

## **Student Anti Bullying & Harassment Policy**

### **1. Introduction**

- 1.1 Plumpton College is committed to the elimination of discrimination on the grounds of gender, marital status, sexual orientation, race, colour, nationality, creed or religious beliefs, ethnic or national origins, age or disability. The college recognises the distress and problems caused by bullying and harassment and is committed to providing an environment in which all individuals can operate confidently, competently and safely. If a complaint is brought to the attention of any member of staff, it will be reported to the Principal/Deputy Principal promptly and appropriate action taken.
- 1.2 **It is the right of every student and member of staff to work or study without fear of bullying, harassment or victimisation.**

### **2. What is bullying and harassment?**

- 2.1 Bullying can mean many different things. It can be described as persistent, abusive, intimidating or insulting behaviour which makes the victim feel frightened, threatened, humiliated or upset. This can cause the victim great distress, loss of confidence and self worth. They may find that their work or study suffers and may decide to leave the college.
- 2.2 Examples of bullying are:
- Being called names
  - Being teased
  - Being pushed or pulled around
  - Being hit or attacked
  - Having your bag and other possessions taken and thrown around
  - Having rumours spread about you
  - Being ignored and left out.
  - Being forced to hand over money or possessions
  - Being attacked because of your colour, religion, sexuality or appearance.

### **3. How to stop the Bullying and Harassment**

- 3.1 If you are being bullied you **MUST** do something about it.
- Tell a member of staff, they could be your development tutor, a member of the wardening team.
  - Write down what you want to say.
  - Keep a diary of what is happening, document dates, time and witnesses to any incidents.
  - Ask your parents to speak to the college.
  - Talk over what to do with a friend, parents, tutor or someone you can trust.
  - Remember that it is right to tell your Tutor that you are being bullied and to ask for their help, they will listen carefully to what you have to say and they will help you, BUT you don't have to let them take over. YOU can talk with them about what YOU would like to happen.

#### **4. Helping a friend**

4.1 Maybe you are not being bullied but you know someone who is – perhaps that person is not even a friend but someone from another course? Have you ever seen that someone was being bullied, but were not sure what to do? Or maybe you thought that nothing you could do would make a difference?

#### **4.2 Do not ignore bullying. You can help**

- Let your tutor or the Student Services Officer or warden know what is happening.
- Be a friend and support the person being bullied.
- Refuse to join in.
- Sometimes you cannot sort it out yourself – ask a member of staff for help.

**REMEMBER BULLYING AND HARASSMENT IS AGAINST THE LAW AND IS UNACCEPTABLE BEHAVIOUR AT PLUMPTON COLLEGE.**

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