

Policy and Procedure Title	Anti-Bullying and Harassment Policy for Learners
Date Approved	January 2018
Approved by	College Executive
Date of Equality Impact Assessment	
Next Review Date	January 2020
Executive Lead	Vice Principal Curriculum and Quality
Applicable to:	Staff, Learners, Public
Accessible to:	Staff, Learners, Public

1. Scope and Purpose of the Policy

Loughborough College is committed to providing a safe and secure environment for all learners and promoting a culture of mutual respect, supporting equality and diversity in all its forms.

This policy applies to all Loughborough College learners on all college premises and settings where college activities take place e.g. placements, visits and residential activities.

This policy complies with the following legislation:

- [Children & families Act 2014](#)
- [Equality Act 2010](#)
- [SEND Code of Practice](#)

2. Policy Statement

Loughborough College is committed to ensuring all learners have the right to learn in an environment safe and free from discrimination and bullying. Bullying or harassment is totally unacceptable and Loughborough College challenges bullying in all its forms in order to protect learners. We comply with the public sector equality duty under the Education Act 2010.

The college supports learners in reporting and challenging bullying, in all its forms, and encourages positive intervention to prevent bullying. Loughborough College will monitor incidents of bullying and harassment, so that any trends can be identified and action implemented, as appropriate, as part of our ongoing commitment to ensuring the welfare and wellbeing of our diverse learner population. The learner disciplinary policy will be invoked where bullying or harassment occurs.

3. Responsibilities

All staff are responsible for:

- Being aware of the policy and the procedures for reporting bullying or harassment
- Taking action in line with this policy should they witness acts of bullying or harassment; or are approached by learners being bullied or harassed; or by learners who have witnessed such actions
- Treating all learners with dignity and respect, ensuring their own conduct does not cause offence or misunderstanding, or could not be interpreted as bullying
- Challenging the use of language or behaviour which could cause offence
- Role modelling language and behaviours which promote mutual respect and tolerance
- Making use of tutorials to address issues related to bullying and/or harassment
- Using the Learner Disciplinary Policy and Procedure to address incidents of bullying or harassment
- Undertaking appropriate CPD in relation to bullying and harassment

Learners are required to:

- Adhere to their Learner Agreement and College Code
- Comply with the Learner Disciplinary Policy and Procedure
- Report incidents of bullying or harassment

The Vice Principal, Curriculum, Quality and Learner Experience will have oversight of the policy.

4. Definitions

Bullying is a form of harassment which sets out to intimidate, coerce, humiliate or undermine the individual to whom it is directed. Bullying is a deliberately hurtful behaviour which, when repeated over time, causes distress, and can lead to a range of unpleasant psychological or physical outcomes.

Bullying can be:

- Direct: physical, verbal, non-verbal
- Indirect: texting, e-bullying, cyber-bullying

Harassment is where one person engages in unwanted conduct related to another person which could violate the other person's dignity or create an intimidating, hostile, degrading, humiliating or offensive environment for that person.

Bullying of harassment can be subdivided into a number of interrelated areas:

- Physical – direct use of violence or threats of violence
- Emotional – tormenting, excluding
- Verbal – name calling, malicious rumour spreading, sarcasm
- Racist – remarks, gestures
- Sexual – abusive comments, unwanted physical contact
- Homophobic – comments, taunts regarding sexual orientation
- Electronic – offensive messages or images through social media, texts, phone calls. emails

5. Linked Policies and Procedures

- Learner Disciplinary Policy and Procedure
- Safeguarding Policy
- Equality and Diversity Policy

6. Location and Access to the Policy

- College Website Policies and Procedures