

Anti-Harassment & Bullying Policy (Students)



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Date of approval:	September 2005
Responsibility for policy:	Director of Learner Services
Responsibility for implementation:	Institute Directors, Department Mangers, Curriculum Heads, Teaching staff, Guidance staff
Responsibility for review:	Director of Learner Services
Date for review:	September 2007



1.0 Policy

The aim of the Policy is to provide a learning environment free from harassment and bullying and in which the dignity of all students is respected.

Harassment can have a detrimental effect on students and can lead to non-attendance, poor quality work, stress, low morale and other problems. It can make the student feel isolated, vulnerable, humiliated and intimidated.

Students as individuals, have different levels of sensitivity and what may constitute harassment to one student may not apply to another.

College staff are required to implement the policy, carrying out tasks and duties with a positive attitude towards equality of opportunities for all and to regard such as an integral part of all college activities and events.

Specific Objectives

- ❖ to implement effective procedures designed to eradicate harassment and bullying behaviour
- ❖ to take action against anyone who makes malicious allegations of harassment or bullying
- ❖ to monitor complaints and to deal with them promptly and efficiently
- ❖ to recognise the sensitivity of issues involving harassment and bullying
- ❖ to deal with issues of harassment and bullying in confidence



2.0 Justification

This Policy is needed to ensure that the College is able to provide an enjoyable and safe learning environment for all our students. It relates to our diversity suite of policies which includes our Equal Opportunities Policy, the Inclusiveness Policy and the Race Equality Policy and Action Plan. It also links to the Student Code of Conduct which was jointly developed and agreed with the Student Association, as well as our Disciplinary and Complaints procedures.

There is also a legislative imperative related to the Sex Discrimination Act 1975, the Race Relations Act 1976 and 2001, the Disability Discrimination Act 1995 and 2001 and the Protection from Harassment Act 1997.

3.0 Link to Strategic Plan

Core values

- ❖ Providing all learners with **the highest quality learning** experience
- ❖ Valuing clients and colleagues and treating others **with respect and integrity**
- ❖ Recognising that **enjoyable learning** is the most effective learning
- ❖ Embracing **diversity** as a cornerstone of our learning community
- ❖ Accepting **accountability** and responsibility for our actions

Strategic Aim 1

We will make a significant, recognised and valued contribution to the personal development of our students
Identify the Strategic Aim which this policy addresses.



4.0 Exemptions

This policy applies to issues raised by students. A separate policy is in place for staff.

5.0 Related Procedures

- ❖ QP2.11: Anti-Harassment & Bullying Procedures – steps to be taken if a student feels he/she is being harassed or bullied:
 - Reporting racist incidents
 - Harassment – definition and examples
 - Bullying – definition and examples
 - Victimisation and Malicious Allegations – definition
 - Complaints Procedure
 - Equal Opportunities Policy & Procedure
 - Race Equality Policy

Where an incident relates to Diversity issues such as Disability, Ethnicity, Sexual Orientation, Gender, Religious beliefs and Age, an indication that this has occurred should be passed, without disclosing specific details, to the Chair of the Diversity Committee, so it can be raised as an Agenda item. This will enable the college to monitor incidents and take action to improve provision.

Confidentiality will be taken account of, based on a need to know basis.