

Harassment and Bullying Policy

At Nottingham Language Academy, we believe that all people who work or study in our school should be treated as equals and with respect. This is a place where people come from all over the world for a language learning experience, and so we ask you and our staff members to treat each other well and to recognise that differences in gender, race, creed, colour, nationality, sexual orientation or disability of any kind are a great opportunity to learn more about each other.

Bullying:

We define 'bullying' as behaviour that may be offensive, intimidating, malicious or insulting, and as an abuse or misuse of power that may undermine or humiliate the recipient.

Harassment:

We define 'harassment' as unwanted conduct related to a relevant protected characteristic, which has the purpose or effect of violating an individual's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that individual.

If you believe you are a victim of bullying or harassment, or if you feel you have witnessed it, you should report it to the Designated Safeguarding Lead, Deputy Safeguarding Lead or the Student Services Team.

Students are subject to our terms and conditions on discipline and exclusion, and staff are subject to their employment conditions and disciplinary procedures.

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