



Positive Behaviour, Anti-bullying & Harassment Policy

May 2023

History of Changes

Version	Description of Change	Authored by	Date
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1. Introduction

This policy supports the Positive Behaviour, Anti-Bullying & Harassment Guidance and Procedures for staff and students, and the Learner Agreement.

The purpose of this policy is to promote positive student behaviours that are aligned to College values, which will enhance the wellbeing of students, staff and visitors at our College.

The policy also aims to promote a culture of inclusiveness that respects the diversity of students, staff and visitors at the College.

The policy should be read in conjunction with the guidance and procedures for staff and students relating to positive behaviour, anti-bullying and harassment.

2. Scope

The policy covers the following areas of College student learning activity:

- All students on full-time, part-time, commercial, and outreach programmes, including School's College partnership activities.
- Students representing the College at external events and extra-curricular activities.
- Students on work experience placements as part of a College course.
- Students on residential activities as part of a College course.

In addition, this policy applies to students who are undertaking a programme of study which involves registration with any regulating body or other associated organisations. In these instances, 'Fitness to Practice Rules' from the relevant regulatory body will apply, and in most cases an opportunity for reflective practice will apply in addition to this policy.

3. Key Principles of Positive Behaviour and Definitions of Inappropriate Behaviour

Our College recognises the rights of all students and staff to be treated with respect and dignity, and to:

- Promote the College's five core values in all aspects of behaviour.
- Behave in a respectful manner to all other students, staff and College visitors.
- Respect College property and resources.
- Act as ambassadors for the College.
- Acknowledge that certain behaviours occurring outwith the College may impact on the reputation of our College, and may have consequences for student attendance at the College.

Below is a list (not exhaustive) of behaviours that are contrary to our College's values.

Such behaviours may occur within and outwith College premises, and could potentially compromise the College's reputation, and student and staff wellbeing.

Borders College is an inclusive college and recognises, at times, some student behaviour (see below) can be related to additional support needs and/or medical conditions, or is temporarily outwith an individual's character. In such instances this must be considered when addressing behaviours, and reasonable adjustments made and conversations held. Staff will demonstrate inclusivity at all times and explore potential contributing factors. The recording of these, where appropriate, should take place to enable support for both staff and students.

Minor Concerns

- Inappropriate or offensive language
- Spitting
- Disruptive behaviour
- Smoking or vaping in non-designated areas
- Online/social media activity that is low-key but is disrespectful
- Undermining and criticism of student peers and/or staff about quality of tasks and/or assignments

Concerning Behaviours

- Derogatory name-calling related to protected characteristics as set by Equality Act (2010)
- Threatening, intimidating or abusive behaviour, including cyberbullying
- Breach of the College's acceptable use of IT policy
- Being under the influence of alcohol or illegal substances
- Breach of Health and Safety Policy and Procedures

Serious Behaviours

- Failure to adhere to a regulatory body's codes of conduct, in terms of 'Fitness to Practice Rules' either in College or on placement
- Carrying a weapon or an item intended to be used as a weapon
- Bullying and harassment
- Threat of violence or actual violence towards others
- Displaying sexual images and/or offensive material
- Theft and damage of property
- Academic malpractice, including plagiarism
- Serious breach of Health and Safety Policy and Procedures
- Continued minor disruptive behaviour, impacting on others' learning

4. Linked Policies & Procedures

- Safeguarding Children and Adults at Risk of Harm Policy
- Health and Safety Policy
- Equality, Diversity and Inclusion Policy

5. Directly Related Legislation & Occupational Standards

- Equality Act 2010
- Data Protection Act 2018
- Children and Young People (Scotland) Act 2014
- Human Rights Act 1998
- Health and Safety at Work Act 1974
- Post 16 Education Reform Act 2012
- GIRFEC (2010) & update 2014
- Relevant 'Fitness to Practice' policies and procedures

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