



# PLUMPTON

## COLLEGE

### Student Anti Bullying & Harassment Policy

This policy is applicable to all students within the Plumpton College Group.

SMT Assigned Owner	James Hibbert
Document Author	Sarah Bolland
Approved by	SMT
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The SMT is delegated to approve minor changes to the policy in response to legal changes and best practice.

## 1. Introduction

1.1 This policy should be read in conjunction with the College's Equality and Diversity Policy and staff and student Codes of Conduct. 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 Student Wellbeing & Safeguarding team 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.

*'Bullying is the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power.'* - Anti-bullying Alliance

Bullying is experienced online and in person however most cases of bullying now involve online elements.

Some examples of bullying below, the majority of which can be online or in person:

### **DIRECT**

- ▶ Hitting – physical harm (or threats to harm)
- ▶ Verbal or online abuse
- ▶ Name calling
- ▶ Pushing/shoving
- ▶ Filming or photographing with intent to share

### **INDIRECT**

- ▶ Coercion
- ▶ Excluding from friendship group or activities
- ▶ Spreading rumours
- ▶ False friendships
- ▶ Social media videos or posts related to the victim/s

This is list not exhaustive and the College will intervene in circumstances in which it believes that one person's actions are having a negative effect on the welfare of another.

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

3.1 If you are being bullied you MUST do something about it. Although it can be difficult to act in response to being bullied we recommend that you do the following:

- Tell a member of staff, they could be your personal tutor, progress coach, or a member of the Student Wellbeing & Safeguarding team via email [safeguarding@plumpton.ac.uk](mailto:safeguarding@plumpton.ac.uk) or the wellbeing WhatsApp **07387 411834**.
- It can help to write down what you want to say.
- Keep a diary of what is happening, document the dates, time and witnesses to any incidents. Screenshot any messages or record with another device.
- Do not respond to the bully. Block their contact.
- Ask your parents/carers or a trusted adult to speak to the college.
- Talk over what to do with a friend, parents, tutor or someone you can trust.
- Our staff are here to listen carefully to what you have to say and they will help you. You do not need to tolerate anyone behaving as a bully, please speak out. The staff member will alert the Student Wellbeing & Safeguarding team and they will discuss with you how you would like to proceed, keeping you informed throughout the process.
- At Plumpton College we value a safe community for our students and do not tolerate bullying. No one has the right to make you feel unsafe or victimised.

### 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?

You are all able to help make the student community safe for everyone to enjoy their education. Contact the Student Wellbeing & Safeguarding Team if you have seen someone being bullied in college or online.

### 5. Staying safe online

Following rules for online safety can reduce the opportunity for online bullying from strangers.

1. Make your profile private
2. Block and report abusive people and content
3. Only invite or accept genuine friends
4. Think before you share
5. Compare with a face-to-face situation
6. Keep your password private

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

Useful links for further information:

<https://www.gov.uk/report-hate-crime>

<https://www.bullying.co.uk/>

<https://www.nspcc.org.uk/what-is-child-abuse/types-of-abuse/bullying-and-cyberbullying/>

<https://www.childline.org.uk/info-advice/bullying-abuse-safety/types-bullying/>

<https://www.cps.gov.uk/legal-guidance/cybercrime-prosecution-guidance>