

ANTI-HARASSMENT AND ANTI-BULLYING POLICY - Students

1. Policy Statement

- 1.1. The College is committed to promoting and maintaining acceptable standards of behaviour and conduct by all users of the College in order to ensure no-one is subjected to harassment or bullying of any sort.
- 1.2. Proven incidents of bullying and harassment will be dealt with in accordance with the College's disciplinary regulations (College Charter), in certain instances the College will refer to external authorities should the situation dictate

2. Aim

- 2.1. The aim of the Policy is to define the College's interpretation of harassment and bullying and to set out the expectations around behaviours in order to avoid such issues.
- 2.2. The College is committed to encouraging understanding and demonstration of appropriate behaviours and values within the student cohort. To enable correct choices and responses to be demonstrated at all times including, during the opportunities provided on line.
- 2.3. The policy will clarify the response, through the relevant level of support and discipline, should it find an individual or group responsible for the bullying or harassment of others.

3. Definitions

3.1. Harassment

Harassment is unacceptable behaviour which can include not only violence and bullying but also more subtle behaviour such as ignoring or excluding an individual. It subjects an individual or group to unwelcome attention, humiliation, ridicule, offence or loss of privacy. It may consist of a single event or a pattern of behaviour. Harassment may leave an individual or group feeling intimidated, upset, humiliated, embarrassed or offended.

3.2. Bullying

Bullying is the intentional tormenting of others through verbal harassment, physical assault, or other more subtle methods of coercion such as manipulation. Bullying often describes a form of harassment perpetrated by an abuser who possesses more physical and/or social power and dominance than the victim. The victim of bullying is sometimes referred to as a target.

Peer on peer abuse may not provide an obvious level of power within one individual due to similarities in age, however the College recognises and seeks to eradicate such behaviour.

Harassment and bullying can be based on:

- Race, ethnic origin or skin colour
- Sex/gender
- Sexuality
- Disability or learning difficulty
- Religion
- Age
- Physical appearance,
- A reaction towards another due to an incident
- Inappropriate use of social media

Examples of harassment and bullying include:

- Physical contact (from touching to serious assault).
- Offensive remarks, gossip or jokes.
- Intimidation and threats, including being forced to hand over money or possessions.
- Isolation or exclusion from social activities.
- Sending unpleasant or threatening letters, emails or text messages.
- Sexual harassment - any unwanted conduct of a sexual nature

4. Implementation

The policy will be implemented through

1. Effective and timely induction and tutorial programmes for all students.
2. An annual equality and diversity week which will embrace and highlight differences along with an understanding towards the needs and expectations of others.
3. A College charter, circulated annually, that includes a Code of conduct highlighting expectations of students
4. Staff and Governor training and support around student management
5. Reportage on complaints specific to bullying or harassment and actions to review situations through the safeguarding committee.
6. Review of associated policies and procedures in line with the College quality cycle
7. Involvement with external bodies to support the knowledge and understanding of this area
8. College link Governor for Safeguarding
9. Information on the website, parent's portal and at Residential welcome talks that highlights expectations around behaviours

5. Method of Monitoring

- 5.1. The Equality, Diversity and Inclusion Committee will report on associated matters, as will the Safeguarding Committee.
- 5.2. An annual complaints report within which is a separate section on Bullying and Harassment will be presented to Governors
- 5.3. **Authorship:** Director of Campus and Residential Services
- 5.4. **Date:** January 2024
- 5.5. **Reviewing Officer:** Director of Campus and Residential Services

This document is available in a variety of formats. The Marketing Department or main reception will supply guidance on the range.

Policy Approval

Approval by: Corporation	Date: 19 March 2024
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