

QUALITY CONTROLLED DOCUMENT

Policy:	Sexual Misconduct and Harassment	Date: August 2025
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Approved by:	Executive Team	
Review by:	August 2026	

1.0 Introduction

Gloucestershire College is committed to ensuring that all learners and staff are protected from sexual misconduct, harassment, and harmful sexual behaviour in all forms. This policy sets out our commitment to a safe, inclusive, and respectful learning environment and aligns with the expectations of:

- Keeping Children Safe in Education (KCSIE) 2025
- The Office for Students (OfS) Statement of Expectations (2021)
- Equality Act 2010
- Sexual Offences Act 2003

2.0 Purpose

To clearly define unacceptable behaviours, reporting mechanisms, support structures, and institutional responsibilities in preventing and addressing sexual misconduct and harassment.

3.0 Scope

This policy applies to all learners aged 16 and over.

While the focus is on learners, it is expected that all staff and volunteers are aware of and act in accordance with this policy. It applies to incidents occurring both on and off college premises, including in online environments.

4.0 Definitions

- **Sexual Misconduct:** Any unwanted behaviour of a sexual nature that violates a person's dignity or creates an intimidating, hostile, degrading, humiliating, or offensive environment. This includes but is not limited to:
 - Sexual harassment or jokes
 - Unwanted touching or sexual comments
 - Sexual violence, including assault or rape
 - Coercion or pressure to engage in sexual activity
 - Online sexual harassment (e.g. via social media, messaging apps)
- **Sexual Harassment:** As defined in the Equality Act 2010 — unwanted conduct of a sexual nature which has the purpose or effect of violating dignity or creating an offensive environment.
- **Image-Based Abuse:** Non-consensual sharing of sexual or intimate images, including AI-generated or deepfake content.

- **Harmful Sexual Behaviour (HSB):** Developmentally inappropriate sexual behaviour which may be harmful to the individual or others, including coercion, sexual bullying, harassment, or exploitation. This may be peer-on-peer or involve adults.
- **Consent:** A freely given, informed, and reversible agreement to participate in a sexual act. A person cannot consent if they are under pressure, asleep, intoxicated, or do not have the capacity to do so.

5.0 College Commitments

The College will:

- Promote a culture of respect and zero tolerance for sexual misconduct or harassment
- Ensure all learners and staff understand what constitutes sexual misconduct and sexual harassment
- Provide clear and accessible reporting routes, both anonymous and named
- Offer confidential support and safeguarding interventions
- Undertake thorough and impartial investigations of all disclosures
- Regularly review and assess the effectiveness of prevention measures
- Ensure that mitigations are in place to address any power imbalances when concerns are raised
- Provide training for staff and learners on sexual misconduct, consent, healthy relationships, and harmful sexual behaviour

6.0 Reporting and Responding

- Learners can report incidents through the Safeguarding inbox (safeguarding@gloscol.ac.uk) or anonymously via sealed envelope, addressed to Gloucestershire College Safeguarding team.
- Anonymous reports can also be submitted via the College's online Sexual Misconduct and Harassment report form.
- All concerns are triaged by the Safeguarding Team. Urgent concerns are escalated immediately.
- College staff must report all disclosures and suspicions — they must not promise confidentiality.
- Allegations against staff are referred to the DSL and, if appropriate, the Local Authority Designated Officer (LADO).
- Learners will be informed about outcomes and support options, where appropriate.

7.0 Preventing Harmful Sexual Behaviour (HSB)

The College will:

- Embed education around consent, healthy relationships, gender norms, and digital respect through tutorial programmes
- Address child-on-child abuse (including between learners aged 16+) and its links to misogyny, porn culture, and online peer pressure
- Monitor learner behaviour and challenge inappropriate language, jokes, or conduct
- Support both victims and perpetrators, recognising that some students may need intervention or education rather than exclusion
- Collaborate with external agencies including police, CAMHS, sexual violence support services and social care

8.0 Support for Students

Support for those impacted by sexual misconduct includes:

- Access to trained safeguarding staff
- Mental health and counselling services
- Risk assessments and safety planning
- Support with academic adjustments
- Signposting to external support (e.g. Gloucestershire Rape and Sexual Abuse Centre, NSPCC, The Survivors Trust)

9.0 Disciplinary Action

Sexual misconduct and harassment will result in formal disciplinary procedures which may include time-out, exclusion and referral to law enforcement. Disciplinary action is proportionate, fair, and consistent with College policies.

10.0 Responsibilities

Role	Responsibility
DSL	Strategic lead on sexual misconduct & safeguarding
Safeguarding Team	Case management, support, referrals
Teaching & Support Staff	Promotion of safe and respectful learning environments
All Staff	Duty to report, challenge, educate, and support