

Policy Title	<b>Anti-Bullying Policy</b>
Issue date (m/y)	July 2011
Author	Student Support Team Leader
Approved by	Student Services & Support Manager
Review Date (m/y)	July 2012
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### **Context and/or Aims**

Loughborough College's Anti-Bullying Policy runs alongside The Anti-Bullying Procedure. Together they form a strategy that is designed to help staff and students achieve and maintain high standards of behaviour and feel safe at all times. The aim is to ensure consistent and fair treatment for all by setting out the action that will be taken if the College rules are broken.

### **Policy Statement**

Loughborough College is committed to a strong and consistent line when investigating and dealing with instances of bullying. We believe it is every student and member of staff's right to learn and work without harassment, prejudice or threat and have the opportunity to succeed and excel.

### **Requirements for Implementation**

At Loughborough College we take preventing acts of bullying seriously. We have in place a number of proactive and reactive measures to educate both staff and students about bullying and how we can prevent it.

- One point of contact for all bullying incidents leading to accurate statistics.
- Easy to follow Anti-Bullying Procedure for Staff and Students.
- Bullying Awareness Tutorials available to all Tutor Groups.
- Anti Bullying Week promoted across college every year.
- Students consulted on contents of anti-bullying policy.
- Safe and varied ways for students and staff to report bullying.
- Diversity and equality promoted throughout the college.
- Professionals available to work one on one with victims and perpetrators.
- Links to a variety of specialist resources including the Anti-Bullying Strategy Manager at Leicestershire County Council and the Hate Incident Action Project at Human Rights and Equalities Charnwood.
- Internet safeguarding barriers
- Termly staff development sessions on discrimination, harassment, victimisation and bullying.

### **Responsibility for Anti-Bullying**

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Every member of the College community, including visitors and contractors has the responsibility to behave in ways which prevent bullying. The College recognises bullying as when a person (or persons), including suppliers, contractors and visitors, intentionally hurts, persecutes or intimidates an individual or group. Assault and sexual assault come within this definition. Action will be taken against all forms of bullying:

- Physical – Pushing, punching, kicking, tripping, spitting, etc.
- Emotional – Humiliating a person through name calling and using insulting names or comments.
- Indirect – Spreading rumours whether true or not.
- Cyber bullying – Any form of bullying using a mobile phone or internet chat rooms, social networking sites, instant messaging, e-mail or other websites.
- Harassment – Tormenting or confusing another individual or group by continual or persistent attack, questioning or stalking.
- Prejudice – Intolerance or hostility toward a particular individual or group of people based on gender, gender identity, race, religion, belief, disability, sexual orientation, marital status or age and can be direct or indirect.

Other acts that could be seen as bullying (particularly as part of an ongoing pattern of behaviour against a victim):

- The same person or group always leaving someone out.
- Making threats against someone.
- Damaging or taking someone's belongings deliberately.
- Trying to force someone to do something they don't want to do (including acts of a sexual nature).

### **Potential impact on Equal Opportunities**

An Equality Impact Assessment has been conducted by Student Development Coordinator and the Equality & Diversity Co-ordinator on 18/11/10 and any necessary amendments made to the policy.

### **Related Documents**

Safeguarding Policy and Procedure