



Student Anti Bullying & Harassment Policy

Reviewed: June 2018	Next review due: June 2019
Approving Body: Corporation	SLT contact: Vice Principal - Resources
Policy approved by Corporation: July 2018	



Student Anti-Bullying and Harassment Policy

Issuing body: Corporation

Primary distribution to: All College Staff, Trade Unions

Review Date: June 2019 *

Comments/Concerns to: Vice Principal - Resources

*This policy may need to be reviewed before this date to reflect changes in government and other agencies' advice, guidance and legislation.

Policy Statement

1. SCOPE

1.1. With the exception of staff, anyone experiencing bullying or harassment on the College premises from a student have the right to use this Policy and the associated Procedure. Where a member of staff is experiencing bullying or harassment from a student that issue should be dealt with under the Student Disciplinary Policy and Procedure.

1.2. It is the policy of the College that:

- it will not tolerate any form of bullying or harassment (definitions are included in the Anti-Bullying and Harassment Procedure);
- all staff and students are responsible for making sure the College is free of bullying;
- any person alleging bullying and using this policy and associated procedure will be provided with help and support throughout the process and will be protected from victimisation;
- the College will adopt a procedure for challenging bullying or harassing behaviours which will enable the staff to effectively intervene in an appropriate way. This may include, but is not limited to, using the Informal Procedure or the Formal Procedure.

2. CONTEXT

2.1. This document contributes to the College's wider safeguarding strategy and the fulfillment of its duties under various legislations to exercise its functions with a view to safeguarding and promoting the welfare of all our students. City College Plymouth recognises that safeguarding is everyone's responsibility. This policy works with and alongside:

- Student Anti-Bullying Procedure
- Safeguarding Children, Young People and Adults at Risk Policy
- Safeguarding Children, Young People and Adults at Risk Procedure
- Equality and Diversity Policy
- Student Disciplinary Policy and Procedure
- Staff Disciplinary Policy and Procedures
- Every Child Matters Government Guidance

3. IMPLEMENTATION

3.1. Staff and students are expected to follow this policy and meet their

responsibilities under it to contribute to a safe College environment.

3.2. All staff and students will be made aware of this policy through induction and training, including training given within the Safeguarding training.

4. MONITORING, REVIEW AND EVALUATION:

4.1. This policy shall be reviewed annually. This document is capable of review and variation at any time in the event that new legislation or guidance comes into effect.

4.2. This policy will be monitored and reviewed through:

- The College's Safeguarding (Strategy) Working Group
- Consultation with the Student Union
- Formal complaints will be recorded by the College PA's and reported to the Senior Leadership Team

Note: The EIA has not been updated as no substantial revisions have been made to the Student Anti-Bullying and Harassment Policy – June 2017.