

Preventing sexual harassment and sexual violence at Greater Brighton Metropolitan College

Greater Brighton Metropolitan College (GB MET) is committed to providing an environment where all members of our community feel safe and respected, and where they can study and work free from sexual harassment and sexual violence of any kind.

GB MET has a zero-tolerance approach to sexual harassment and sexual violence. It is never acceptable, and it will never be tolerated. Furthermore, incidents of sexual violence or sexual harassment will never be passed off as 'banter', 'just having a laugh', 'part of growing up' or 'boys being boys' (See [Keeping Children Safe in Education](#)).

This guidance explains what to do if you, or someone you know, has been sexually harassed or assaulted. This advice is for all staff and students but also includes visitors, contractors and community providers based on college premises.

The sections of this guidance will cover:

1. What is sexual harassment and sexual violence
2. If you have experienced sexual harassment or sexual violence
3. Welfare advisers and other sources of support
4. Reporting sexual harassment or sexual violence formally
5. Reporting procedures: an overview
6. Reporting to the police

1. What is sexual harassment and sexual violence Definitions:

- **Sexual harassment** is when someone behaves in a way that makes a person feel distressed, intimidated or offended, and the behaviour is of a sexual nature. This includes sexual comments and jokes, relentless pressure for dates, unwelcome sexual advances, inappropriate touching, displaying photos or pictures of a sexual nature, and sending emails or messages with sexual content.
- **Sexual assault** refers to many different forms of sexual violence and takes place when someone touches another person in a sexual manner without their consent. Or, when someone makes another person take part in a sexual activity with them without that person's consent. This may include unwanted kissing and sexual touching. Any sexual assault is a crime.
- **Sexual violence** is a general term used to describe any kind of unwanted sexual act or activity, including rape, sexual assault, sexual abuse, and many others.
- **Harmful Sexual Behaviour (HSB)** is developmentally inappropriate sexual behaviour displayed by children and young people which is harmful or abusive¹.
- **Peer-on-peer sexual abuse** is a form of HSB which happens when a young person (under the age of 18) is bullied, exploited and / or harmed by their peers who are the same or similar age.

¹ Hackett, S. (2014) Children and young people with harmful sexual behaviours. London: Research in Practice

- **Bullying** is the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face-to-face or through electronic means (cyberbullying), and comes in many different forms such as verbal, physical, and emotional.

Sexual harassment, sexual violence and bullying can be a one-off incident, a series of different behaviours or repeated forms of the same unwanted behaviour.

Whilst not intended to be an exhaustive list, examples of behaviour that may sexual harassment or bullying can include:

- offensive or inappropriate comments, body language, jokes, or 'banter'
 - threats to disclose, or disclosing, private or personal information, including photographs
 - comments or posts on social media that are abusive, offensive, or intimidating
-
- **Stalking** involves behaviours towards a person that make them feel unsafe. Someone who stalks may know the victim, be a former partner or never have met them. The more common examples of stalking are following a person home, following a person around, sending or leaving them unwanted and repeated messages, bullying them on social media or making intrusive or unwanted visits.

Interpersonal relationships between individuals can also be abusive without a sexual element to the behaviour. They may involve bullying or coercive behaviours which are used

to maintain power or control. While this might include sexual abuse and / or bullying, it can also include emotional, financial, or physical abuse, threats, isolation, or intimidation.

2. If you have experienced sexual harassment or sexual violence, you can:

- Talk to a welfare adviser at college
- Access emotional support from a welfare adviser or an appropriate external agency (see details below)
- Report sexual harassment or assault to the College via the reporting button on the Student Landing Page, or by speaking to your pastoral or curriculum tutor, or any trusted member of staff
- Report it to the police

All reports of sexual harassment and misconduct will be taken seriously. You will be listened to and supported, and kept safe by the College.

