



Student Anti-bullying and Harassment Policy

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1. Introduction

- 1.1 NMITE is committed to nurturing an inclusive culture which promotes equality, values diversity and maintains a supportive, friendly, and safe working, learning and social environment in which the rights and dignity of all are respected. NMITE does not tolerate any form of bullying, harassment or victimisation and expects all members of the NMITE community to treat each other with respect, courtesy, and consideration.
- 1.2 In addition to its legal responsibilities concerning age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation we believe that students are entitled to study in an environment free from bullying and harassment.
- 1.3 NMITE will investigate complaints properly and any student found to have harassed or bullied will be dealt with via the Student Disciplinary Policy & Procedure

2. Scope

- 2.1 This policy specifically refers to and deals with the bullying or harassment of students. Incidents concerning the bullying or harassment of staff are covered in the Staff Bullying and Harassment Policy.
- 2.2 For the purpose of this policies the term 'student' refers to all members of the NMITE community studying within its academic programmes.
- 2.3 Behaviour and actions that constitute sexual misconduct are covered in the Student Sexual Misconduct Policy

3. Purpose

- 3.1 The health, safety, and wellbeing of our NMITE community is of paramount importance and is everybody's responsibility. The purpose of this policy is to provide



the framework for dealing with all forms of harassment and bullying. To ensure all students know what they should do if bullying or harassment arises and it provides for documented, impartial, and objective investigation, while maintaining total discretion, confidentiality, and freedom from recrimination

4. Definitions and explanations

- 4.1 Behaviour can constitute bullying or harassment where it violates the dignity of a student on the grounds of their age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation (the protected characteristics); and is unwelcome by the recipient or a witness or where it creates an intimidating, hostile and degrading, humiliating or offensive environment. Individual or accumulative acts can seriously undermine the dignity and confidence of the affected student.
- 4.2 Bullying is a form of harassment and describes a threatening or intimidating environment in which one or more people may become fearful because of negative or hostile behaviour.
- 4.3 Examples of bullying include, but are not limited to the following:
 - i. Behaviour that has the purpose or effect of creating an intimidating, degrading, or offensive environment.
 - ii. Verbal or physical abuse
 - iii. Isolation, non-co-operation, and exclusion; which may include spreading nasty stories about a person, being the subject of malicious rumour, tormenting, ridicule, humiliation.
 - iv. Coercion
 - v. Intrusion by pestering, spying, and stalking, including online.
 - vi. Cyberbullying: the use of digital communication particularly mobile phones and the Internet (including social networking sites, blogs, e-mail, video, and instant messaging) to deliberately upset or cause offence to another person.
- 4.4 Conduct becomes harassment if it persists and it has been made clear that it is regarded as offensive by the recipient or a witness to the conduct, although a single offensive act can amount to harassment if it is sufficiently serious. Harassment is unwanted behaviour by one or more people, whether intentional or not, which violates a person's dignity and created a feeling of anxiety, humiliation, distress, or discomfort. It has three common features:
 - i. It is unwelcome
 - ii. It makes the environment intimidating, degrading or offensive
 - iii. It is unacceptable to the complainant or a witness.
- 4.5 Detrimental behaviour because of an association with a protected characteristic:



Bullying and harassment may not be based on the fact that a student belongs to a particular group, but simply because the individual has been singled out for such treatment or associates with someone of a protected characteristic. For example, this would include claiming someone is gay when they are not or making fun of someone who has a disabled relative. The bullying and harassment may take the following forms, though again this is not intended as an exhaustive list:

- i. Limiting or withdrawing verbal communication
 - ii. Isolating a student by unfriendly behaviour
 - iii. Behaviour designed to belittle or produce anxiety in a student.
- 4.6 Bullying and/or Harassment need not be intentional. The key is whether it is unwanted by, and offensive to, the recipient or a witness. The effect on the individual is the key concern. Every student has the right to work without fear of harassment or abuse, whether on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation, or any other grounds. Bullying and harassment of any nature will not be tolerated at NMITE.

5. Procedure

- 5.1 The aim of this procedure is to protect students from bullying and harassment and to enable them, if necessary, to make a complaint or assist in an investigation without fear of reprisal.
- 5.2 Any student disclosing any experience of bullying or harassment are assured that they will receive support to ensure any incident is dealt with promptly and effectively. Students should always report any incidence of bullying or harassment to the Student Services Team or their Personal Tutor.
- 5.3 When appropriate, every effort will be made to resolve the situation informally. However, some incidents, by virtue of their serious nature will need to be dealt with under the formal procedure. The police may need to be contacted in more serious cases such as those involving assault, cyber-bullying and/or persistent bullying outside the jurisdiction of NMITE.
- 5.4 A student who feels harassed or bullied should, if appropriate, make clear to the 'harasser' that their conduct is unwelcome and ask them to stop. Alternatively, a member of the Student Services Team may facilitate this initial approach.
- 5.5 If the initial approach does not stop the harassment, the Director of Student Lifecycle will be informed and under their direction, the Student Services Team will undertake an investigation. The investigation of a complaint of bullying or harassment should be handled sensitively with due respect for the rights of all parties involved. Confidentiality should be maintained as far as possible. If an



investigation indicated that the complaint is justified, the ‘harasser(s)’ will be dealt with under the Student Disciplinary Policy.

- 5.6 The Student Services Team will attempt a variety of strategies to ensure that the matter is resolved and that the student who has been bullied or faced harassment feels confident that the matter has been dealt with appropriately. As a means of preventing further bullying, each case will be monitored, and attempts will be made to support the bully/bullies change their behaviour.
- 5.7 In the case of the alleged perpetrator being a member of staff, a report must immediately be forwarded to the Lead Designated Safeguarding Officer – Samantha Lewis – Director of People and Operations by email marked “Safeguarding – Confidential”, to samantha.lewis@nmite.ac.uk
- 5.8 In the case of the alleged perpetrator being the Lead Designated Safeguarding Officer, the student must contact the President and Chief Executive immediately by email marked “Safeguarding – Confidential”, to james.newby@nmite.ac.uk
- 5.9 Allegations against members of staff or volunteers will be dealt with in line with the Safeguarding Policy.

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Related Policies, Procedures, Guidance, Forms or Templates	Safeguarding Policy Student Disciplinary Policy & Procedure. IT Acceptable Usage Policy Student Social Media Guidelines Whistleblowing Policy	
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