

## Bullying and Harassment Guidance

<b>Date of last review:</b>	April 2026	<b>Review period:</b>	1 year
<b>Date of next review:</b>	April 2027	<b>Owner:</b>	Assistant Head of College (Pastoral)

### Statement

S6C (Salisbury Sixth Form College) has a working Equality and Diversity Policy and opposes all forms of unlawful discrimination, harassment, and bullying. This guidance aims to prevent any forms of harassment and bullying at S6C and detail the action to be taken to prevent any recurrence. It will address all forms of harassment and bullying within the college and covers all college users and employees, including students, parents, teachers, all other staff, governors, and visitors.

Every member of the college community, both staff and students, should be able to attend college in safety and free from humiliation, oppression, and abuse so they can work or learn in a relaxed, supportive, caring, and secure environment.

The college's duty is to ensure that safeguarding permeates all activity and functions. This guidance therefore complements and supports policies including, but not limited to, the College's Safeguarding Policy, Behaviour and Discipline Policy, and E-Safety and Acceptable Use guidance, and adheres to the statutory guidance Keeping Children Safe in Education issued by the Department for Education (KCSIE 2025, updating to KCSIE 2026 from September 2026).

### Specific aims

- To ensure that all governors, volunteers, and members of the college community are aware of the types of behaviour which constitute harassment and bullying.
- To ensure all members of the college community understand that harassment and bullying is unacceptable, will not be tolerated, and that appropriate measures will be taken.
- To promote a climate within the college where a member of the community feels confident in bringing forward issues of harassment and bullying without fear of victimisation or recrimination.
- To ensure that allegations of harassment and bullying are taken seriously, as they can cause physical and psychological damage. They should be responded to quickly, positively, and in confidence.
- To ensure that members of the college support each other by reporting all instances of bullying.
- To provide support, where possible, for victims of harassment and bullying, whether it takes place inside or outside of the college.

## Scope and definitions

Harassment is unwanted behaviour which you find offensive or which makes you feel intimidated or humiliated. It can happen on its own or alongside other forms of discrimination.

Unwanted behaviour could be spoken or written words or abuse, offensive emails, tweets or comments on social networking sites, images and graffiti, physical gestures, facial expressions, or jokes.

The college views bullying to be the wilful and conscious desire to hurt, frighten, or threaten another person or group, usually repeated over a period of time. It includes encouraging and manipulating others to bully. It may be overt and intimidatory but is often hidden and subtle.

Child-on-child abuse is behaviour by one or more children that causes harm to another child. It can be motivated by perceived differences, for example on grounds of race, religion, gender, sexual orientation, disability, or other differences. It can result in significant, long-lasting, and traumatic isolation, intimidation, or violence to the victim.

One form of child-on-child abuse is bullying, including cyberbullying, prejudice-based, and discriminatory bullying.

Bullying is a form of harassment which sets out to intimidate, coerce, humiliate, or undermine the individual to whom it is directed. Bullying is a deliberately hurtful behaviour which, when repeated over time, causes distress and can lead to a range of unpleasant psychological or physical outcomes.

## Types of bullying and harassment

Bullying can take the following forms:

### Cyberbullying

Electronic harassment via threatening mobile phone messages, calls, texts, emails, internet chat rooms, or social network sites, threats by text messaging and telephone calls, and misuse of photographic technology, including cameras and videos.

This includes the consensual or non-consensual sharing of self-generated intimate images and/or videos, including those created using AI tools (deepfakes), or threatening and/or blackmailing a person to share such images, or creating, sharing, or distributing AI-generated intimate images of another person without their consent.

### Prejudice-based and discriminatory bullying

Any type of direct physical or verbal bullying, indirect bullying, or cyberbullying based on protected characteristics under the Equality Act 2010, including:

- Age
- Disability
- Gender reassignment
- Pregnancy and maternity
- Race
- Religion or cultural belief

- Sex
- Sexual orientation

Harassment is unlawful discrimination under the Equality Act 2010 if it is because of, or connected to, one of these protected characteristics.

### Specific examples of prejudiced behaviours

- Homophobic: taunts or comments about an individual's sexual orientation
- Transphobic: unkindness due to someone's gender identity, their perceived gender identity, or because they do not conform to culturally conventional gender roles
- Racist: racial remarks or taunts, graffiti, or gestures because of someone's colour and/or origin
- Sexual/Sexist: unwanted physical contact or sexually abusive comments because of gender
- Family related: unkindness because a child is adopted, is a carer, or similar
- SEN/D: unkindness because of physical or mental disabilities or having Special Educational Needs
- Emotional: excluding, tormenting, being unfriendly (e.g. hiding equipment, threatening gestures)
- Physical: threats of or the direct use of violence including pushing, kicking, hitting, punching, or any use of violence, threatening, or obscene gestures
- Verbal: name-calling, spreading rumours, sarcasm, directed at individuals or groups

## AI-generated content and online harm

Generative AI tools can be used to create realistic images, videos, or audio of real people without their consent. This includes so-called "deepfake" intimate images. These are AI-generated depictions of a person in a sexual or degrading manner, created without their knowledge or consent.