3. Welfare advisers and other sources of support

Both staff and students can seek advice and support from:

- the Welfare team (brightonwelfare@gbmc.ac.uk | worthingwelfare@gbmc.ac.uk)
- the Safeguarding Manager

Students can also seek advice from:

- Their pastoral or curriculum tutor
- A teacher or trusted member of college staff

If you have witnessed sexual harassment or violence, please report the incident to one of the above. The Welfare team can provide emotional support if you have been sexually harassed or assaulted. There are several external agencies who are also able to offer support. The Welfare Team will discuss the most appropriate referral with the young person.

The College has a responsibility to support and protect the victim and the alleged perpetrator, as well as any other people who were involved and/or impacted by the incident.

For support outside of college hours, you can contact:

- Childline (for ages up to 18) 0800 1111
- Samaritans (for all ages) 0330 094 5717

4. Reporting sexual harassment or sexual violence

Anyone can report any type of bullying, sexual harassment, or sexual violence to the College. You can talk to, phone or email one of the following:

- The Safeguarding Manager
- A welfare adviser
- Your pastoral or curriculum tutor
- A trusted member of staff

You can talk to a welfare adviser to get advice. However, if the College thinks that you or others are at risk of immediate harm, then we will have to contact home and/or the police.

The College will take all reports of sexual harassment and sexual violence seriously. Victims will be listened to, supported, and kept safe by the College. A student will never be disadvantaged for raising a complaint that they believe to be genuine. If you raise a complaint against a staff member, the College will ensure that you will not be assessed by or taught in a small group by that person. Again, the welfare advisers can talk to you about this.

If someone under the age of 18 has been raped, it must be reported to the police. Where a child has been harmed, is at risk of harm, or is in immediate danger, the College is required to make a referral to local children's social care.

Members of staff must do one of the following:

- Report concerns to the Safeguarding team via 07739 615 265/ 07980 973224
- Email the Safeguarding or Welfare teams safeguarding@gbmc.ac.uk | brightonwelfare@gbmc.ac.uk | worthingwelfare@gbmc.ac.uk

5. Reporting procedures: an overview

Below is an overview of the different processes followed when sexual harassment or sexual violence is reported. The wishes of the victim will be considered but this will be balanced with the College's duty and responsibilities to protect other young people.

Each situation will be managed sensitively on a case-by-case basis and could involve one or more of the following. (See part 4 of sexual violence and sexual harassment between children in schools and

colleges²)

1. Managed internally – using the Student Management Policy and/or staff Code of Conduct with wellbeing support
2. Early help – providing support as soon as a problem emerges for both the victim and the perpetrator. (See Chapter 1 of Working Together to Safeguard Children³)
3. Referral to children's social care – referring a young person who has been harmed or is at risk of harm or immediate danger
4. Contacting the police – reporting a rape, assault by penetration or sexual assault

i. Students reporting sexual harassment or sexual violence by a student

If you are a student who has experienced sexual harassment or sexual violence by a fellow student, the complaint will be taken seriously by the College and the right actions will be taken to ensure you are supported accordingly and feel safe at college. The approach will be the same whether the student harassing you is at this or any other college.

You can talk to, phone or email one of the following who will listen to you. You do not have to do anything else:

- The Safeguarding Manager
- Welfare Advisor
- Your pastoral or curriculum tutor
- A trusted member of staff

ii. Students reporting sexual harassment or sexual violence by a college staff member If you are a student who has experienced sexual harassment or sexual violence by a college staff member, the complaint will be taken seriously by the college. If the complaint is about a teacher, you will not be taught by them during the investigation.

iii. If you are a student and have been accused of sexual harassment or sexual violence If you've been accused of sexual harassment or sexual violence, the Welfare team will support you throughout the process.

6. Reporting to the police

Sexual harassment, assault and rape are serious criminal offences, which you can choose to report to the police yourself. You can report an offense at any time, including many years after the event.

If you report a matter to the police, you can still report it to the College. The College can take precautionary action whilst the police investigate. This will prevent the other person from having any contact with you. The College can also support you through this process.

