

Anti-Bullying Policy

1. Scope and Purpose

Loughborough College is committed to providing a safe and secure environment for all learners and apprentices and promoting a culture of mutual respect, supporting diversity and inclusion in all its forms. This policy applies to all Loughborough College learners and apprentices on all college premises and settings where college activities take place e.g. placements, visits and residential activities, as well as interactions that may take place outside of the college and online.

This policy complies with the following legislation:

- Children & Families Act 2014
- Equality Act 2010
- SEND Code of Practice
- Keeping Children Safe in Education (2023)

2. Policy Statement

Loughborough College is committed to ensuring all learners have the right to learn in an environment safe and free from discrimination and bullying. Bullying or harassment is totally unacceptable and Loughborough College challenges bullying in all its forms in order to protect learners.

We recognise that in some cases, bullying may be carried out online, across a range of social media platforms. It is important that all forms of bullying, either face to face or online are reported and managed in accordance with the Keeping Children Safe in Education Guidance (2023), the college safeguarding policy and the learner disciplinary policy and procedure.

The college embraces the FREDIE Values and does not tolerate any discrimination against individuals, in line with the Equality Act 2010. The FREDIE values are expected to be upheld by all of the college community, demonstrating:

- Fairness
- Respect
- Equality
- Diversity
- Inclusion
- Engagement

3. Responsibilities

All staff are responsible for protecting and promoting the wellbeing of children, young people and vulnerable adults as outlined within the safeguarding policy and staff training. All staff have a duty to report bullying and harassment, whether face to face or online to the college safeguarding team.

All staff and especially the Designated Safeguarding Leads, Deputy Designated Safeguarding Lead and safeguarding officers, will have regards for the context in which incidents and/or behaviours occur. This is known as contextual safeguarding. Staff should consider whether environmental factors in a child, young person or vulnerable adult's life are present, that are a threat to their safety and welfare.

All learners are required to comply with this policy and ensure they treat their peers in line with the FREDIE values. We recognise that it may be hard for some students to speak out against bullying behaviours, if it is happening to them, but all learners are encouraged to speak to a trusted member of their curriculum team or to call the safeguarding team on 07979 737 474. If a learner becomes aware of one of their peers demonstrating bullying behaviour, then we ask that they speak out against this and tell a member of staff.

4. Definitions

Bullying is a form of harassment which sets out to intimidate, coerce, humiliate or undermine the individual to whom it is directed. Bullying is a deliberately hurtful behaviour which, when repeated over time, causes distress, and can lead to a range of unpleasant psychological or physical outcomes.

Peer on Peer Abuse: This can be understood as bullying, physical abuse, sexual, violence and sexual harassment, sexting, and so-called initiation ceremonies. We recognise the gendered nature of peer on peer abuse (it is more likely that girls will be victims and boys' perpetrators) but any form of this abuse will not be tolerated or allowed to be minimised as 'banter' or 'a joke'.

Sexual harassment: Such as sexual comments, remarks, jokes and online sexual harassment, which may be standalone or part of a broader pattern of abuse.

Online Bullying: (often referred to as cyberbullying) is any form of bullying that is carried out through the use of electronic media devices, such as computers, laptops, smartphones, tablets, or gaming consoles.

5. Support and Intervention

Where a learner has been exposed to bullying either online or face to face, the college will work with the student to identify any external referrals that may need to be put in place, including social care services or the police. The college also offers support services internally, including:

Mental Health Coordinators	The Mental Health Coordinators provide support to learners with poor mental health or mental health illness. Support provided includes; initial assessments and strategies for learning, 1:1 support, small group work, acting as an advocate and liaising with curriculum staff internally. The Mental Health coordinators can also liaise with external agencies that are involved with a learner's support. The team will also liaise with the local authority and provide annual support reviews.
Wellbeing Mentors	The Wellbeing Mentors offer a range of support services such as; those with low level welfare concerns, e.g. low-level anxiety, substance abuse related concerns, sexual health, including those displaying unhealthy relationships. Working closely with the rest of the Additional learning support team and Welfare and Development Team the Wellbeing Mentors can provide 1:1 mentoring support, small group interventions and sign post to other services both internally and externally.

As per the learner disciplinary policy and procedure, the college may decide to suspend parties identified where there is a perceived risk to individuals within the college. It is important to note that suspension is not a punitive act, it is a neutral act, designed to safeguard individuals, until further investigation and safeguards can be put in place.

The curriculum department are responsible for enacting the college disciplinary policy and procedure, where allegations of bullying (including online) are disclosed/identified. The college safeguarding team will work with alleged perpetrators where bullying has been highlighted to understand if there are any other factors affecting the individual that might need further support and intervention. All learners are subject to the learner disciplinary policy and procedure, where bullying has been identified.

6. Linked Policies and Procedures

- Learner Disciplinary Policy and Procedure
- Safeguarding Policy
- Sexual Assault and Harassment Policy
- Equality and Diversity Policy

7. Person responsible for Policy

Deputy Principal

Wellbeing Mentors can provide 1:1 mentoring support, small group interventions and sign post to other services both internally and externally.

8. Change log

Date	Version number	Details of change	Review / Revision by	
24/07/2018	1	Section 7 – Study skills support, added that frequency requested is subject to availability.	Name Heather Clarke	Title Head of Learner Services, Adult and Community provision, Designated Safeguarding Lead
24/07/2018	1	Section 4 – wording changed to “from the application stage” rather than “at the application stage – as this is not the only opportunity for them raise/declare support needs	Heather Clarke	Head of Learner Services, Adult and Community Provision, Designated Safeguarding Lead
01/01/22	1	Minor updates	Des Gentleman	Learner Services Manager
16/03/2022	1.0	Header and footer formatted.	Hayley Dobson	ISO Administrator
October 2023	1.0	Document reviewed and date amended	Ian Jones	Director of Governance & Legal Services