

A single comprehensive source of information on Gloucestershire College's commitment to

# Preventing Sexual Misconduct and Harassment

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## Introduction

Gloucestershire College is committed to providing a safe and inclusive environment that helps to promote wellbeing and success of all learners, including those on remote or third-party programmes.

We aim to create an inclusive learning experience where all learners are treated fairly and with respect, and not exposed to instances of sexual misconduct or harassment of any kind.

We have a zero-tolerance approach to acts of sexual misconduct and harassment and any allegations are taken seriously, considered carefully and acted upon appropriately – with care and support for those impacted.

We strongly believe in fostering a culture where it is safe to speak up and speak out. All learners and staff have a responsibility to respect others, have awareness of how their behaviours can impact others, and report immediately any concerns that emerge.

## Policies

All our College policies adhere to principles of creating an inclusive environment and sense of belonging. In relation to sexual misconduct and harassment, the following College policies have significant relevance:

- Sexual Misconduct and Harassment (Learners)
- Sexual Harassment (Staff)
- Child Protection and Safeguarding Policy
- Learner Agreement and Code of Conduct
- Higher Education Learner Contract
- Staff Code of Conduct
- Whistleblowing Policy

In addition to this, the following policies also hold some relevance in specific circumstances:

- Bullying and Harassment
- Learner Assessment Policy

- Talkback Complaints and Compliments

All the above policies can be found here: <https://www.gloscol.ac.uk/policies-and-reports/>

## College Commitment to Preventing Sexual Misconduct and Harassment

- Learners and staff are expected to undertake training and awareness to ensure they comprehend what constitutes harassment and sexual misconduct (including understanding consent), how to report incidents, what the College is doing to address issues and what support is available to anyone who is impacted.

We recognise that in some cases personal circumstances may mean engaging with this subject matter is particularly difficult for some. Therefore learners and staff can and are encouraged to contact the safeguarding team ([safeguarding@gloscol.ac.uk](mailto:safeguarding@gloscol.ac.uk)) to express their preference to be exempt from any training/awareness sessions and to ensure they are accessing appropriate support, if required.

- All learners during induction will be alerted to this single comprehensive source of information which identifies all relevant guidance, policies and support in relation to preventing sexual misconduct and harassment. In addition to this, learners receive induction briefings on safeguarding and inclusion – and the importance of reporting concerns.
- All learners are required to abide by the Learner Agreement and Code of Conduct (HE learners will also sign the HE Learner Contract), outlining expected behaviours with regards to a range of themes and the potential consequences for any breaches.
- The College continues to work in partnership with local agencies and support services (including GRASAC, Hope House and Holly Gazzard Trust) as part of raising awareness, targeted training and regular referral of individual learners for support.

## How to report a concern or incident

If a learner has experienced an act of sexual misconduct, violence, harassment or hate, whether on campus or in daily life, they can report this through a variety of ways. These include:

- Speaking directly to any member of staff. All staff are trained regularly in the expectation to immediately report all concerns on to the Safeguarding team.
- Speaking directly to a member of the Safeguarding team. The team can be found based in the Student Hubs at each campus and can be identified by the pink lanyards they wear.
- Emailing the Safeguarding team at [safeguarding@gloscol.ac.uk](mailto:safeguarding@gloscol.ac.uk). The inbox is monitored continuously during core working hours (M-F 9:00-4.30), with the only full closure period being during the Christmas break.
- Using an online reporting form which can be found here - <https://forms.office.com/e/fzQHziKMbk>. This form can be used for anonymous reporting if preferred. Please note a QR code for this form can be found on posters around the campuses.

Learners can provide as much or as little information as they feel comfortable with, and reports can be about an individual, a group of people, or a particular culture they have experienced in or outside of College. If a learner provides their details (non-anonymous reporting), a member of the Safeguarding team will get in touch to provide advice, support and help explore options.

Please note if a learner chooses to report anonymously, we are unable to take any action or provide any support/advice. However, the information will be still utilised to monitor issues within the College.

All allegations will be taken seriously, considered carefully and acted upon appropriately.

These procedures should not stop or delay any report to the police. To report a crime in an emergency, dial 999. For the reporting of non-emergency incidents, dial 101 or report anonymously via Crime Stoppers on 0800 555 111.

Note: When a learner reports an incident relation to harassment and/or sexual misconduct, the College has not and will not impose any non-disclosure agreements or restrictions upon them. We do, however, encourage learners to access appropriate support regarding any incidents.

For learners, this would use the Talkback Complaints and Compliments procedure, found here - <https://www.gloscol.ac.uk/media/v1v1ckup/talkback-guidance-and-policy.pdf>.

For staff, this would be through the People team.

## Support for Learners

Learners can access a variety of support for harassment and/or sexual misconduct, depending on what they feel most comfortable with:

- Online or Telephone: If a learner feels most comfortable, communication can initially be through email, Microsoft Teams or telephone with an appropriate member of staff. This should be included in the initial report – however, learners can make a decision for this to be the preference at any stage.
- In person: Learners are welcome to drop in to one of our Student Hubs, where colleagues will be able to provide initial support and assistance, and then link with Safeguarding team as required.

We support learners:

- Regardless of whether the incident has happened at College or not
- Whether they wish for any action to be taken or not at all
- To report to the police, if they wish \*
- To link in with other expert assistance
- With their studies if support is required to ensure continued engagement

*\*Please note that anticipated mandatory reporting legislations are expected by 2025 that will mandate all incidents of sexual misconduct or violence targeted at a person under the age of 18 to be reported to police immediately, even if the alleged victim does not wish to consent. In cases such as this, the Safeguarding team will support the individual throughout the process and make sure within the police report that it is noted that consent has not been given.*

Learners and staff can find details of a range of external support below.

Support	Description	Contact number	Website
Hope House SARC	Hope House SARC offers immediate emotional and practical support; as	0300 421 8400	<a href="http://www.hopehousesarc.nhs.uk">www.hopehousesarc.nhs.uk</a>

	well as medical care, to anyone who has been raped or sexually assaulted		
Gloucestershire Rape and Sexual Abuse Centre (GRASAC)	GRASAC provides confidential and non-judgemental support for all survivors of sexual violence.	01452 526770	<a href="http://www.glosrasac.org">www.glosrasac.org</a>
Victim Support	Victim Support is an independent charity dedicated to supporting people affected by crime and traumatic events in England and Wales. Their specialist teams support people to cope until they feel they're back on track with their lives. You don't have to report a crime to get help.	08081 689111	<a href="http://www.victimsupport.org.uk">www.victimsupport.org.uk</a>
Survivors UK	Male rape and sexual abuse guidance.	0203 5983 898	<a href="http://www.survivorsuk.org">www.survivorsuk.org</a>
Revenge Porn Helpline	The RPH is a UK service supporting adults (18+) who are experiencing intimate image abuse.	0345 600 459	<a href="http://Revengepornhelpline.org.uk">Revengepornhelpline.org.uk</a>
Gloucestershire Domestic Abuse Support Services (GDASS)	GDASS is a county-wide service designed to reduce the level of domestic abuse and improve the safety of victims and their families.	01452 726570	<a href="http://www.gdass.org.uk">www.gdass.org.uk</a>
GALOP	LGBT+ domestic abuse advice	0800 999 5428	<a href="http://www.galop.org.uk">www.galop.org.uk</a>
Hollie Gazzard Trust	HGT provides support, advice and education in relation to domestic abuse and unhealthy relationships.		<a href="http://Holliegazzard.org">Holliegazzard.org</a>