



Great Bedwyn CE Primary School
Prevention of sexual violence and
sexual harassment policy

PREVENTION OF SEXUAL VIOLENCE AND SEXUAL HARASSMENT POLICY

1. Overall aim

The Trust is committed to providing a positive work and learning experience for all our employees and students which includes a zero tolerance approach to sexual harassment. We are clear that sexual violence and sexual harassment is not acceptable, will never be tolerated and is not an inevitable part of growing up. We will always challenge behaviour or language that seeks to normalise sexual harassment or violence in school. Sanctions will be applied in accordance with our behaviour policy.

This Policy sets out the Trust's expectations of behaviour by our employees and students and provides approaches for dealing with complaints of sexual harassment. It intends to protect students and employees from inappropriate sexual behaviour which may include, but is not limited to, violence, grooming, misconduct and harassment.

2. Linked EAT policies and government policy/advice

- Staff Employment Manual
- Equalities Policy
- Behaviour Policy
- Staff code of conduct
- RSHE policy
- Equalities Act 2010
- Sexual violence and sexual harassment between schools and colleges Sept 2021

3. Definitions and Scope

Sexual harassment is unlawful under the Equality Act 2010. It is also unlawful to treat someone less favourably because they have either submitted a complaint of sexual harassment or have rejected such behaviour. Under the Act sexual harassment is defined as occurring when a person engages in unwanted conduct of sexual nature that has the purpose or effect of:

- Violating someone's dignity, or
- Creating an intimidating, hostile, degrading, humiliating or offensive environment

Sexual harassment includes a wide range of behaviours including but not limited to:

- Sexual comments or jokes
- Displaying sexually graphic pictures, posters or photos
- Suggestive looks, staring or leering
- Propositions and sexual advances
- Making promises in return for sexual favours
- Sexual gestures
- Intrusive questions about a person's private or sex life, and discussing your own sex life
- Sexual posts or contact on social media
- Spreading sexual rumours about a person
- Sending sexually explicit emails or text messages
- Unwelcome touching, hugging, massaging or kissing
- Criminal behaviour, including sexual assault, stalking, grooming, indecent exposure and sending offensive communications

- Predatory behaviour
- Coercion

Sexual violence and sexual harassment between schools and colleges Sept 2021

Sexual violence and sexual harassment can occur between employees, employee and student or between two children of any sex. They can also occur through a group of children sexually assaulting or sexually harassing a single child or group of children.

Sexual interaction that is invited, mutual and consensual is not sexual harassment because it is not unwanted. An individual can experience sexual harassment from someone of the same or different sex and the recipient of the behaviour decides whether or not it is unwanted.

Sexual harassment can be a one-off event and does not need to be directed to a person. It can be witnessed or overheard. Sexual conduct that has been welcomed in the past can become unwanted.

For the purposes of this Policy, “employees” are defined as any individual either employed or engaged by the University on a paid or volunteer basis to carry out work for the Trust under any type of employment contract.

A student is considered to be an individual child who is a learner in any academy within the Trust. This includes any child on any programme of study at the academy (i.e. negotiated transfer or attending summer school).

People working on a voluntary basis at the academy and those working as contractors are also bound by the terms of this Policy as is any person engaged with, or representing, Excalibur Academy Trust and/or the Academy.

Victimisation of any individual making a complaint under this Policy will not be tolerated and will be dealt with under the Excalibur Academy Trust Code of Conduct.

Sexual harassment constitutes serious misconduct and could result in dismissal (for employees) and permanent exclusion (for students).

Expected Behaviour of Employees

The Trust believes that the professional relationship of trust and confidence that exists between students and employees is a central and essential part of a student’s educational development and pastoral care. Those who work for, or represent, the Trust must not abuse their position in anyway.

An imbalance of power can also exist between employees due to the positions they hold within the Trust. Any abuse of the professional working relationship between employees is unacceptable and could be subject to disciplinary action.

Reporting Channels for Employees

Any member of the Trust must formally report cases of sexual harassment whether they are the recipient of the behaviour or witness to it as soon as reasonably practicable.

Employees who are the subject of sexual harassment by another employee, are subject to it while on the Trust premises by an adult or is subject to sexual harassment by another adult away from the premises which is directly linked to their role as an employee (i.e. a parent sexually harassing a member of staff on social media) this needs to be reported to the Principal of the school and the HR manager for the Trust (Kim Jones).

It is recognised that sometimes an employee can be sexually harassed by a student and should any concerns regarding student behaviour arise an employee needs to report these concerns immediately to their Designated Safeguarding Lead.

Any information regarding a disclosure from a student or witnessing behaviour regarding sexual harassment must follow the academy procedure for reporting safeguarding allegations and concerns as detailed in the Child Protection and Safeguarding Policy.

Reporting Channels for Students

It is important to create a culture within schools where students are listened to and feel safe and secure in disclosing. All staff need to be briefed regarding Child Protection and Sexual Harassment and Violence.

A student can report to any member of staff in the school community as well as having access to dedicated external support such as NSPCC. All reports will be taken very seriously and dealt with according to the Child Protection and Safeguarding Policy.

Any information regarding a disclosure from a student regarding sexual harassment or witnessing behaviour must follow the academy procedure for reporting safeguarding allegations and concerns as detailed in the Child Protection and Safeguarding Policy. Staff have been trained to follow this.

Educating against harmful sexual behaviours

All academies have a planned programme of evidence-based content delivered through the curriculum and assemblies. These programmes are developed to be age and stage of development appropriate and follow the Government curriculum guidance.

Academies also invite speakers and organisations to deliver information sessions to students and parents.

We ensure Designated Safeguarding Leads have appropriate and regularly updated training and all staff are trained to recognise signs of safety and harmful sexual behaviours.