² https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1014224/Sexual_violence_and_sexual_harassment_between_children_in_schools_and_colleges.pdf

³ https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/942454/Working_together_to_safeguard_children_inter_agency_guidance.pdf

Preventing and addressing sexual harassment, sexual abuse and violence, sexual misconduct and online sexual abuse statement

The Ofsted Review of Sexual Abuse in Schools and Colleges (June 2021) and The Office for Students' Statement of Expectations for Higher Education students (April 2021) have presented recommendations for colleges to support them to prevent and address sexual harassment and sexual violence affecting students.

Greater Brighton Metropolitan College is committed to implementing the recommendations to provide a learning environment which is free from sexual harassment and sexual violence of any kind.

The reports recommend that:

- We assume sexual harassment and sexual violence is happening at our college and plan accordingly.
- Our safeguarding culture is a **whole college approach**, which includes:
 - listening to the student voice and collaborating with students to inform change
 - policies and processes to report and disclose incidents of sexual harassment and sexual violence
 - implementing policies and processes to prevent incidents and encourage reporting where they do occur
 - clearly communicate and embed our approach to preventing and responding to all forms of sexual harassment and sexual violence
 - training and clear expectations for students, staff and governors to raise awareness of and prevent sexual harassment and sexual violence
 - all staff model respectful behaviour and students are clear about acceptable and unacceptable behaviour
 - evaluation of systems that include consideration of protected characteristics, and mode and level of study
 - an approach that ensures staff are able to respond appropriately and consistently to a disclosure about harassment and sexual misconduct
 - clear explanation of how confidential information will be used and shared, as well as protections in place for individuals within investigatory and disciplinary processes
- Students who are involved in an investigatory process have access to appropriate advice and support.

Data is collected by the College on cases of sexual harassment and sexual violence, and is reported to college governors. College Governors and senior leaders have an ongoing commitment to ensure that the College approach to preventing sexual harassment and sexual violence is appropriate and effective.

As a College we are addressing this in the following ways, including:

- Setting out a clear statement of behavioural expectations for all students, staff, governors and visitors.
- Using tutorial sessions to inform students about sexual harassment and sexual violence, and to

provide a space for supported discussions. Further information is also provided via the website, staff and student intranets and social media.

- Having a clear training plan which supports staff to respond effectively to different types of harassment and sexual misconduct, and which includes accessing specialist expertise for training around consent and respect.
- Providing staff with written guidance and updates to support their understanding of sexual harassment and abuse, and how to respond to any disclosures.
- Regularly reviewing our systems for how students refer incidences, and how we record and respond to reports of sexual harassment and sexual violence made by students so that we continue to provide appropriate care and support.
- Providing resources for students for independent and group learning on Unifrog and GB ET's wellbeing pages via the intranets.
- Ensuring that we have procedures in place for the management of allegations against students and staff, which are reviewed and evaluated on a regular basis to ensure that they are fit for purpose.
- Updating our staff Code of Conduct to ensure that it includes specific reference and guidance on sexual harassment and sexual violence.

To report a concern, contact:

- The Safeguarding team via 07739 615 265
- Email the Safeguarding or Welfare teams: safeguarding@gbmc.ac.uk | brightonwelfare@gbmc.ac.uk | worthingwelfare@gbmc.ac.uk 999 should be called in emergency situations (for immediate police or ambulance)

For support outside of college hours, contact:

- To report a crime: <https://www.sussex.police.uk/reportcrime> or call 101 [The Samaritans](https://www.samaritans.org/) are available 24hours a day to support you through any trauma, including sexual assault: 08457 909090
- Rape Crisis: 0808 802 9999 (weekdays 12pm–2.30pm, 7pm–9.30pm)
- Survivors' network: Phone or text 01273 720110 (7pm–9pm on Wednesdays and Fridays)
- Victim Support: 0845 30 30 900 (9am–9pm weekdays, 9am–7pm weekends)