

BULLYING & HARASSMENT POLICY – STUDENTS



HARTPURY

BACKGROUND

The Equality Act 2010 outlines Hartpury's Public Sector Duty to have due regard to eliminating discrimination, harassment and victimisation, advance equality of opportunity and foster good relations. These notions have been incorporated into this policy.

PURPOSE

Hartpury is committed to safeguarding young people and creating a positive environment for all its learners. Bullying of any kind is unacceptable both inside and outside of campus. If bullying does occur, this document outlines the procedure for reporting any incident and staff roles who will carry out the investigation.

SCOPE

This policy applies to all students of Hartpury. Hartpury is not directly responsible for bullying or harassment that takes place outside the learning environment and off-campus premises but may take appropriate action if such activities have an impact on any student's safety or if Hartpury's reputation is at risk.

OBJECTIVES

Hartpury is committed to creating and maintaining a working and learning environment that is safe, secure and free from any form of bullying and harassment for all students. Where bullying or harassment does occur, individuals should feel supported in reporting incidents and be clear about the steps they should take.

- All Governors, staff, students and parents/carers/guardians should have an understanding of what bullying is
- All Governors, staff, students and parents/carers/guardians should know what Hartpury's policy is on bullying, and what they should do if bullying arises
- At Hartpury we take bullying seriously. Staff, students and parents/carers/guardians should be assured that they will be supported when bullying is reported
- Bullying will not be tolerated
- Hartpury will ensure that all staff and students have access to this policy

INTRODUCTION

The Bullying Intervention Group defines bullying as *"Bullying is the persistent intentional harming of another person within an unequal power relationship"*.

The Anti-bullying Alliance defines bullying as: *'The intentional hurting of one person by another where the relationship involves an imbalance of power. It is usually repetitive or persistent, although some one-off attacks can have a continuing harmful effect on the victim.'* Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim.

Different Types of Bullying included but not limited to;

Physical

- Any unwanted physical contact i.e. hitting, kicking, scratching.
- Spitting
- Slapping
- Tripping someone up
- Invading personal space
- Stealing/damaging another person's belongings

Verbal

- Name-calling
- Personal insults
- Threatening violence
- Spreading rumours/slander
- Consistently putting another down

Emotional/Psychological

- Exclusion
- Isolation
- Humiliation
- Intimidation
- Slander/ talking badly with intent to hurt someone

Cyber-bullying

Hartpury is mindful of the rapid development of, and widespread access to technology that provides opportunities for virtual bullying, which can occur in or outside of college/university. Cyber-bullying can happen at all times of the day, with a potential bigger audience. Cyber-bullying can be in many forms. This is the case whether the perpetrator is known to the victim or is acting anonymously. Forms can include but are not limited to;

- Unpleasant messages across a variety of different technologies
- Taking and sharing unpleasant images
- Videoing others experiencing bullying
- Sending anonymous or threatening messages
- Forwarding unsuitable content including images and videos
- Accessing someone else's accounts
- Posting unpleasant content on social media accounts
- Making private information public
- Hartpury specific group chats

Hate Crime

The Crown Prosecution Service describes a hate crime as *"Any criminal offence which is perceived by the victim or any other person, to be motivated by hostility or prejudice, based on a person's disability or perceived disability; race or perceived race; or religion or perceived religion; or sexual orientation or perceived sexual orientation or transgender identity or perceived transgender identity."* The CPS categorise hate crime when hostility is displayed through one of the four measures;

- Intimidation
- Harassment
- Damaging Property
- Violence.
- Abusive social media posts or phone calls
- Hate mail

Behaviours and conduct which can be considered as hate incidents are wide ranging and can include, but not limited to:

Racism

- Insulting language/gestures based on a person's actual or perceived ethnicity
- Insulting language/gestures based on a person's actual or perceived religion or belief
- Hostility towards a particular group based on actual or perceived ethnicity or religion.
- Racially or religious motivated violence
- Racially or religious motivated "banter"
- Name calling
- Racial discrimination

Sexual

- Sexually insulting images/gestures
- Name-calling
- Unwanted physical contact
- Sexually inappropriate messages
- Spreading rumours of a sexual nature
- Pressuring sexual activity
- Pressure to perform sexting
- Posting sexually inappropriate images
- Inappropriate sexual innuendo that is persistent and unwelcome
- Graffiti of sexual content

Revenge Porn

Revenge porn is now a convictable offence. Revenge porn is defined by Gov.uk as *“the sharing of private, sexual materials, either photos or videos, of another person, without their consent and with the purpose of causing embarrassment or distress”*. Revenge porn is not categorised by context shown and is committable using both offline, showing someone a physical/electronic image and online, uploading/sharing images electronically.

The material of the image/video are categorised as private where it would not be usually seen in public. Sexual material covers but is not limited to;

- Images of pubic region
- Anything a reasonable person would deem sexual
- Material that is showing sexual behaviour
- Posing in a sexually proactive way

Homophobic

- Insulting language/ gestures based on a person’s actual or perceived sexuality
- Homophobic motivated violence
- Sharing of homophobic content
- Suggesting someone is inferior based on a person’s actual or perceived sexuality
- Exclusion based on a person’s actual or perceived sexuality

Transphobic/ Gender Specific

- Sexism in all forms
- Using or threatening violence
- Ridiculing another based on their gender
- Use of offensive or humiliating sexist/transphobic language
- Reversal of pronouns with intent - he/she/they
- Questioning another’s gender identity
- Exclusion based on gender
- Sharing transphobic/sexist content, physically or electronically

Age-Related

- Insulting language/gestures based on a person’s actual or perceived age
- Age motivated violence
- Restricting certain opportunities
- Intimidation

SEN and/or Disability related

- Insulting language/gestures based on a person’s actual or perceived disability or learning difficulty
- Exclusion/ Isolation
- Disability related violence
- Ridiculing another based on their SEN and/or Disability

RESPONSIBILITIES

All staff have a responsibility to ensure students feel safe and that all incidents of bullying and harassment are dealt with promptly. The Safeguarding and Wellbeing team should be informed of any report of a learner being harassed or bullied.

