

**Anti- Bullying and Anti-
Harrassment Policy
(student)**



Anti-Bullying and Anti- Harrassment Policy (student)

Date approved: 25 September 2020

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: (including clients)	Yes

Consultation

Consultation undertaken with:

• SMT	Yes	25.09.20
• AMT	Yes	19.09.20
• CCMT	Yes	20.09.20
• Students	Yes	16.09.20

Policy review frequency, normally: every 2 years

Contents

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1. **Scope and Purpose of the Policy**

- 1.1 This policy applies to all students who choose to study at Blackpool and the Fylde College, this includes digital and remote learning.
- 1.2 The purpose of this policy is to support the wellbeing and safety of all our students.

2. **Policy Statement**

- 2.1 Bullying and harassment, in any form, will not be tolerated at B&FC.
- 2.2 B&FC provides a safe working and learning environment in which students feel empowered to raise any concerns.
- 2.3 Any student who chooses to bully or harass others, including digital communication, will be subject to the student misconduct procedure.
- 2.4 Any student 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 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”
- Education and childcare during coronavirus (update 25.06.20)
- 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 are responsible for behaving positively and respecting each other. In the event of any incident of bullying or harassment, students are responsible for reporting it promptly to a relevant member of staff.

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

Positive Student Behaviour Procedure (Misconduct)
Safeguarding Procedure (Student)

7. Equality Impact Assessment attached

Impact Assessment for the 4 strands of Equality, Safeguarding, Health and Safety and Sustainability	
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	
<p>Title of Activity: Anti bullying and harassment policy (students)</p> <p>Author and Date: Nigel Brown July 2020</p>	<p><input type="checkbox"/> New or <input checked="" type="checkbox"/> Revision Please tick as appropriate</p> <p>Expected Implementation Date: September 2020</p> <p>What is the review date? July 2022</p>
<p>Equality and Diversity.</p> <p>Which of the characteristics maybe impacted upon?</p> <p>And, if yes, how has this been considered?</p> <p>What are the risks? What are the benefits?</p>	<p>This policy applies to all students with mitigations in place to provide appropriate support where needed.</p>
<p>Safeguarding:</p> <p>Are there any aspects of this proposal which could cause a learner/member of staff/visitor to feel unsafe?</p> <p>If yes, how has this been considered?</p> <p>What are the risks? What are the benefits?</p>	<p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No</p> <p>Mitigations identified where those at risk may require additional support</p>
<p>Health and Safety:</p> <p>Have any risks been identified?</p> <p>If yes, how has this been considered?</p> <p>What are the risks? What are the benefits?</p>	<p><input type="checkbox"/> Yes <input checked="" type="checkbox"/> No</p>
<p>Sustainability:</p> <p>Are there expected benefits or impacts on sustainability issues?</p> <p>If yes, how have these been considered?</p>	<p><input type="checkbox"/> Yes <input checked="" type="checkbox"/> No</p>
<p>Evidence:</p> <p>What evidence do you have for your conclusions and expectations for these conclusions?</p> <p>How will this impact be monitored for all these considerations?</p>	<p>Evidence is based on research driven behaviour analysis where promoting positive behaviour supports all students in feeling safe and empowered to report issues.</p>
<p>Is this policy of a high/medium or low risk? :</p>	<p><input type="checkbox"/> High <input checked="" type="checkbox"/> Medium <input type="checkbox"/> Low</p>