



SAFEGUARDING SPOTLIGHT



Bullying & Harassment

**WARNING - SOME OF THE CONTENT IN THIS EDITION MAY BE TRIGGERING.
PLEASE SPEAK TO A MEMBER OF THE SAFEGUARDING TEAM IF YOU WOULD LIKE SUPPORT**

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either emotionally or physically.

Bullying differs from banter because there is a deliberate intention to hurt or humiliate, there is an unequal power balance and it is usually persistent or systematic. Bullying can be physical, verbal or psychological. It can happen face to face or online.

Examples of bullying can include:

Verbal – threatening or intimidating behaviour, name calling, put downs and sexual and racist remarks.

Physical – kicking, punching, hitting, spitting, biting, tripping someone up and damaging belongings or college work.

Coercion – threats or forcing someone to do what they do not want to do.

Emotional – rejection or isolating tactics, staring or threatening looks, playing on fears or sensitivities, remarks about personal appearance.

Indirect – lies and rumour spreading, talking behind a person's back, using chatrooms or websites to spread or invite hatred.

Cyberbullying – an aggressive and intentional act carried out by a group or individual, using electronic forms of contact repeatedly over time.

Prejudice-driven bullying – when bullying is driven by negative attitudes towards another group of people or because the victim is seen as 'different' in some way. This can become more severe over time and can lead to hate crime. It can be related to race, religion or culture, special educational needs or disabilities, appearance or health conditions, sexuality or gender, perceived sexual orientation and any so-called perceived differences

HARASSMENT

Harassment may include any of the above examples of behaviour, and in particular, a situation in which a person engages in unwanted conduct which has the purpose or effect of violating the others person's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment. Harassment can be 'one off' incidents or continuous behaviour.

SEXUAL HARASSMENT

'unwanted conduct of a sexual nature' that can occur online and offline and both inside and outside of college. Sexual harassment is likely to: violate a student's s dignity, and / or make them feel intimidated, degraded or humiliated and /or create a hostile, offensive or sexualised environment.

EXAMPLES OF SEXUAL HARASSMENT

Whilst not intended to be an exhaustive list, sexual harassment can include:

- sexual comments, such as: telling sexual stories, making lewd comments, making sexual remarks about clothes and appearance and calling someone sexualised names;
 - sexual “jokes” or taunting;
- physical behaviour, such as: deliberately brushing against someone, interfering with someone’s clothes and displaying pictures, photos or drawings of a sexual nature;
- online sexual harassment. This may be standalone, or part of a wider pattern of sexual harassment and/or sexual violence. It may include:
 - o consensual and non-consensual sharing of nudes and semi-nudes images and/or videos
 - o sharing of unwanted explicit content;
 - up skirting
 - sexualised online bullying;
- unwanted sexual comments and messages, including, on social media;
 - sexual exploitation; coercion and threats



**PROUD TO BE
ACCREDITED
WITH:**



HOW WILL COLLEGE SUPPORT ME IF I HAVE BEEN A VICTIM OF BULLYING OR HARASSMENT ?

Staff should respond positively to a request from a complainant to meet or speak about the complaint and seek an amicable and mutually acceptable solution, via mediation where appropriate. Further action may be taken depending on the incident/s reported. Support may be required or the student/s may be signposted to other services if appropriate. The disciplinary procedure may be initiated on the basis of evidence gathered.

The College, where possible, and in the context and nature of bullying incidences and age appropriateness, will take both a disciplinary and restorative stance to dealing with bullying incidents and of bullying prevention in the wider sense.

All parties, once the issue has been investigated and actions agreed, including sanctions, are encouraged to meet in a class, small group or 1:1 environment. These forums are used to look at triggers, the idea of blame and of taking responsibility and the impact of bullying on behaviour.

It is an opportunity to apologise and accept the consequence of actions to influence future behaviours. It sets ground rules going forward, where everybody knows the consequences of non-compliance with agreed actions.

Please be aware we cannot guarantee confidentiality.

There may be times we have to share information with local authorities, police or parents/carers, regardless of age. Drop into the wellbeing centre, email safeguarding@mbro.ac.uk, text SAFE to 60081 or speak to a tutor.