Anti-Bullying and Anti- Harassment Policy (student and apprentice)

Date approved: 08.07.22
Approved by: SMT
Responsible Manager (s): Director for Students
Executive Lead: Vice Principal H.E. and Student Enhancement

Applicable to staff: **No**
Applicable to students: **Yes**
Accessible to students: **Yes**
Accessible to general public: **Yes**
(including clients)

Consultation
Consultation undertaken with:

- SMT   **Yes** 08.07.22
- AMT   **Yes** 07.06.22
- CCMT   **Yes** 07.06.22
- Students   **Yes** 30.05.22

Policy review frequency, normally: every 2 years

Contents

1.   Scope and Purpose of the Policy

1.1   This policy applies to all students and apprentices who choose to study at Blackpool and the Fylde College, this includes digital sessions.

1.2   The purpose of this policy is to support the wellbeing, inclusion and safety of all our students and apprentices.

2.   Policy Statement

2.1   Bullying and harassment, specifically child on child or peer on peer abuse in any form, will not be tolerated at B&FC.

2.2   B&FC provides a safe working and learning environment in which students and apprentices feel empowered to raise any concerns.

2.3   Any student or apprentice who chooses to bully or harass others, including digital communication, will be subject to the student misconduct procedure.

2.4   Any student or apprentice who reports, or is subject to bullying or harassment, will be afforded additional support through the Directorate for Students, this may include referral to external agencies

2.5   The policy aligns to core values of mutual respect, inclusion and employment focussed behaviours.

This policy aligns with:

- DfE "Preventing and tackling bullying" (DFE- 00160-2017) advice publication
- Equality Act 2010: "to have due regard to unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act"
- Office for Students advice and guidance (July 2020)

3.   Accountability

3.1   The Director for Students is accountable for the review and updating of this policy.

3.2   Heads of Curriculum are accountable for carefully managing any allegations of bullying and harassment under the appropriate stages of the student misconduct procedure.

3.3   All students and apprentices are responsible for behaving positively, being inclusive and demonstrating mutual respect and tolerance. In the event of any incident of bullying or harassment, students are responsible for reporting it promptly to a relevant colleague.

4.   Student Involvement

4.1   Consultation has been conducted through the elected representatives of the Student Union

5.   Linked Policies

Positive Student Behaviour Policy

Safeguarding Policy (student)

6.   Linked Procedures

Student and Apprentice Misconduct Procedure
Safeguarding Procedure (Student)

Equality Impact Assessment

<table>
<tr><td colspan="2">**Impact Assessment for the 4 strands of Equality, Inclusion, Safeguarding, Health and Safety and Sustainability**</td></tr>
<tr><td colspan="2">**Initial Form to be completed with Risk Assessments or as part of a proposal or change to a policy, plan or new way of working**</td></tr>
<tr><td>Title of Activity: Anti bullying and harassment policy (students)

Author and Date: Nigel Brown July 2022</td><td>☐ New or ☒ Revision Please tick as appropriate
Expected Implementation Date: September 2022
What is the review date? July 2024</td></tr>
<tr><td>**Equality and Diversity**.
Which of the characteristics maybe impacted upon?
And, if yes, how has this been considered?
What are the risks? What are the benefits?</td><td>This policy applies to all students with mitigations in place to provide appropriate support where needed.</td></tr>
<tr><td>**Safeguarding:**
Are there any aspects of this proposal which could cause a learner/member of staff/visitor to feel unsafe?
If yes, how has this been considered?
What are the risks? What are the benefits?</td><td>☒ Yes   ☐ No

Mitigations identified where those at risk may require additional support</td></tr>
<tr><td>**Health and Safety:**
Have any risks been identified?
If yes, how has this been considered?
What are the risks? What are the benefits?</td><td>☐ Yes   ☒ No</td></tr>
<tr><td>**Sustainability:**
Are there expected benefits or impacts on sustainability issues?
If yes, how have these been considered?</td><td>☐ Yes   ☒ No</td></tr>
<tr><td>**Evidence:**
What evidence do you have for your conclusions and expectations for these conclusions?
How will this impact be monitored for all these considerations?</td><td>Evidence is based on research driven behaviour analysis where promoting positive behaviour supports all students in feeling safe and empowered to report issues.</td></tr>
<tr><td>Is this policy of a high/medium or low risk? :</td><td>☐ High   ☒ Medium   ☐ Low</td></tr>
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