



# Sexual Harassment and Sexual Misconduct Policy

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| <b>Document title:</b>             | Sexual Harassment and Sexual Misconduct Policy |
| <b>Audience:</b>                   | Staff and Students                             |
| <b>Version:</b>                    | 2.0  |
| <b>Approved by:</b>                | Quality and Standards Committee                |
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| <b>Document owner:</b>             | Vice Principal EDI & Student Experience        |
| <b>Equality impact assessment:</b> | Yes  |
| <b>Student friendly:</b>           | Yes  |

## Revision history

| Version | Type<br>(e.g. replacement,<br>revision etc) | Date     | History (reason for changes) |
|---------|---|----------|------------------------------|
| 1       | New   | 7.7.21   | New policy                   |
| 2       | Update                                      | 13/05/24 | Revision and update          |
|         |   |          |                              |

## Monitoring and review

This policy will be reviewed by the Senior Leadership Team every 3 years.

# Sexual Harassment and Sexual Misconduct Policy

## Policy intent

Bradford College is dedicated to fostering a safe environment free from harassment and sexual misconduct, where the rights and dignity of all members of the College community are upheld and respected.

Sexual harassment and sexual misconduct encompass a wide range of inappropriate and unwanted behaviours, including but not limited to unwanted touching, stalking, and abusive or degrading remarks. These behaviours undermine the principle of informed consent. We recognise the profound impact that harassment and sexual misconduct can have on individuals, their supporters, and the College community as a whole. Therefore, we are committed to promoting a culture where such incidents are not tolerated, are actively challenged, and are addressed to maintain a positive and safe environment for everyone.

Harassment and sexual misconduct pose significant risks to the mental, physical, and emotional well-being of our College members and the overall safety of our community. They undermine dignity and hinder access to educational, social, and employment opportunities, often causing lasting harm.

We expect all members of our community to engage in relationships and interactions founded on mutual respect, open communication, and clear consent. It is the responsibility of every community member to actively uphold our collective commitment and promote the inherent dignity of all individuals.

We are unequivocal in our commitment to adopt a zero-tolerance approach to harassment and sexual misconduct, coupled with efforts to educate our community and encourage bystander intervention. This policy statement articulates our community's commitment to these objectives, and we will collaborate with relevant stakeholders to ensure their effective implementation.

## Our Duty of Care

We take our duty of care to our community members very seriously. In cases where a member of our community is a survivor of harassment or sexual misconduct, we will take immediate steps to ensure their physical safety and facilitate their access to appropriate specialist support services, while always respecting their feelings and decisions. We also have a responsibility to encourage and support individuals affected by harassment and sexual misconduct to come forward, disclose with confidence, and seek assistance. This includes tailored, and appropriate support for SEND students who are victims of sexual harassment or misconduct.

As a responsible College, we acknowledge that such incidents may constitute violations of the law. Therefore, Bradford College recognizes its moral, ethical, and legal obligations to address all breaches of this policy statement in accordance with UK legislation. Inclusive of, but not limited to SEND Code of Practice (2015), Equality Act 2010, and Keeping Children Safe in Education (KCSIE) Guidance.

## Related policies and procedures

Safeguarding Policy  
Equality Diversity and Inclusion Policy  
Positive Behaviour Policy  
Harassment and Bullying policy  
Sexual Harassment and Sexual Misconduct Procedures  
Safeguarding Procedures  
Student Discipline Procedures  
Staff Disciplinary Procedures