



OAKLANDS COLLEGE

Student Bullying and Harassment Policy 2019-20



STUDENT BULLYING AND HARASSMENT POLICY

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Policy Statement

The College is determined to provide a safe, friendly and caring environment where any form of bullying is not tolerated, differences are celebrated and all students feel valued and treated with dignity and respect. By effectively preventing and tackling bullying, Oaklands College can help to create a safe, disciplined and inclusive culture where students developed the skills and knowledge to prepare for life in modern Britain. We will provide immediate support to any student who feels they are being bullied or harassed.

Purpose

The College aims to ensure that we operate in an inclusive environment where effective learning can take place. This policy promotes and encourages all students to achieve and maintain acceptable standards of conduct for academic performance; it will also strengthen the message that there are clear consequences for inappropriate behaviour conducted in the College environment.

The Student Behaviour Policy and Procedure will be used to support the Bullying and Harassment Policy to ensure that there is an environment free of bullying and harassment.

Scope

This policy covers all students enrolled at Oaklands College including work based learning and residential students. It also applies to all staff who have an active role to play to promote an inclusive culture, and to ensure they can identify the signs of bullying and harassment and follow the actions that need to be undertaken if bullying and harassment is suspected.

Definitions

Below are the definitions of bullying and harassment:

1. Bullying

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms (for instance, cyber-bullying via text messages, social media or gaming, which can include the use of images and video) and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, special educational needs or disabilities, or because a child is adopted, in care or has caring responsibilities. It might be motivated by actual differences between people, or perceived differences.

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2. Cyberbullying

Cyberbullying is bullying that takes place over digital devices or platforms. With the rapid development and widespread access to technology, technology has provided a new medium for 'virtual' bullying. Cyber-bullying is a different form of bullying and can happen at any time of the day and can be potentially shared with a bigger audience.

3. Harassment

Harassment may be directed at an individual or a group. Under The Equality Act 2010, harassment is defined as "Unwanted conduct related to a relevant protected characteristic, which has the purpose or effect of violating an individual's dignity, or creating an intimidating, hostile, degrading, humiliating or offensive environment for that individual."

4. Sexual Harassment

Sexual harassment is unwelcome conduct of a sexual nature towards another person which could reasonably be expected to make that other person feel offended, humiliated or intimidated. A single incident is enough to be considered sexual harassment - it does not have to be repeated behaviour.

The person engaging in unwelcome behaviour does not have to intend to be sexually harassing the other person for the behaviour to be considered sexual harassment. Regardless of what was intended, sexual harassment is defined by the nature and the impact of the behaviour, not the intention behind it.

Guidance for Students

- If you feel you are being bullied please TELL someone. This could be your Personal Tutor, a member of the Student Advice team or any other member of staff you trust.
- Your concerns will be treated seriously and we will not tell anyone else who does not need to know.
- We can offer you advice and support from our Student Advisors.
- We will investigate the allegation and the Student Behaviour Process may be followed against the alleged individual
- In some circumstances, if you are under 19 we may feel it necessary to inform your parents/carer.

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Procedures for Staff

1. All complaints/incidents of bullying should be taken seriously and treated sensitively. All staff have a responsibility to report any incidents of bullying to the Personal Tutor or a member of the Student Advice Team.
2. Reassure the student that they have done the right thing in reporting the incident.
3. Take factual notes to ascertain what has happened including who is involved and record on MyConcern/ProMonitor
4. Do not promise confidentiality.
5. If a student reveals they are being bullied or makes a direct complaint this should be reported to the Personal Tutor or a member of the Student Advice Team. A meeting will then be arranged with the Personal Tutor and a member of Student Advice Team to talk to the student about their concerns. A personal statement will be taken and will, if necessary, be passed to the Head of Department for use during any student behaviour process.
6. The student who has made the allegation will receive advice and support from the Student Advice team. Personal Tutors should ensure that a referral to the Student Advice team is made.
7. During the behaviour procedure the over-riding priority must be given to ensuring the safety of the person who has made the allegation.
8. If the student or staff member decides that the matter is best resolved informally, in some cases speaking directly with the person concerned can be enough to resolve the situation. Some students do not realise that their conduct is causing offence and explaining this to them is enough to make them rethink about their behaviour.
9. If the matter needs to be addressed through a more formal process or there is a serious safeguarding concern, this must be reported to the College's Safeguarding Team.

Monitoring

Incidents of bullying and harassment will be recorded by the Student Advice and Safeguarding Officers and reviewed termly by the Designated Safeguarding Lead. Regular updates will be provided to the College Corporation.

Supplementary Documentation

- Student Disciplinary Policy and Procedures
- Safeguarding Policy
- Equality & Diversity Policy

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