

Peer on Peer Abuse and Anti-Bullying Policy - Learner

Policy Document Purpose Statement

This document sets out the policy supporting students to learn and work in an environment that is not tolerant of bullying, harassment or other forms of peer-on-peer abuse within Cornwall College Group.

Application

The objective of this document is to provide a framework to ensure all learners are treated with courtesy, respect and dignity without fear of harassment, threats, bullying, intimidation or abuse.

Interpretation

Further guidance on the use or interpretation of this policy may be obtained from the responsible post holder.

Legislator / Regulatory Compliance

Compliance with relevant current Health and Safety legislation, Data Protection Act and other legislation / regulations named within the body of the document.

Publication Restrictions

A version of this policy is available externally on request

Name of document:	Peer on Peer Abuse and Anti-Bullying Policy - Learner		
Author (Post title):	Designated Safeguarding Lead		
Post Title responsible for review:	Designated Safeguarding Lead		
Version Number:	4.1		
Approved by:	Corporation Board		
Date of first approval:	8 th March 2017		
Date of review / publication:	January 2025		
Date of next review:	January 2028		
POLICY IMPACT ASSESSMENT / RE-ASSESSMENT FOLLOWING REVIEW:			
	Reviewed? (Y / N)	Reviewed by (Role):	Date Reviewed:
Equality, Diversity and Inclusion, Safeguarding, GDPR, Sustainability <i>[Complete Impact Assessment Form online here then confirm completion by annotating boxes appropriately.]</i>	Y	Director of Student Experience (DSL)	16 th January 2025

Peer on Peer Abuse and Anti-Bullying Policy - Learner

1. Purpose of the Policy

- 1.1. TCCG aims to provide a safe and respectful environment that promotes positive peer relationships. The aim of this policy is to prevent and address incidents of bullying, harassment, and peer-on-peer abuse. It aims to ensure that all individuals are treated with courtesy, respect and dignity without fear of sexual harassment, threats, bullying, humiliation, intimidation or abuse. The Cornwall College Group (TCCG) will not tolerate bullying or harassment or any form of peer-on-peer abuse and will act against such behaviour in a robust manner, and in accordance with the college's behaviour management and safeguarding processes.
- 1.2. This policy outlines the expectations, and in conjunction with procedures, to safeguard the welfare of students and support victims and offenders appropriately where they are affected by any of the behaviours outlined in section 5 (definitions).

2. Scope

- 2.1. This policy applies to:
 - 2.1.1. all sites and activities that form part of The Cornwall College Group (TCCG), including work-based learning, college-managed residential accommodation, all off site activity including college-led trips and off site events organised and/or led by staff employed by TCCG;
 - 2.1.2. all learners, staff/governors, visitors, contractors, volunteers, advisory board members, and staff from partner organisations working on our sites, including those organisations using or hiring college sites or facilities;
 - 2.1.3. sub-contracted partners providing education and training for TCCG enrolled learners on non-college premises will be required to apply due regard to this policy and provide assurance and evidence that their own safeguarding policies and procedures meet the statutory requirements and obligations below.

3. Statutory Obligations

- 3.1. The Group has a statutory duty under Section 175 of the Education Act (2002) to have in place arrangements for carrying out its functions with a view to safeguarding and promoting the welfare of children, young people and adults who may be vulnerable in line with the definition set out in The Care Act (2014).
- 3.2. This policy takes into account, amongst others, the following publications including recent / relevant guidance and legislation in this area:
 - 3.2.1. Keeping Children Safe in Education (KCSIE): Statutory guidance for schools and colleges. (Department for Education) <https://www.gov.uk/government/publications/keeping-children-safe-in-education--2>
 - 3.2.2. The Equality Act 2010
 - 3.2.3. Children Act 1989

3.3. Bullying in itself is not a specific criminal offence in the UK although some types of harassing, threatening or intimidating behaviour, together with ways of communicating, could be considered or may need to be treated as a criminal offence such as Sexual Violence, Stalking & Harassment or Hate Crime.

4. Policy Principles

4.1. TCCG will ensure that:

- 4.1.1. Peer-on-peer abuse, bullying, harassment and sexual harassment is not tolerated;
- 4.1.2. It maintains a safe, friendly and caring environment, free of bullying, threats, harassment, intimidation and abuse;
- 4.1.3. Bullying, harassment and sexual harassment will never be passed off as “banter”, “just having a laugh” or “a part of growing up”;
- 4.1.4. Any learner alleging peer-on-peer abuse, including harassment or bullying will be taken seriously, listened to and provided with help and support throughout the process, while being protected against victimisation;
- 4.1.5. Any learner being accused of peer-on-peer abuse, including harassment or bullying will be provided with help and support throughout the process and protected against victimisation, and support to change behaviour;
- 4.1.6. Help will be given to all learners to become resilient, confident, respectful and understanding;
- 4.1.7. Any incident of peer-on-peer abuse, including bullying or harassment that has a negative impact on a learner, the teaching and learning environment or reputation of the college but occurs outside of normal working hours, and away from the college environment, including online, will be treated in accordance with this policy and associated procedures.

5. Definitions

- 1.1 Peer-on-peer: Refers to any interaction, positive or negative, that occurs between individuals of similar age or status. This term is neutral and does not inherently imply harm or malice. For example, peer-on-peer interactions might include friendly conversations, teamwork, or conflict that does not cause harm.

