

LEARNER BULLYING & HARASSMENT POLICY

Contents

	Page
Purpose	2
Scope	2
Legal Context	2
Responsibilities	2
Definition of Bullying	3
Prevention	4
Intervention Procedures	4
Appendix 1 – Types of Bullying	5
Appendix 2 – Anti-Bullying Policy for Learners	6

Ref No:	PY75	Originator:	Safeguarding Lead
Section:	Safeguarding	Reviewer:	SLT
Date:	11/19	Approved:	CEO
Revision:	1.1	Page:	Page 1 of 7

1. PURPOSE

MRG Services is committed to staff and learners' right to work and learn in an environment that is safe and free from discrimination and bullying. MRG has a zero-tolerance approach to all forms of bullying and is fully committed to upholding and promoting Fundamental British Values.

2. SCOPE

This policy applies when learners are on MRG's premises, on MRG related activities off site including work placement and, in all situations, when representing the MRG. MRG Services will also act where behaviour can be linked to MRG, could bring MRG into disrepute and / or could endanger staff and learners. The Anti-Bullying Policy is aimed at the whole college community, staff, learners, parents, carers, employers, volunteers and partners.

3. LEGAL CONTEXT

The Education Act 2002 places a duty on colleges to safeguard and promote the welfare of children. Safeguarding encompasses bullying and all principles are applicable to the entire learner population of MRG. MRG's Safeguarding Policies make specific reference to bullying with protected characteristics and these will be reported as part of the safeguarding monitoring process.

4. RESPONSIBILITIES

Staff

All staff are responsible for:

- Being aware of the Anti-Bullying Policy and the procedures for reporting bullying
- Acting in line with this policy should they witness acts of bullying or harassment or are approached in confidence by learners being bullied or harassed or by learners who have witnessed such actions
- Treating all learners with dignity and respect, ensuring their own conduct does not cause offence or misunderstanding and challenging behaviour or the use of language which could cause offence

Learners

Learners are required to:

- Follow the Learner Code of Conduct
- Be aware of the Anti-Bullying Policy
- Report incidents of bullying
- Embrace and uphold Fundamental British Values

Ref No:	PY75	Originator:	Safeguarding Lead
Section:	Safeguarding	Reviewer:	SLT
Date:	11/19	Approved:	CEO
Revision:	1.1	Page:	Page 2 of 7

Management Team

The Management Team will monitor the reported incidents of bullying and the actions taken to resolve these issues through monthly meetings.

5. DEFINITION OF BULLYING

Bullying is deliberately hurtful or intimidating behaviour by an individual or group, repeated over time. Which results in intentionally or unintentionally undermining, humiliating, denigrating or injuring the recipient.

Bullying can be:

- Direct – physical, verbal, non-verbal
- Indirect – cyber-bullying, e-bullying, texting

Bullying often relates to differences, real or perceived (see Appendix 1). Specific areas of bullying can include:

- Race/Religion
- Appearance
- Culture/Nationality
- Ability
- Disability
- Health
- Homophobia/Sexual Orientation/Transgender
- Family/Home Circumstances
- Sexism
- Socioeconomic Aspects

Ref No:	PY75	Originator:	Safeguarding Lead
Section:	Safeguarding	Reviewer:	SLT
Date:	11/19	Approved:	CEO
Revision:	1.1	Page:	Page 3 of 7

6. PREVENTION

MRG Services is committed to establishing a culture of tolerance and positive engagement so that bullying is prevented. To establish this ethos MRG has developed a number of strategies aimed at prevention. Underpinning these strategies are the MRG's core values of respect for staff and learners, excellent behaviour and standards and inclusivity.

Prevention Strategies include:

- Learners learn about respect and bullying, citizenship, the Prevent strategy, equality and diversity. Throughout the curriculum there are opportunities to develop skills such as teamwork, empathy and resilience
- Anti-Bullying posters are displayed throughout the College to raise awareness and signpost support
- All staff receive safeguarding training and training specific to the Prevent Duty
- Anti-Bullying Week, Hate Crime Awareness, LGBT Month and Internet Safety day are acknowledged
- Support Staff work with learners to develop resilience, communication skills and coping strategies
- Expectations are made clear to learners at induction, learners agree to the Learner Agreement

7. INTERVENTION PROCEDURES

All reports of bullying will be taken seriously and addressed as quickly as possible. The priority is to support those being bullied. MRG determines the nature and extent of the bullying and takes actions appropriate to the circumstance.

In summary, once a report of bullying is received a member of MRG's management team will meet with the individual(s) being bullied to discuss the circumstances and severity of the bullying and determine how the MRG intends to proceed. It may be appropriate to involve parents/carers at this stage. Anonymity cannot always be guaranteed as MRG has a duty to act to protect and safeguard learners, but every effort will be made to deal sensitively with the issues and, wherever possible maintain anonymity.

When MRG believes that bullying has occurred it will be dealt with as a disciplinary matter through the MRG's Disciplinary process.

