



Warrington Collegiate

QUALITY ASSURANCE

Policy: **Dealing with Harassment or Bullying**

Policy Ref: **S/4/14**

Approved by: **Director of Human Resources**

Date: **September 2011**

Warrington Collegiate expects all staff and students to be treated with respect and dignity. The College regards harassment as an infringement of personal dignity which can seriously affect working and social conditions for both students and staff. Any incidents of harassment and bullying will be regarded as extremely serious and can be grounds for disciplinary action, which may include expulsion or dismissal.

This policy covers all students and staff at Warrington Collegiate.

The College will take action in cases of harassment:

- whether the people involved are staff, students or other clients or customers of the College such as contractors, deliverers, providers of student placements etc.
- whether the behaviour causing the harassment takes place on College premises or at any location which College students or staff have to visit on placements or on College business.

Procedures relating to this policy outline how harassment and bullying are to be dealt with.

The monitoring of this policy will be the responsibility of the Director of Human Resources.

Ultimate responsibility for this policy within the College lies with the Director of Human Resources.