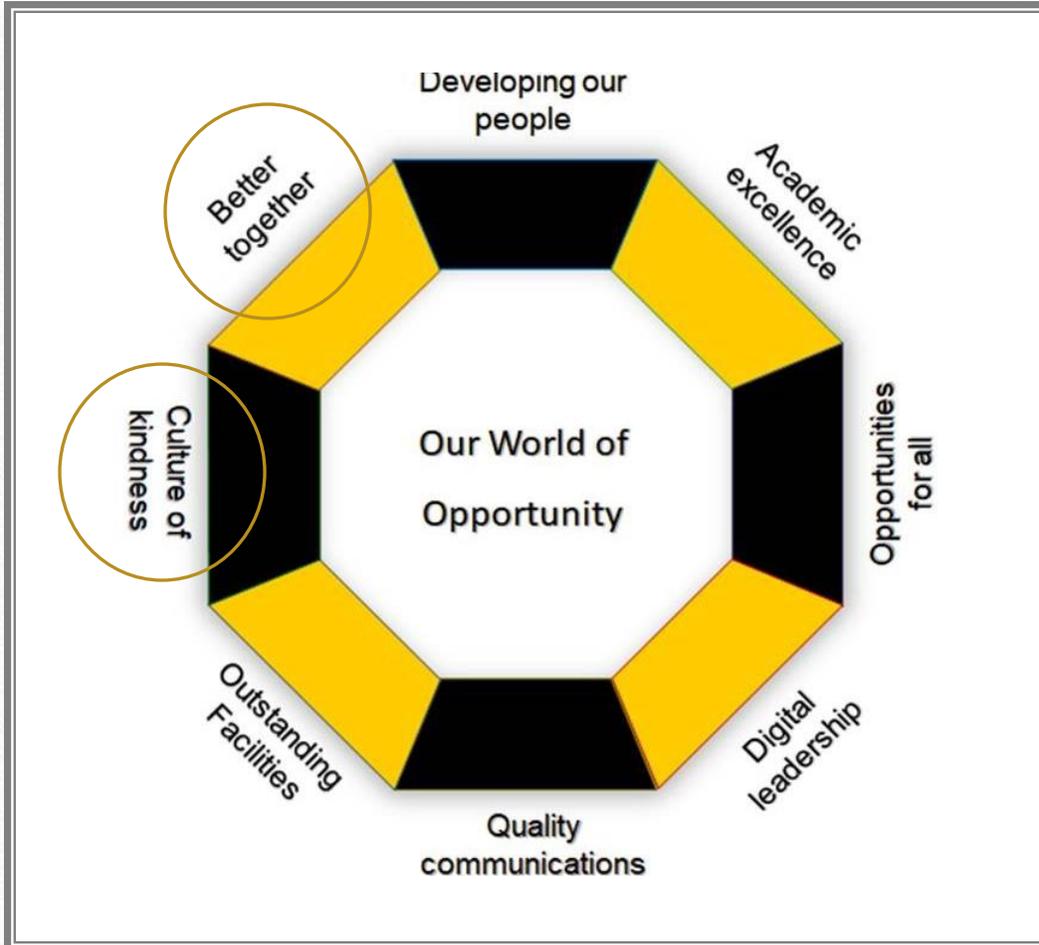


Update on VCJ's response to issues of
sexual harassment and misogyny

What has happened?

- Allegations made into allegations of sexual harassment, misogynistic behaviour and abuse
- SPB report due next week which focuses on how schools handled this – further updates next week in assembly
- It is shining a light on these issues across all Jersey and UK schools
- We want all students, boys and girls, to feel safe, supported and welcomed in our College and elsewhere.
- Offensive languages impacts on the rights of others to be:
 - Safe
 - Able to learn
 - Happy
 - Themselves
- The vast majority of you do not have an issue, but everyone must support the cultural change



Key Strategic Goals

Culture of Kindness and **Better Together** are the most important goals to this issue

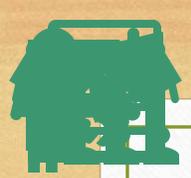


College leadership collaboration work

Heads and Deputies of VCJ, VCP, JCG
and JCP have met regularly

We all understand this is a reputational
risk for the Colleges and a reputational
risk for our young people

Ensure we are all working to the same
goals



Student Collaborative Work

Working group of JCG and VCJ sixth form students in summer 2021

Joint Student Council has met

Student Charter created

Joint School Assemblies in planning

Review early next calendar year

Student Charter

- Will be developing this and implementing to all year groups, for signing
- Also part of the Home-School Agreement



Joint Charter of Respect

Created by a joint JCG and VCJ student forum: June 2021

Due for review by student representatives from both Colleges: May 2022

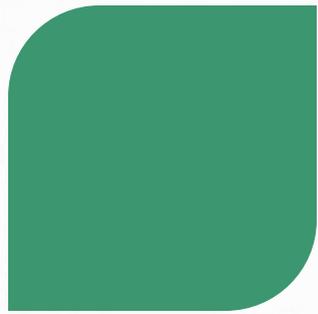
Respect is defined as having due regard for the feelings, wishes, or rights of others. At our Colleges, we believe that all students should feel comfortable and safe within our community. We believe that working in partnership with both Colleges, we can be a powerful force for good. As members of Sixth Form, we have a responsibility to be role models to all students. In order to achieve this:

- I will use language which is inclusive and respectful of others.
- I will not participate in intimidating or non-consensual behaviour.
- I will challenge these behaviours or uses of language with constructive intent if I hear or witness them.
- I will be receptive to criticism of my behaviour and will be willing to educate myself.
- I will be accepting of all individuals.
- I will hold myself to the same standard online as offline.
- I will not hesitate to challenge the school leaders if and when more needs to be done.
- I will seek support from other members of the College community if I am not comfortable challenging behaviour and language.
- I will offer my support to my peers and encourage them to seek additional help.
- I am aware of the zero tolerance policy within my college and I understand what this means.