S6C treats the creation, sharing, or distribution of AI-generated intimate images of another person as a serious form of harassment and child-on-child abuse. This applies regardless of whether the content was generated using AI or any other technology. Such conduct:

- Is a serious breach of this guidance and the Behaviour and Discipline Policy
- May constitute a criminal offence under the Online Safety Act 2023 and related legislation
- Will be treated as a safeguarding matter and referred to the Designated Safeguarding Lead (DSL)
- May be referred to the police

Students should report any incidents involving AI-generated harmful content to a member of staff, their tutor, or the Pastoral Team immediately. Reports can also be made anonymously via the college's online reporting system.

The college will review the effectiveness of its filtering and monitoring systems at least annually to ensure they remain adequate in the context of developing AI technologies.

## Procedures

The college policy is that harassment or bullying will not be tolerated and that all reported instances will be taken seriously and thoroughly investigated.

All staff, students, and parents will be informed of the procedures to follow if bullying arises.

The policy applies to all students whilst on the college roll, irrespective of whether the bullying takes place on or off college premises.

All staff have key roles to play in the identification of students who have been bullied or who are bullying others. In all cases of harassment or bullying of students, the relevant tutor should be informed and the Pastoral Lead involved where appropriate and logged on the college safeguarding system. Signs that a person is being harassed or bullied may include:

- Becoming withdrawn and lacking in confidence
- Absenteeism
- Becoming anxious or withdrawn
- Crying
- Nightmares
- Feeling ill
- Becoming aggressive or unreasonable
- Unexplained cuts or bruises
- Unusually poor performance

## What to do

Harassment or bullying will be treated seriously, and appropriate disciplinary action will be taken under the college disciplinary procedures where this is identified. All members of college staff have a responsibility to ensure that suspected bullying or harassment is investigated and dealt with immediately. All staff should ensure that the DSL or a Deputy DSL at the college is aware. The DSL or Deputy will ensure that an appropriate member of the Safeguarding and/or Pastoral Team is informed, and a named member of staff is assigned to give guidance as to further action and ensure that all members of staff who need to be aware are informed.

Actions to take if harassment or bullying is suspected include:

- Determining whether bullying has or has not taken place by talking to those involved
- Encouragement and support of the recipient by taking the allegation seriously and investigating further
- Making it clear to the alleged bully that their behaviour is unacceptable and that it must stop
- Recording the details of the incident. Document fully the details of the discussion, including when and where the alleged incident happened and what happened to make the person feel threatened. Record this on the designated safeguarding system.
- Discussing the action you intend to take with the victim's agreement and explaining that you will give them feedback as soon as possible. This will be reported to the Pastoral Lead.
- Responding quickly to the allegation and similarly documenting fully the detail of the discussion with the alleged bully or bullies and the outcome
- Supporting students who have been bullied by giving them an opportunity to discuss their experiences with a member of staff of their choice, as well as offering ongoing support

## Sanctions

A suitable sanction will be given in accordance with the college's Behaviour and Discipline Policy.

- In some minor cases of bullying, challenging the bully may be sufficient for the behaviour to stop, as they may be unaware that their behaviour is offensive.
- In serious cases of bullying the college's disciplinary procedures will be followed.

If there is a disclosure about child-on-child abuse, all the young people involved, whether alleged perpetrator or victim, will be treated as being at risk and the DSL will be informed immediately.

Although sanctions will vary with the seriousness and the length of the offences, suspension may be employed if deemed appropriate in cases of severe and persistent bullying.

In very serious cases it may be necessary to make a report to the police or children's social care. However, it is the policy of the college to attempt to resolve such issues internally using our own disciplinary sanctions, unless the matter is of such gravity that a criminal prosecution is likely.

## If you are the victim

- If you feel able to, confront the bully by verbally making them aware that you think what they are doing is wrong.
- Share your feelings with someone else.
- If possible, talk to a member of staff: your Teacher, Tutor, or a member of the Pastoral Team.
- If you would rather not go straight to a member of staff, make friends aware. They may well be able to advise on an appropriate course of action or will be able to involve other people who can. There are also people outside the college who would be willing to help, for example Childline: 0800 1111 and Samaritans: 116 123.

## If you witness bullying

- Support the victim by offering your friendship and make it clear that in your opinion what is happening to them is wrong.
- Encourage them to speak out on their own behalf by confronting the bully, or with their permission, confront the bully yourself.
- Accompany the victim to a trusted adult, or suggest that they see their Teacher, Tutor, or a member of the Pastoral Team.