If the person making the allegation is dissatisfied about how it has been dealt with, he/she has the right to request that the outcome is independently reviewed through the MRG's Complaints Procedure.

Ref No:	PY75	Originator:	Safeguarding Lead
Section:	Safeguarding	Reviewer:	SLT
Date:	11/19	Approved:	CEO
Revision:	1.1	Page:	Page 4 of 7

Appendix I

TYPES OF BULLYING

Bullying includes: a wide range of repetitive behaviours with the intent to cause harm - for example: name calling, offensive comments, hitting, pushing, theft or damage to belongings, graffiti, coercion, spreading of harmful messages through gossip, sending or spreading messages and images through mobile phones and the internet, deliberate exclusion.

Bullying is not: teasing and banter between friends without intention to cause harm, falling out between friends after a disagreement, behaviour that all parties consented to.

Bullying linked to prejudice and discrimination: bullying can also be linked to prejudicial behaviour or targeting of certain individuals or groups – for example homophobic bullying, bullying associated with disability, bullying related to health conditions and allergies, bullying related to race and religion, and gender based bullying (e.g. transphobia, sexual and sexist bullying).

Bullying related to appearance: we also know that learners can be subjected to bullying related to their physical appearance (e.g. weight, height, disfigurements, hair, teeth, skin conditions, and clothes).

Sexual bullying: sexual bullying is any behaviour with a sexual element that is harmful, non-consensual and repeated. This could include sexual comments and name-calling, spreading of sexual rumours, use of technology and social networking sites to spread sexual gossip, comments or images, sexting, non-consensual touch (e.g. touching body parts, pulling on items of clothing specific to a gender).

Cyber-bullying: the development of internet and mobile phone technology has provided different tools and methods for bullying others known as ‘cyber-bullying’. However, fundamentally it is driven by the same behaviour and motivation as any form of bullying. One off incidents, such as sending an image which is then forwarded to a group, can quickly become repetitive. Cyber-bullying can include sending or posting of harmful messages, comments and images online or through mobile phones, exclusion from social networking and impersonating of others to cause harm. The sharing and posting of images without the persons consent that cause harm and embarrassment is unlawful and subject to legal proceedings.

Bullying and crime: There are times that bullying behaviour becomes criminal - but not all bullying behaviour is criminal. Some examples of bullying behaviour that could be considered criminal include threatening or actual physical assault, threatening or actual sexual assault, the use of technology to bully and harm, coercing others to commit a crime, hate crime (e.g. racism). If we think a crime has been committed, the police will be informed

Ref No:	PY75	Originator:	Safeguarding Lead
Section:	Safeguarding	Reviewer:	SLT
Date:	11/19	Approved:	CEO
Revision:	1.1	Page:	Page 5 of 7

Appendix 2

Anti-Bullying Policy for Learners

INTRODUCTION

MRG's clear stance is every person has the right to be themselves and to be included in a safe and happy environment. All learners are equal and should be treated with respect.

WHAT IS BULLYING?

Bullying is hurtful or unkind behaviour which is deliberate and repeated. Bullying can be done by an individual or group of people towards another individual or group.

WHAT DOES BULLYING LOOK LIKE?

Bullying can be:

- Hitting or threatening to hit someone
- Touching someone inappropriately without their consent
- Calling someone names or spreading rumours or gossiping about someone
- Stealing, hiding or damaging someone's property
- Deliberately ignoring someone or leaving them out
- Sending hurtful or unkind texts or online messages to or about someone

Remember that bullying isn't just physical, and it can happen outside or inside work. If someone is deliberately and repeatedly being hurtful or unkind towards you or someone else, whatever that looks like or for whatever reason, it is bullying.

WHAT KINDS OF BULLYING CAN HAPPEN?

Bullying can be based upon several things including:

- Race
- Religion or belief
- Culture or class
- Gender
- Sexual orientation
- Gender identity
- Special educational needs or disability
- Appearance or health conditions
- home or other personal situations

WHAT SHOULD I DO IF I'M BEING BULLIED OR SOMEONE ELSE IS BEING BULLIED?

Ref No:	PY75	Originator:	Safeguarding Lead
Section:	Safeguarding	Reviewer:	SLT
Date:	11/19	Approved:	CEO
Revision:	1.1	Page:	Page 6 of 7

It is VERY important to report bullying. It won't make the situation worse and it will help to stop the bullying whether it is happening to your or to someone else. If you know that someone is being bullied, try to reassure and support them. Tell them that what is happening is wrong and help them to tell someone. Bullying can be reported using one of these ways:

- Report to a member of MRG's staff. This could be a tutor/assessor, manager or member of the Safeguarding team.
- If the learner is on a work placement or employed, they can report any issues to their employer, supervisor or other manager.

• MRG staff will make sure that the bullying is recorded and taken seriously and will follow up to support you or the person being bullied. They will also act to sort out the situation with the bully and any others involved.

Ref No:	PY75	Originator:	Safeguarding Lead
Section:	Safeguarding	Reviewer:	SLT
Date:	11/19	Approved:	CEO
Revision:	1.1	Page:	Page 7 of 7