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# **GBS Anti-Harassment and Anti-Bullying Policy and Procedure: Students**

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## **Global Banking School Anti-Harassment and Anti-Bullying Policy and Procedure: Students**

### **1. Policy Statement**

- 1.1. Global Banking School (GBS) as part of its commitment to equality and diversity, is committed to providing an environment in which all students are enabled to study and work in an environment which supports and encourages harmonious relationships. Our aims are to enact and sustain behavioural and cultural change, inspire, and educate students to ensure GBS is meeting its legal compliance, and to embed inclusivity cooperatively and cohesively across our campuses. This includes fostering good relations and a culture of respect as well as eliminating any circumstances in which bullying, sexual misconduct, harassment and hate crime may occur.
  
- 1.2. Any allegations of harassment and bullying will be treated very seriously and could result in disciplinary action being taken against the perpetrator. GBS will ensure that any student raising a genuine concern in relation to this policy will not be victimised. All allegations of bullying, harassment, or victimisation, whether informal or formal, will be regarded as a serious matter and will be dealt with in a sensitive, objective manner, respecting the rights of all parties involved. Any information received will be handled with an appropriate level of confidentiality. Where personal informatiing,

complaint, students will have their concerns dealt with appropriately, fairly and in a timely manner.

#### **4. Expectations of all members of the GBS community**

4.1 GBS has the following aims in respect of this policy and procedure:

- (a) To promote a positive environment in which all members of the GBS community are treated fairly and with respect.
- (27( )) (b) Take a zero-tolerance approach to any forms of harassment and bullying.
- (c) Ensure all members of GBS ensure a

**5.2 All GBS Students** Responsible for fostering a culture of respect for dignity and for avoiding behaviour that is offensive to other people.

**5.3 GBS Student Representative Committee** plays an important role to consider matters with regards to the general student experience therefore collaboration with the Committee and Student Representatives has been a key part in developing this policy. Student Representatives are responsible for delivering messages to the wider student body in relation to our zero-tolerance policy and the possible consequences and actions that we will take regarding harassment, bullying and sexual misconduct.

## **6. Definitions**

### **6.1 Harassment**

6.1.1 Harassment and bullying can take a variety of different forms, ranging from repeatedly ignoring a person or subjecting them to unwelcome attention, intimidation, humiliation, ridicule, or offence. More extreme forms of harassment and bullying include physical threats or violence. Behaviour that may appear as trivial as a single incident, can constitute harassment or bullying when repeated or takes place in the context of staff-student, student-student, or staff-staff relationships. There is substantial legislation that protects people from harassment, [the legislative definition of harassment](#),

It can include behaviour that individuals find offensive even if it is not directed at them, and even if they do not have the relevant protected characteristics themselves.

6.1.3 Harassment in any form is unacceptable, whether intentional or not. The perception of the recipient is very important, but the test of reasonableness must also be applied, that is, a reasonable neutral person would regard what is happening as harassment. Normally the behaviour must continue after an objection is made, but a single incident may be serious enough to constitute harassment. This can include:

- Spoken or written words or abuse
- Offensive emails, tweets, or comments on social networking sites
- Images and graffiti
- Physical gestures
- Facial expressions
- Jokes

## 6.2 Bullying

6.2.1 Bullying is the abuse of power or position to undermine a person so that their confidence and self-esteem/self-worth is weakened or destroyed. Bullying may happen in public or in private. It may arise from the personal style of the bully, and attacks may be irrational, unpredictable, and unfair.

### 6.2.2 Types of Bullying and Harassment

#### 6.2.2.1



6.2.2.2 The above list is not exhaustive, and many other forms of harassment and bullying exist.

6.2.3

Unwelcome and unwanted advances and propositions, or pressure for sexual activity.

Suggestive remarks or sounds or gestures; jokes of a sexual or prejudicial nature; innuendoes or lewd comments.

Unwanted comments on dress and appearance.

Display or circulation of pornographic or sexually suggestive pictures, objects, or written material; threats.

Non-consensual sexual violence. Sexual harassment can occur between members of any gender.

## **6.4 Cyber and Electronic Bullying and Harassment**

6.4.1 Cyber bullying involves using technology to bully people. It can include texting,

*Verbal abuse*, threats or name-calling can be a common and extremely unpleasant experience for minority groups. Victims of verbal abuse are often unclear whether an offence has been committed or believe there is little they can do. However, there are laws in place to protect our staff and students from verbal abuse.

