



Bullying and Harassment Procedure – Students

1. Policy Statement

Birkenhead Sixth Form College is committed to ensuring that its students are treated with dignity and respect, irrespective of age, disability, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, religion or belief, sex, or sexual orientation. It is also committed to the elimination of all forms of bullying /harassment in College, and the creation of an inclusive, safe and secure working and learning environment for all its students.

2. Policy Aims and Objectives

The aim of this policy is to prevent any form of bullying/harassment within the College. All members of the College community including staff, students, governors and associates have a responsibility for achieving this.

Where it does occur, the policy aims to take appropriate and effective action to prevent any recurrence.

The specific policy objectives are:

- To ensure that all students of the College are aware of the types of behaviour which constitute bullying/harassment, and of their responsibilities to prevent and report any such incidents.
- To ensure all students of the College understand that bullying/harassment will not be tolerated and that appropriate measures will be taken.
- To promote a climate within the College which does not support bullying/harassment, and where everyone feels confident in bringing forward complaints of bullying/harassment without fear of victimisation and recrimination.
- To ensure that all allegations of bullying/harassment are responded to quickly, positively and in complete confidence, and that victims and perpetrators are offered counselling and support.

3. Guidelines for Students

If, as a student, you feel that you or others are being bullied, harassed, or discriminated against in College or whilst taking part in College activities, you should talk to someone about it. You should discuss your concerns with your Tutor, Teacher or any other member of staff.

The College understands that some SEND students may lack the social and communications skills to report bullying. All staff will be aware of these students and will take an individualised approach to support them in reporting any concerns.

If there is a concern that bullying is causing, or will cause, 'significant harm', safeguarding protocols will be followed. If necessary you can make a formal complaint. Copies of the Complaints Procedure can be accessed via the College website.

Specific advice is available from the Vice Principal, who has overall responsibility for Equal Opportunities. Any concerns or complaints will be dealt with in confidence and acted upon with sensitivity.

4. Monitoring

The procedure will be monitored by the Senior Leadership Team.