

HARRASSMENT AND BULLYING POLICY FOR LEARNERS 2025-2026

Purpose & Scope

The purpose of this policy is to eradicate bullying and harassment within the college community. It applies to all learners regardless of age, sex, gender re assignment, sexual orientation, race, disability, religion or belief, marriage and civil partnerships, pregnancy and maternity, or other protected characteristic identified by the Equality Act 2010.

Policy Statement

Furness College is committed to providing a safe, friendly and supportive environment in which learners and staff can work and achieve their goals in a secure atmosphere and maximise their experience of college life. Bullying and harassment of any kind is unacceptable. If it does occur, learners and staff are urged to voice their grievance in the secure knowledge that incidents will be dealt with promptly and efficiently.

Any student can raise a concern with any staff member if they are witness to, or victim of any form of bullying or harassment including child on child, peer on peer, adult on child, child on adult. For 16-18 students Personal Progress Coaches (PPCs) or equivalent may be the student's first point of contact should a complaint of bullying/harassment need to be made. For Apprentices, Recruitment and Development Coaches (RDCs) could be the first point of contact, and for Adults and HE students their Subject Lecturers or the Adult Admissions Co ordinator could be their first point of contact.

Policy Details

Harassment is unwanted conduct that is intended to cause a person alarm or distress, or to create an intimidating, hostile, or offensive environment. It can include a range of behaviours such as repeated abusive messages, threats, unwanted contact and unfair treatment. Examples include sending abusive texts or social media messages, making harassing phone calls, posting abusive content online, spreading malicious rumours.

Bullying can take many forms, for instance:

- Emotional, (e.g. exclusion, torment, rumour initiation)
- Physical, (e.g. punching, kicking, slapping)
- Sexual, (e.g. unwanted sexual contact, sexually abusive comments, sexual harassment, sexual misconduct)
- Verbal, (e.g. name-calling, sarcasm, teasing)
- Racist, (e.g. racial taunts, graffiti, gestures)
- Homophobic, (e.g. comments about sexuality, use of inappropriate sexual language)
- Cyber (e.g. online abuse on any form of social media platform, website or mobile phone apps)

If bullying and harassment occurs in these or any other forms, then the college will deal with such incidents promptly and consistently. The application of the Student Discipline and Behaviour Policy will be applied in any such incidents.

The college will:

- act quickly to resolve issues between students through mediation, one to one, group work or more formal means as required
- ensure all learners are aware of the college's zero tolerance approach to any form of bullying and harassment and the consequences of such behaviour
- provide staff with appropriate training to respond to any incidents/allegations of bullying or harassment including appropriate recording mechanisms
- where necessary, report incidents/allegations to the Police or other external agencies
- treat all allegations/incidents confidentially in a consistent, non-judgemental manner ensuring that all incidents are treated fairly
- follow standard procedures to report to HR and the DSL any allegations/incidents that concern staff members with referral to the Westmorland and Furness Local Authority Designated Officer (LADO) as required by KCSiE, ensuring that all decisions are communicated clearly to all involved parties
- provide support for victims subject to bullying/harassment (including sexual harassment and/or misconduct) to ensure that their progress is not negatively impacted by such issues
- ensure that support is also offered to alleged perpetrators

Document Control		Linked Policies/Strategies	Linked Procedures
Policy	Harassment & Bullying for Learners	Safeguarding Policy Prevent Policy Low Level Concerns Policy Student Behaviour & Discipline Policy Harassment and Bullying Policy (Staff) Staff and Student Personal Relationships Policy (HE) Complaints Policy Safe use of IT policy	Safeguarding and Child Protection Procedures Harassment and Bullying Procedures (Staff) HR Investigation procedures Grievance Procedure (Staff) Student Code of Conduct Staff Code of Conduct
Responsibility	Director of Student Journey		
Approval Date	November 2025		
Review Date	November 2027		
Approval Group		SLT	Quality and Standards Committee