



LEARNER INFORMATION

Anti Bullying & Harassment

OCSW is committed to ensuring learners receive education and training free from threat, oppression, or abuse. Our policy on the prevention and management of bullying is set out in a separate policy and acknowledges that to allow or condone bullying may lead to consideration under child and young person's protection procedures.

Bullying and Harassment will not be permitted or condoned. If a learner witnesses or experiences an incident of bullying or harassment, they should report this to the Safeguarding Officers:

Those with responsibility for Safeguarding and Prevent at On Course South West are:

- Sarah Pink – Curriculum Manager
- Lisa Grant – Curriculum Lead

Both can be contacted via the main office telephone number: 01752 660713 or safeguarding@oncoursesouthwest.co.uk

Harassment includes comments, actions, jokes or suggestions that might create a stressful learning environment or incitement to behaviour to cause such an environment. Complaints of harassment will be dealt with sensitively, discreetly and as quickly as possible.

Sexual Harassment - If someone behaves in a way which makes you feel distressed, intimidated or offended and the behaviour is of a sexual nature, this is called sexual harassment.

Sexual **harassment** = unwanted conduct of a sexual nature for adults.

This is sexual **ABUSE** for anyone under 18 or over 18 who meets the adult safeguarding threshold.



Racist Incidents

- Racism is being subjected to abuse and harassment because of race, colour, beliefs or ethnic background.
- Racial discrimination means being treated differently to someone else because of race, colour, beliefs or ethnic background.

In the 1999 MacPherson Report, racist bullying was defined as 'any incident which is perceived to be racist by the victim or any other person'. These incidents can include racist abuse, physical threats or attacks, wearing of provocative badges, bringing racist comics or leaflets to work or college, inciting others to behave in a racist way, racist graffiti and refusing to co-operate with others.

It is a criminal offence under the Crime and Disorder Act 1998 to racially harass or assault anyone and the Public Order Act 1986 makes it an offence to use threatening, abusive or insulting language or behaviour to stir up racial hatred. Racist leaflets are outlawed. Since 2001, amendments to the 1976 Race Relations Act mean that complaints of racial discrimination in education can be brought straight to the county courts (England, Wales and Northern Ireland) or sheriff courts (in Scotland) without having to be referred first to the Secretary of State for Education.

OCSW is committed to Equality and Diversity as set out in the Plymouth City Council Equality and Diversity Policy. Any disadvantage, discrimination, bullying or harassment related to protected characteristics as stipulated in the Equality Act 2010 will result in OCSW taking formal action.

Plymouth City Council committing to excellence in Equality and Diversity

We are committed to ensuring equality and diversity is central to everything we do; from the way we deliver our services to the way we engage our employees. As an organisation, we are committed to doing the right thing and since the introduction of the Equality Act, we are committing to Excellence. Plymouth has an increasingly diverse population, but inequality continues to affect different people and communities in different ways.

We will ensure equality is embedded into all our work, as well as ensuring the needs of our people and communities are met by tackling discrimination and disadvantage as well as fostering good relations between communities.

<https://www.plymouth.gov.uk/communitiesandneighbourhoods/socialinclusionandcommunitycohesion/equalityanddiversity>



Cyberbullying or harassment

Cyberbullying is when a person uses technology e.g. mobile phones or the internet (social networking sites, chat rooms, Google classroom, Skills Forward, Zoom, Microsoft Teams, instant messenger), to deliberately upset someone. It can happen at any time of day and spread quickly, due to the nature of the technology.

Bullies often feel anonymous and 'distanced' from the incident when it takes place online and 'bystanders' can easily become perpetrators by forwarding or not reporting cyberbullying. There is not a specific law which makes cyberbullying illegal, but it can be considered a criminal offence under several different acts.

Although within Adult Community Learning this is a very infrequent occurrence, during your induction, tutors will cover with you what to do if you experience or are aware of someone else on the course experiencing bullying in person or digitally. 'Keeping safe online' information is sent to all those who enrol and is covered in the Learner Information on our website.

Please refer to the OCSW Online Safety policy and guidance for further details.

Disciplinary procedure will be instigated as appropriate in accordance with Plymouth City Council's policy.

Victims of bullying or harassment, including that occurring outside OCSW, will be supported by the Safeguarding Team, Learner Services or referred to outside agencies with their consent, as appropriate. OCSW will identify potentially isolated locations and key times, and act to monitor them, to prevent bullying or harassment taking place. Staff will be made aware of the issues of bullying and harassment and where to obtain procedural advice.