*The offence of incitement to hatred occurs when someone acts in a way that is threatening and intended to stir up hatred. That could be in words, pictures, videos, music, and includes information posted on websites. Hate content may include:*

Messages calling for violence against a specific person or group.

Web pages that show pictures, videos, or descriptions of violence against anyone due to their perceived differences.

Chat forums where people ask other people to commit hate crimes against a specific person or group.

## **6.6 Victimisation**

6.6.1 Victimisation is defined as the subjection of a person to a detriment because he or she has made (or intends to make, or you believe they have/will make), in good faith, an allegation of harassment or has supported someone else in making an allegation. Victimisation relates to someone being treated less favourably because of a protected act. A protected act is:

- (a) Making a claim or complaint of discrimination (under the Equality Act)
- (b) Helping someone else to make a claim by giving evidence or information.
- (c) Alleging that you or someone else has breached the Act.
- (d) Doing anything else in connection with the Act. (Definition as within the Equality Act 2010)

## **7. Criminal Offences**

7.1 Harassment may take the form of a criminal offence, such as physical assault, indecent exposure, or rape. In such an event, GBS will support the student, ensuring that they

are given medical and emotional support as appropriate. Whilst GBS will advise, the decision of police involvement must lie in the hands of the person making the complaint and appropriate GBS staff will facilitate and support the person in any such action.

## **8. Harassment in Placements**

8.1 GBS will take all reasonable steps to ensure that external organisations providing work placement opportunities for students have relevant policies and procedures in place to prevent and deal with issues of harassment and bullying. Any student subject to harassment or bullying in such a situation will be supported appropriately by GBS.

## **9. Support**

9.1 GBS will ensure that those affected will be assessed and will consider academic, welfare and support needs. Support resources are available to any student regardless of their choice to proceed to a report.

### **9.1.1 Support and advice for students is available via:**

Student Success Tutors

Programme Leaders, Associate Deans and Deans

Citizens Advice- Citizens Advice has more information about what you can do if you have experienced, or know someone who has experienced, a hate incident or crime.

Galop LGBT+ sexual violence support

Rape Crisis England and Wales- Rape Crisis can help you find a Rape Crisis Centre, get online emotional support, or find information and self-help tools.

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with the consent of the student/staff. GBS will consider any unauthorised disclosure of confidential information as violation of this policy and will be addressed accordingly.

### **13. Alternative Format**

13.1 This policy can be provided in alternative formats (including large print, audio and electronic) upon request. For further information, or to make a request, please contact the Academic Standards and Quality Office at [asqo@globalbanking.ac.uk](mailto:asqo@globalbanking.ac.uk).

## Annex 1- Harassment and Sexual Misconduct Definitions

**Harassment** (as defined by Section 26 of the Equality Act 2010) includes unwanted behaviour intimidating, hostile, degrading, humiliating or offensive environment because of, or connected to, one or more of the following protected characteristics:

- age
- disability
- gender reassignment
- race
- religion or belief
- sex
- sexual orientation

**Sexual misconduct** relates to all unwanted conduct of a sexual nature. This includes, but is not limited to:

Sexual harassment (as defined by Section 26 (2) of the Equality Act 2010)

Unwanted conduct which creates an intimidating, hostile, degrading, humiliating or offensive environment (as defined by the Equality Act 2010)

Assault (as defined by the Sexual Offences Act 2003)

Rape (as defined by the Sexual Offences Act 2003)

Physical unwanted sexual advances (as set out by the Equality and Human Rights Commission: Sexual harassment and the law, 2017)<sup>2</sup>

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## Annex 2- Example of Harassment and Bullying

(a) Harassment based on personal attributes may include:

**Sexual Harassment**, for example unwelcome sexual advances, sexually provocative looks, remarks or jokes, comments on appearance, displaying offensive images in posters or screensavers, inappropriate texting or emailing, touching and other forms of assault. (There are professional and ethical reasons for staff and students to maintain an appropriate professional relationship).

**Racial Harassment**, for example derogatory name-calling, insults, reference to skin colour, racist jokes, ridicule for cultural difference, verbal abuse, and assault. GBS welcomes and values the cultural diversity of its community. Differences in understanding about acceptable behaviours in various cultures may not be harassment, but the people involved in any such difference will be supported in reaching an understanding.

**Disability Harassment**, for example not recognising competencies, drawing attention to disability or personal appearance, jokes, ignoring or focusing on a person because of their disability.

**Ageist Harassment**, for example denigrating competencies, patronising, ridiculing, marginalising, leaving people out of social activities.



## **Status Harassment**

## **Annex 3- Legislation**

Equality Act 2010

Health and Safety at Work Act