

ANTI-BULLYING POLICY

1. PURPOSE

Blackburn College recognises its responsibility to provide a safe, healthy environment and to uphold the rights of all students and staff to be treated with dignity and respect. Positive behaviour can help foster an inclusive environment where everyone feels valued.

The College is committed to the promotion of equality, diversity and a supportive environment for all students and staff. It recognises that circumstances may arise where students could perceive that the behaviour of others makes them feel bullied or harassed. This policy sets out the arrangements and approach the College will take to protect students from bullying and harassment and to enable them to report any instances of bullying, confident that it will be taken seriously and dealt with appropriately. The policy and associated procedures seek to encourage students to come forward with their concerns so that they may be dealt with promptly, impartially and with sensitivity.

The College will not tolerate bullying and harassment of any kind. All allegations of bullying and harassment will be investigated and, if appropriate, disciplinary action will be taken against individuals found guilty of bullying or harassment.

2. SCOPE

The policy applies to all students and staff and includes bullying that happens anywhere off the College premises, for example on public transport or in the town centre.

This policy focuses mainly on the bullying of students by students, defined in Keeping Children Safe in Education 2024 statutory guidance for schools and colleges as child-on-child abuse, although it is recognised that a staff member could be a victim, and on occasion may be perceived to be guilty of bullying.

3. OBJECTIVES

The policy sets out the arrangements that will come into place when any accusation of bullying or harassment are reported in order to have these effectively and promptly dealt with.

4. STAKEHOLDER CONSULTATION

The policy will be monitored by representatives of the Student Voice Committee and Student Union will be consulted along with members of College Leadership Team.

The periodic review of this policy will take place every year, or sooner if relevant, to ensure that it continues to support the mission, strategic objectives and legal requirements of the College.

5. MONITORING AND REVIEWING

Monitoring will take place annually by Director: Student Support and Experience.

6. RELATED POLICIES/PROCEDURES

Safeguarding Policy and procedure
 Student Behaviour Policy and procedure

7. MANAGEMENT RESPONSIBILITY

The management responsibility is with the Director: Student Support and Experience (The College Designated Safeguarding Lead).

8. EQUALITY IMPACT ASSESSMENT

Blackburn College is committed to the promotion of equality, diversity and inclusion. This is to provide a supportive environment for all members of our community. Our commitment means that this policy has been reviewed to ensure that it does not discriminate (either intentionally or unintentionally) any of the protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation and meets our obligations under the Equality Act 2010. Therefore, this policy has no adverse impact on any of the above protected groups.

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