The Safeguarding and Wellbeing Team will take the appropriate course of action and can also be used as a source of advice or guidance or to provide support to a complainant or alleged perpetrator.

All Students have a responsibility to behave in a way that is not perceived to be intimidating to others. All students should report concerns to either their Tutor or a member of the Safeguarding and Wellbeing Team.

All Parents/Guardians/Carers have a responsibility to inform the Hartpury if they are made aware of any incidents that would affect the emotional wellbeing of a student.

The Deputy Principal-Resources (or their nominees) is responsible for the implementation and annual review of this Policy.

Procedure:

1. Any incidence of bullying should be dealt with immediately by the member of staff who witnessed the concern.
2. If an incident happens which a student thinks may be bullying, they may prefer initially to attempt to resolve the problem informally by staff. In some cases, it may be possible and sufficient to explain clearly to the person engaging in the unwanted conduct that the behaviour in question is not welcome, that it offends, or makes the student feel uncomfortable. It should be made clear that such behaviour should stop.
3. In circumstances where this is too difficult or embarrassing to do on their own, the student should seek support from a member of staff.
4. If the student is in doubt as to whether an incident, or series of incidents which have occurred constitute bullying, then in the first instance they should approach a member of academic or professional services staff. Following this, staff should report the incident onto MyConcern.
5. Once a concern has been submitted, the case will be triaged by the Head of Safeguarding, Wellbeing or Health or one of the Assistant Heads and assigned to the correct member of staff for either wellbeing support or restorative practice.
6. Hartpury will provide support for students affected by bullying, making sure they are not at risk of immediate harm and will involve them in any decision making, as appropriate.
7. The perpetrator(s) and witness(s) will meet with the appropriate member of staff to discuss the incident.. Meeting held with the perpetrator will occur if deemed appropriate i.e. will not escalate the issue. This will be assessed by the Head of Safeguarding, Wellbeing or Health or Head of Restorative Practice and Resilience
8. A clear and precise account of bullying incidents will be recorded on MyConcern. This will include recording appropriate details regarding any investigations conducted, decisions and action taken.
9. Students will be advised that it may be necessary to inform their parents/guardians/carers in line with safeguarding policies

10. If necessary, other agencies may be consulted or involved, such as the police, if a criminal offence (including hate crime incidents) has been committed, or other local services including early help or social care, if a student is felt to be at risk of significant harm.
11. Mediation is offered to all parties involved with two members of the wellbeing team present if case is assessed as low risk. If mediation is not taken up then strategies are implemented to assist the individuals involved.
12. During and after the investigation the situation will be monitored by staff to ensure that the bullying does not reoccur.
13. The Safeguarding Committee will be informed of any bullying issues where there are safeguarding concerns.
14. Should a student be the perpetrator of a bullying situation then support and guidance will be offered to help avoid situations occurring in the future.

Appropriate actions, including support and sanctions, as identified within Hartpur's Restorative Practice Policy will be implemented in consultation with all parties concerned.

15. Throughout the process, Tutors and Parents/Carers and Guardians are kept informed if necessary.

STUDENT CONSULTATION AND FEEDBACK

Students are consulted at regular intervals throughout their course of study, to survey the effectiveness of bullying prevention and intervention. This is also to assess the impact and effectiveness of strategies in place. Students are consulted and give feedback via;

- Student Surveys
- The Wellbeing Centre services
- Anti-bullying workshop evaluation form
- Incident follow-on meetings
- Retention Figures
- Individual Tutorials held with their tutor
- Campaigns and Events e.g. Anti-Bullying Week
- Induction Presentations
- Wellbeing at Hartpur Booklets
- Wellfest Workshops
- Behaviour Management process and procedures

Reference to Other Policies

- Behaviour Management Procedure – Academic
- Student Resilience & Restorative Policy
- Equality, Diversity and Inclusivity Policy
- IT Acceptable Use Policy
- Safeguarding and Child Protection Policy and Procedures
- Student Code of Conduct
- Residential Code of Conduct
- Residential Rules & Regulations

EQUALITY, DIVERSITY AND INCLUSION

As with all Hartpury policies and procedures, due care has been taken to ensure that this policy is appropriate to all students regardless of their age, disability, ethnicity, gender, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sexual orientation and transgender status.

The policy will be applied fairly and consistently whilst upholding Hartpury's commitment to providing equality to all.

Hartpury is committed towards promoting positive mental health and aims to create a culture of support where students can talk about mental health problems without the fear of stigma or discrimination.

APPROVAL AND REVIEW CYCLE

DATE LAST APPROVED	October 2023
POLICY OWNER	Head of Safeguarding, Wellbeing and Health
APPROVING COMMITTEE	Safeguarding Committee
STATUS	Approved
EFFECTIVE FROM	October 2023
NEXT REVIEW DATE	August 2025