Signed:

Name:

Date:



SURVEY ON USE OF
OFFENSIVE LANGUAGE
CONDUCTED IN SUMMER 2021



RESULTS SHARED WITH
STUDENTS

Language survey

Behaviour policies

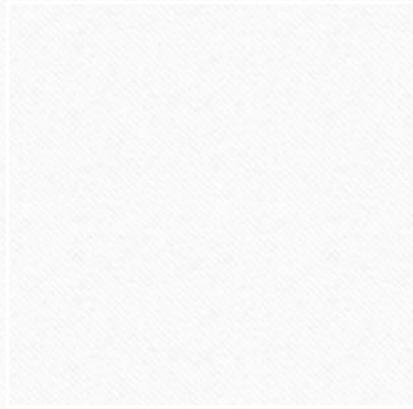
Zero tolerance on any sexist, offensive or misogynistic language

Assist strategy and new detention system – ensuring students understand when they've got it wrong

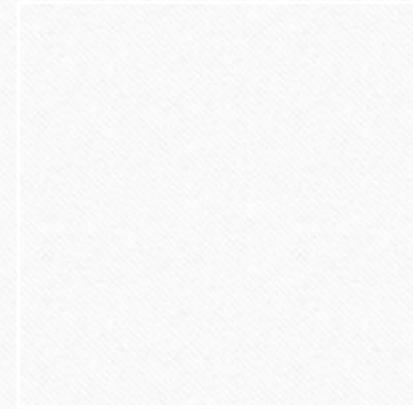
Rewards culture – celebrating when students get it right



Year 7 joint school PSHE



Starting Autumn Term 2021



A series of joint lessons across the year to support improved working relationships between students at VCJ/JCG

Diversity, Equality and Inclusion training took place during INSET at the start of the Autumn Term

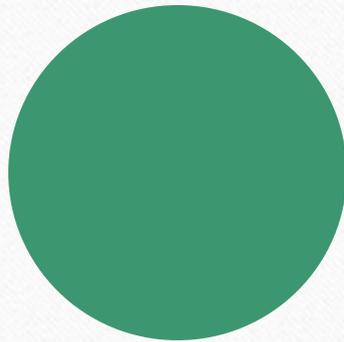
Professional external trainers and our own teachers led these sessions – teachers and support staff attended.

This helps us to help you, as we are all on the same page.

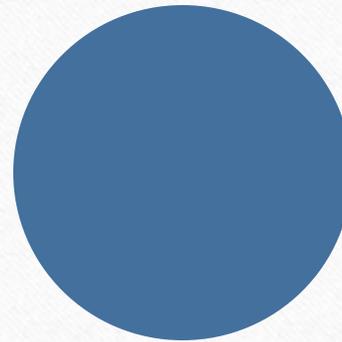
Staff Training



Parent Information Evenings



FOR EVERY YEAR GROUP
SO FAR APART FROM Y11
AND Y9 (TO COME)



STUDENT CHARTER AND
EXPECTATIONS HAVE
BEEN SHARED

Other Updates

01

Self and Parental
Referral form for
College counsellor
(on Newsletter)

02

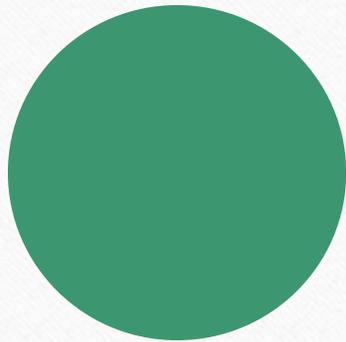
Joint school duties
by senior staff
members

03

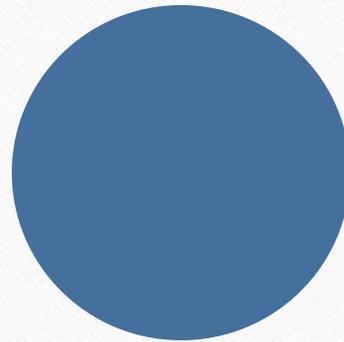
Staff inclusion
working group –
how can we be a
better staff body



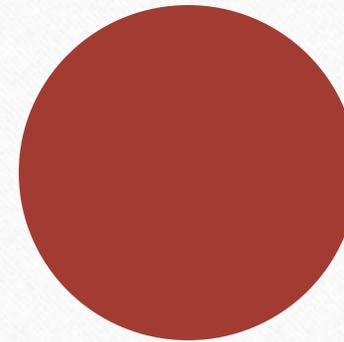
Key Staff Roles



ASSISTANT HEAD
PASTORAL
(MR A GRIFFIN)



SENIOR TEACHER –
CULTURE & ETHOS
(MR M SMITH)



HEAD OF STUDENT VOICE
(MRS E FALLA)

Final thoughts...

- **We at Victoria College must be against all forms of discriminatory and intimidating speech and behaviour**
- This is not about anti-men; this is about being kind and responsible
- Be a part of the positive cultural change underway
- Zero tolerance - ignorance / joking / banter cannot be taken as an excuse
- Talk to someone if you feel pressured into using words you are not comfortable with.
- Speak out if you see or hear things that are not right. 'Step away'.
- Be very, very careful of your online behaviour