- 2.1 Bullying: ‘Behaviour by an individual or group, repeated over time that intentionally hurts another individual or group either physically or emotionally’. (Source: *Preventing and Tackling Bullying; Advice for Headteachers, Staff and Governing Bodies. Department of Education July 2017*). Generally, bullying is something that happens more than once and can take place verbally, in writing, by text message, by email or through social networking. Examples of bullying behaviour are:
 - 5.1.1. name calling;
 - 5.1.2. mocking;
 - 5.1.3. humiliation in public;
 - 5.1.4. spreading unkind stories;
 - 5.1.5. writing nasty notes or making nasty phone calls;
 - 5.1.6. Physical abuse such as hitting, punching, kicking or pushing;
 - 5.1.7. excluding/ not talking to someone;
 - 5.1.8. damaging or hiding belongings;
 - 5.1.9. threats;

- 5.1.10. extortion/ stealing;
- 5.1.11. persistent unfair treatment;
- 5.2. Harassment: ‘Repeated attempts to impose unwanted communications and contact upon a victim in a manner that could be expected to cause distress or fear in any reasonable person’. (Source: *Protection from Harassment Act 1997*)
- 5.3. Abuse: Any form of physical, emotional, or psychological mistreatment that causes harm (Keeping Children Safe in Education). Peer-on-peer abuse occurs when one of our students is exploited, bullied and / or harmed by their peers who are the same or similar age or similar status. The behaviour in question can be harmful to the perpetrator as well as the person experiencing the abuse and can occur between peers from different education settings, in the community or online.
- 5.4. Sexual Harassment: ‘The legal definition of sexual harassment is when someone carries out unwanted sexual behaviour towards another person that makes them feel upset, scared, offended or humiliated.’ ‘It is also when someone carries out this behaviour with the intention of making someone else feel that way. This means that it can still be sexual harassment even if the other person didn’t feel upset, scared, offended or humiliated and ‘is a form of unlawful discrimination under the Equality Act 2010’. It includes a wide range of behaviours such as:
 - 5.4.1. Sexual comments or noises – for example, catcalling or wolf-whistling.
 - 5.4.2. Sexual gestures.
 - 5.4.3. Leering, staring or suggestive looks. This can include looking someone up and down.
 - 5.4.4. Sexual ‘jokes’, sexual innuendos or suggestive comments.
 - 5.4.5. Unwanted sexual advances or flirting.
 - 5.4.6. Sexual requests or asking for sexual favours.
 - 5.4.7. Consensual and non-consensual sharing of nudes and semi-nude images and / or videos (also known as sexting or youth produced sexual imagery)
 - 5.4.8. Posts or contact on social media of a sexual nature.
 - 5.4.9. Displaying images of a sexual nature.
 - 5.4.10. Intrusive questions about a person’s private or sex life.
 - 5.4.11. Someone discussing their own sex life.
 - 5.4.12. Commenting on someone's body, appearance or what they’re wearing.
 - 5.4.13. Up-skirting or down-blousing, which typically involves taking pictures under a person’s clothing without their permission, with the intention of viewing their genitals, buttocks or breasts to obtain sexual gratification, or cause the individual humiliation, distress or alarm;
 - 5.4.14. Causing someone to engage in sexual activity without consent, such as forcing someone to strip, touch themselves sexually, or to engage in sexual activity with a third party;
 - 5.4.15. Spreading sexual rumours.
 - 5.4.16. Unwanted physical contact of a sexual nature – for example, brushing up against someone or hugging, kissing or massaging them.
 - 5.4.17. Stalking.
 - 5.4.18. Indecent exposure.
- 5.5. Hate Incident: ‘A Hate Incident is any incident which the victim, or anyone else, thinks is based on someone’s prejudice towards them because of their race, religion, sexual orientation, disability or because they are transgender’. (Source: Metropolitan Police)

5.6. **Hate Crime:** ‘Any criminal offence which is perceived by the victim or any other person, to be motivated by hostility or prejudice based on a person's race or perceived race; religion or perceived religion; sexual orientation or perceived sexual orientation; disability or perceived disability and any crime motivated by hostility or prejudice against a person who is transgender or perceived to be transgender’. (Source: Crown Prosecution Services <https://www.cps.gov.uk/crime-info/hate-crime>)

6. The Cornwall College Group (TCCG) will seek to minimise bullying, peer-on-peer abuse, sexual violence and harassment through:
- 6.1. **Read & Remind:** All learners will receive safeguarding tutorials that will clearly communicate the seriousness of this type of abuse and harassment and how it relates to the learner code of conduct and British Values, including links to the college’s Student Behaviour and Misconduct Policy with reminders throughout the academic year.
 - 6.2. **Respect:** The College will promote respect and tolerance through all that it does, and more specifically through the tutorial curriculum, personal development activity, and other student experience activities.
 - 6.3. **Response:** All staff will challenge inappropriate behaviour and report concerns via the learner management system and safeguarding process. Learners will be encouraged and be given the confidence to challenge each other and report concerns in the knowledge that they will be taken seriously. Peer-on-peer abusive or harassing behaviour will not be tolerated.
 - 6.4. **Re-enforce:** Working with police and other multi-agency partners, guest speakers, industry representatives to re-enforce to implications and expectations in relation to the wider society and employment.

7. Related Documents

- 7.1. Peer on Peer Abuse and Anti-Bullying Procedure - Learner
- 7.2. Safeguarding and Child Protection Policy and procedures
- 7.3. Prevent (extremism and radicalisation) Policy and Procedure
- 7.4. Student Behaviour and Misconduct Policy and Procedure
- 7.5. Code of Conduct-Learner