ANTI-BULLYING POLICY

The NW Academy is committed to a safe and civil educational environment for all students, employees, interns and host families, free from harassment, intimidation or bullying. "Harassment, intimidation or bullying" means any intentional written, verbal, or physical act, when the intentional written, verbal, or physical act:

- Physically harms a student or damages the student's property; or
- Has the effect of substantially interfering with a student's education; or
- Is severe, persistent, or pervasive that it creates an intimidating or threatening educational environment; or
- Has the effect of substantially disrupting the orderly operation of the school.

Harassment, intimidation or bullying can take many forms including: slurs, rumours, jokes, innuendos, demeaning comments, drawing cartoons, pranks, gestures, physical attacks, threats, or other written, oral or physical actions. "Intentional acts" refers to the individual's choice to engage in the act rather than the ultimate impact of the action(s).

This policy is not intended to prohibit expression of religious, philosophical, or political views, provided that the expression does not substantially disrupt the education environment. Many behaviours that do not rise to the level of harassment, intimidation, or bullying may still be prohibited by other NW Academy policies or building, classroom, or programme rules.

Counselling, corrective discipline, and / or referral to law enforcement will be used to change the behaviour of the perpetrator and remediate the impact on the victim. This includes appropriate intervention(s), restoration of a positive climate, and support for victims and others impacted by the violation. False reports or retaliation for harassment, intimidation or bullying also constitutes violation of this policy.

Reviewed: 13/02/26

Signed:

(Chief Executive, North West Academy of English)

Queries relating to this policy should be addressed to

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