

## **'Preventing and addressing sexual harassment, sexual abuse, sexual misconduct and on-line sexual abuse**

The [Ofsted Review of sexual abuse in schools and colleges](#) (June 2021) has set out recommendations that we at City College Norwich, Easton College and Paston College are committed to implementing in our college community.

### **The report recommends that**

- we assume it is happening here and plan accordingly
- our staff model respectful behaviour and we have a whole college approach to safeguarding culture
- students are clear about acceptable and unacceptable behaviour
- everyone is confident to ask for help
- we support students who need it
- a behavioural approach with interventions and sanctions for poor behaviour
- training and clear expectations for staff and governors
- a culture of listening to student voice

### **As a college we are addressing this in the following ways, including;**

- information for students including posters and tutorial work that explains sexual harassment, sexual abuse and sexual misconduct
- setting out clear expectations for behaviour
- enhanced opportunities for discussion about sexual harassment and sexual misconduct in our safeguarding core training including in our Safeguarding Code of Conduct for Staff training
- resources available for students for independent and group learning on the Personal Development area of Blackboard

The [Office for Students](#) (Higher Education) has published [statement of expectations for preventing and addressing harassment and sexual misconduct affecting students in higher education](#) (April 2021.)

As a College we are completely committed to providing a learning environment which is free from harassment and violence of any kind.

### **There are seven 'headlines' from the [expectations](#):**

- Higher education providers should clearly communicate, and embed across the whole organisation, their approach to preventing and responding to all forms of harassment and sexual misconduct affecting students.
- Governing bodies should ensure that the provider's approach to harassment and sexual misconduct is adequate and effective.
- Higher education providers should appropriately engage with students to develop and evaluate systems, policies and processes to address harassment and sexual misconduct.
- Higher education providers should implement adequate and effective staff and student training with the purpose of raising awareness of, and preventing, harassment and sexual misconduct.
- Higher education providers should have adequate and effective policies and processes in place for all students to report and disclose incidents of harassment and sexual misconduct.
- Higher education providers should have a fair, clear and accessible approach to taking action in response to reports and disclosures.
- Higher education providers should ensure that students involved in an investigatory process have access to appropriate and effective support.

**Our College is responding to the Statement of Expectations in the following ways:**

- We have developed an action plan to address the issues and meet the requirements of the OfS statement of expectations. The action plan is a live document and is reviewed by members of College staff and Governors at least annually.
- We have procedures in place for the management of allegations against students and staff. These are contained within our procedures for staff disciplinary, safeguarding and student disciplinary.
- We have reviewed and updated our Safeguarding code of Conduct for Staff to include specific reference and guidance on sexual harassment, sexual abuse and sexual misconduct.
- We have reviewed our systems of how we record reports of sexual harassment made by students so that we collect data on cases of sexual harassment, sexual violence and on-line sexual abuse. This is reported to College Governors for monitoring and scrutiny.
- Anyone can report a concern about sexual harassment, sexual violence or sexual misconduct. Students can tell a member of College staff and a referral to our safeguarding team will be made. In some cases, it may be appropriate to make a further referral or to raise the matter within our anti-bullying and harassment and student disciplinary procedures.
- To report a concern: mobile number for Norwich and Paston **07795 487645**; mobile number for Easton **07772 785346**; or, **Email** [safeguarding@ccn.ac.uk](mailto:safeguarding@ccn.ac.uk)

If you would like to talk to us in more detail about what actions we are taking in response to the OfS Statement of Expectations, please contact the College [information@ccn.ac.uk](mailto:information@ccn.ac.uk)

To read more about Safeguarding at City College Norwich go to:

<https://www.ccn.ac.uk/our-college/safeguarding-at-city-college-norwich/>

<https://www.ccn.ac.uk/safeguarding-and-online-safety/>