

# Anti-Harassment & Bullying Policy (Students)

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Responsible for implementation:	Senior Managers, Managers, Academic Tutors, Teaching Staff, Guidance Staff
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## Document Change History

Document Version	Section (No. or Heading)	Description of change(s)	Date of change
3	Throughout	This policy was reviewed and there were no changes to the content. Change from Director of Student Experience and Engagement to Head of Student Experience. Review date was updated.	August 2021
2		No changes/updates for any of the content. Review date was updated.	July 2020
		No changes required.	July 2019
	5	Change of title from Disciplinary Procedure to Positive Behaviour Procedure	June 2018
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## 1 Policy Statement

Fife College believes that every member of the college community has the right to participate in college life without the fear of any form of sexual, racial, verbal or physical harassment, therefore has a ZERO tolerance approach to this.

Harassment and bullying can have a detrimental effect on students and can lead to non-attendance, poor quality work, stress, low morale and other problems. It can make the student feel isolated, vulnerable, humiliated and intimidated.

Students as individuals have different levels of sensitivity and what may constitute harassment to one student may not apply to another.

College staff are required to implement the policy, carrying out tasks and duties with a positive attitude towards equality of opportunities for all and to regard such as an integral part of all college activities and events.

### Specific Objectives

- To implement effective procedures designed to eradicate harassment and bullying behaviour
- To take action against anyone who makes malicious allegations of harassment or bullying
- To monitor complaints and to deal with them promptly and efficiently
- To recognise the sensitivity of issues involving harassment and bullying
- To deal with issues of harassment and bullying in confidence

## 2 Introduction

This policy is needed to ensure that the college is able to provide an enjoyable and safe learning environment for all our students. It relates to our diversity suite of policies which includes our Equality and Diversity Policy and the Equality Outcomes.

Anti-discrimination legislation protects individuals from discrimination based on race, sex, pregnancy and maternity, sexual orientation, gender reassignment, marital or civil partnership status, age, disability, religion or belief. These are defined protected characteristics in accordance with the Equality Act 2010. In addition to providing protection to staff that have those protected characteristics this Act also provides for associative and perceptive discrimination.

Under the legislation outlined below a student may be able to bring a complaint of harassment or discrimination.

- Equality Act 2010
- Prevention of Harassment Act 1997

This list is not exhaustive and other relevant legislation will apply. There is also a legislative imperative related to the Sex Discrimination Act 1975, the Race Relations Act 1976 and 2001, the Disability Discrimination Act 1995 and 2001 and the Protection from Harassment Act 1997.

### 3 Core Values

- Providing all learners with the highest quality learning experience
- Valuing clients and colleagues and treating others with respect and integrity
- Recognising that enjoyable learning is the most effective learning
- Embracing diversity as a cornerstone of our learning community
- Accepting accountability and responsibility for our actions

We will make a significant, recognised and valued contribution to the personal development of our students.

### 4 Exemptions

This policy applies to issues raised by students. A separate policy is in place for staff.

### 5 Related Policies/Procedures/Guides

- Positive Behaviour Policy and Procedure
- Equality and Diversity Policy
- Equality and Diversity Procedure
- Equality Outcomes
- Network Acceptable Use
- Use of Social Networking Website Policy
- Terms and Conditions/Student Charter

Where an incident relates to Diversity issues such as race, sex, pregnancy and maternity, sexual orientation, gender reassignment, marital or civil partnership status, age disability, religion or belief, an induction that this has occurred should be passed, without disclosing specific details, to the Chair of the Diversity Committee, so it can be raised as an Agenda item. This will enable the college to monitor incidents and take action to improve provision.

Confidentiality will be taken account of, based on a need to know basis.

### 6 Associated Documents

Document Title	Location
Positive Behaviour Policy	College Gateway, Learner Policies iLearn
Positive Behaviour Procedure	College Gateway, Learner Policies iLearn