## What can we do to prevent bullying at S6C?

As a college community we will not allow cases of harassment or bullying to go unreported but will speak up, even at risk to ourselves.

### This requires staff to

- Always be positive role models in word and action
- Be observant of signs of distress or suspected incidents of bullying
- Take steps to help victims and remove sources of distress without placing the victim at further risk
- Not encourage retaliation

### This requires students to

- Refuse to be involved in any bullying situation
- If appropriate, take some preventative action if present when bullying occurs. Alternatively, report the incident or suspected incident to any member of staff and help break down the code of secrecy.

### This requires the college to

- Inform parents that it will not tolerate bullying
- Take a positive approach to educating students to combat bullying
- Recognise that both the bullied and the bullies need appropriate support
- Raise the awareness of staff about bullying via training and ensure all members of staff are aware of the policy and procedures, especially about the monitoring of any strategies put in place
- Take any action that is reasonable to reduce the risk of bullying at times and places where it is most likely
- Use tutorial sessions, personal development activities, and healthy relationships programmes to explore the nature of bullying, the reasons it might occur, and to suggest strategies for dealing with it
- Review the effectiveness of filtering and monitoring systems annually to ensure they remain appropriate and effective

## Advice for parents of anyone being bullied

The college recommends that parents of anyone being bullied should:

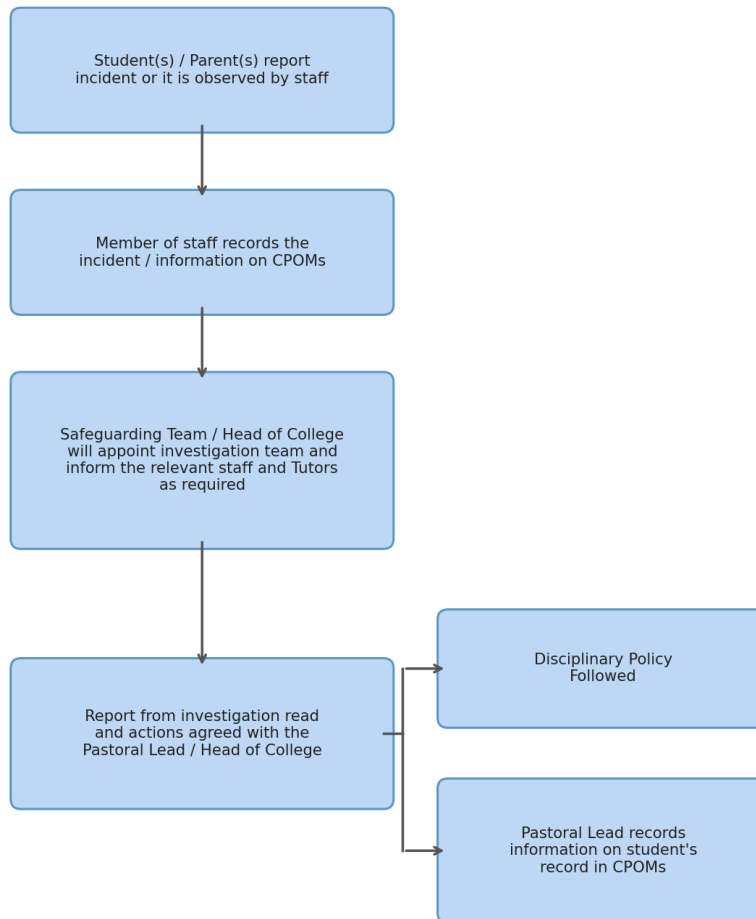
- Watch for signs of distress in their child
- Take an active interest in their child's social life and acquaintances
- Advise their child to tell a member of staff about the incident. If possible, allow students to report and deal with the problem themselves. Much respect and confidence can be gained from this course of action.
- Inform the college if bullying is suspected
- Not encourage retaliation
- Be willing to attend interviews at the college if their child has been involved in any bullying incidents

## Advice for parents of bullies

The college recommends that parents of bullies should:

- Discuss the issues with their child
- Be willing to attend college for discussions
- Join with the college in any measures which are taken to resolve the matter

## Flowchart for referring bullying incidents



## Legal framework and related guidance

This guidance adheres to and should be read alongside:

- Equality Act 2010
- Keeping Children Safe in Education (Department for Education, KCSIE 2025, updating to KCSIE 2026 from September 2026)
- Working Together to Safeguard Children (HM Government, 2023)
- Online Safety Act 2023
- S6C Safeguarding and Child Protection Policy
- S6C Student Behaviour and Discipline Policy
- S6C E-Safety and Acceptable Use Policy

