line with our Improving Behaviour Policy.
- Committed to Rights Respecting Schools Charter and embedding Article 2 already. This is part of our internationalism project, Festival of Cultures to be held Summer 2022.
- Our annual parent information evenings will address pertinent issues.
- Termly assemblies overseen by Student Working Party.

Actions specific relating to Jersey College Preparatory and Victoria College Preparatory Schools

- A commitment to raise issues with respective school councils using pupil voice to support further actions
- Revised Behaviour Policies (2021) are supported by CYPES 'Improving Behaviour and Reducing Inclusions' Policy that makes specific reference to sexual harassment including racist or homophobic elements in appendix 9
- PSHE programmes to be reviewed by Subject Leaders in both schools
- Both schools currently survey pupils on safety, well-being and bullying. Future surveys to include questions on discriminatory language after discussion with school council
- School councils elected in October 2021. Termly joint School Council meetings to be held in 2021 - 2022 at alternating schools. To explore opportunities for pupils to work together.
- Weekly assemblies with a focus on Rights Respecting Schools (RRS) and Core Values, with additional assemblies on Counter-bullying following Dr Graham Ramsden's training with staff and parents
- Joint Counter-bullying INSET held for staff (October 2021)
- Parent information evening on Counter-bullying held virtually (October 2021)
- Diversity, Equity and Inclusion (DEI) staff training either completed or in planning for 2021-22 academic year
- Working party / RRS Leads to look at the curriculum to ensure DEI coverage including Gender & LGBTQ+ curriculum audit.
- To improve representation and diversity in our school libraries, corridors and classrooms so that they reflect the society we live in.
- 'Report A Concern' option to be made available via Websites and Newsletters
- CYPES Safeguarding Reviews for both schools (November 2021)
- Commitment to ensuring that the Articles of the United Nations Conventions on the Rights of the Child (UNCRC) and global citizenship are part of everyday ethos and culture. Class charters will reflect this.
- Statement of Intent and Actions to be shared with parents October 2021
- Actions to be added to School Improvement Plans (SIP's) and staff made aware.
- Actions shared with School Council