

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

## Anti-Bullying and Harrassment Policy (student)

Date approved: 25 May 2018  
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** 25.5.18
- AMT **Yes** 22.5.18
- CCMT **Yes** 21.5.18
- Students **Yes** 9.3.18

Policy review frequency, normally: every 2 years

## **Contents**

1. Scope and purpose of the policy
2. Policy statement
3. Accountability
4. Student involvement
5. Linked policies
6. Linked procedures
7. Equality Impact Assessment

1.1 This policy applies to all students who work or study at Blackpool and The Fylde College (B&FC). This policy acknowledges that preparation for employment, or higher study leading to employment, is the principal objective of all our activities. Bullying and harassment will not be tolerated at B&FC.

1.2 The purpose of this policy is to promote positive employment focussed behaviours.

## **2. Policy Statement**

2.1 This policy aligns with DfE “Preventing and tackling bullying” (DFE- 00160-2017) advice publication and the statutory duty to have due regard to unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Equality Act 2010

2.2 The Policy aligns to core values of mutual respect and employment focussed behaviours.

2.3 The underlying philosophy of this policy is to ensure B&FC provides a safe working and learning environment in which students feel empowered to raise any concerns.

## **3. Accountability**

3.1 The Director for Students is accountable for the full implementation and monitoring of this policy.

3.2 Heads of Curriculum are accountable for dealing with allegations of bullying and harassment under the appropriate stages of the student disciplinary procedure.

## **4. Student Involvement**

4.1 Student consultation has been an essential component of this policy and consultation has been conducted through the Student Union elected representatives. The promotion of positive behaviours is in the interest of all partners.

## **5. Linked Policies**

Promoting Positive Student Behaviour Policy

Safeguarding Policy (Student)

Online Safeguarding Policy (Student)

## **6. Linked Procedures**

Student Disciplinary Procedure

Safeguarding Procedure (Student)

Promoting Positive Student Behaviour Procedure

## **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 Feb 2018</p>	<p><input type="checkbox"/> New or <input checked="" type="checkbox"/> Revision Please tick as appropriate</p> <p>Expected Implementation Date: May 2018</p> <p>What is the review date? May 2020</p>
<p><b>Equality and Diversity.</b></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 staff and students with mitigations in place to provide appropriate support where needed.</p>
<p><b>Safeguarding:</b></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><b>Health and Safety:</b></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><b>Sustainability:</b></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><b>Evidence:</b></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>

