

HE: OfS Condition E6 Sexual Harassment Compliance Statement

Single Comprehensive Source of Information

This Single Comprehensive Source of Information is a requirement of the Office for Students (OFS Condition of Registration E6). This statement aligns to the Group Safeguarding Children and Adults at Risk Policy.

Our Commitment

STCG is dedicated to:

- Preventing harassment through education, awareness, and training
- Supporting students and staff to report incidents safely and confidently
- Responding to disclosures with sensitivity and seriousness
- Taking appropriate action against perpetrators, including disciplinary measures

What is Sexual misconduct and harassment?

- The term Sexual Misconduct refers to any unwanted conduct which is sexual in nature. It includes, but is not limited to the following:
- Sexual harassment as defined in accordance with Section 26 of the Equality Act 2010 and Section 1 of the Protection from Harassment Act 1997.
- Sexual assault as defined by the Sexual Offences Act 2003.
- Rape as defined by the Sexual Offences Act 2003.
- Disclosing or threatening to disclose private images or footage of sexual nature without consent as defined by the Criminal Justice and Courts Act 2015.
- Intimidation or the promise of a resource/s for sexual favour as detailed by the Equality and Human Rights Commission: Sexual Harassment and the Law, 2017.
- Stalking: fixated, obsessive, unwanted and repeated communication or behaviour.
- Upskirting and down-blousing: photographing or filming under a person's clothing without their consent.
- Domestic Abuse as defined by the Domestic Abuse Act 2021. Behaviour between two persons aged 16 or over with a personal connection which is abusive consisting of any of the following: physical or sexual abuse, violent or threatening behaviour, controlling or coercive behaviour, economic abuse, psychological or emotional abuse.
- Retaliation: adverse actions against another person which may include but is not limited to harassment, threats, intimidation or coercion which is made in response to a disclosure of report of sexual misconduct.
- Sexual Exposure: showing sexual organs to another person without their consent.

Harassment is conduct which violates someone's dignity or creates an intimidating, hostile, degrading, humiliating or offensive environment towards an individual. It may or may not be sexual in nature.

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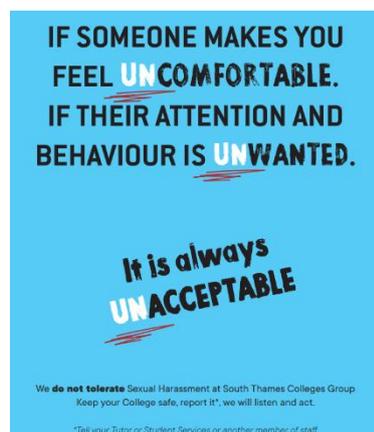
The Equality Act 2010 defines sexual harassment as conduct which is unwanted and of a sexual nature. Sexual harassment can include a broad range of behaviours, for example:

- Sexual 'jokes' or taunting
- Sexual comments or noises e.g. catcalling or wolf-whistling
- Sexual gestures
- Sexually suggestive comments or innuendos
- Sending communication of a sexual nature e.g. 'sexts' or photos of a sexual nature
- Sexualised posts or comments online or via social media
- Unwanted physical contact e.g. brushing up against someone

The Groups commitment to the 3 U's: If someone makes you feel Uncomfortable, if their attention and behaviour is Unwanted – it is always Unacceptable.

Reporting sexual misconduct and harassment

The Group actively encourages reporting. Reports can be made by those who have alleged and/or have experienced sexual misconduct and harassment, have been witness to or are a third party. Any trusted member of staff can be approached or you can speak to your Tutor, Student Services and or a Safeguarding Officer (identified by a pink lanyard) as per the Group Safeguarding Policy.



When there has been a report of sexual violence, the Safeguarding Officer for the relevant college i.e. the college where the alleged victim is a student (in consultation with the Deputy or Designated Safeguarding Lead) will make an immediate risk and needs' assessment. Where there has been a report of sexual harassment, the need for a risk assessment should be considered on a case-by-case basis.

The risk and needs' assessment should consider:

- the victim, especially their protection and support
- whether there may have been other victims
- the alleged perpetrator; and
- all the other students and staff at the college, especially any actions that are appropriate to protect them.

Whilst the Group encourages any student and or member of staff who has been a victim of sexual harassment, or witness to sexual harassment to report it to a member of staff, we also have the College Anonymous Reporting Form which can be used. The QR code and or links are widely promoted at each college.

Support

The Group recognises the importance of support being available regardless of whether or not a person affected by sexual misconduct and violence chooses to make a report or disclosure.



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Students and staff may wish to share the impact of sexual misconduct and / or harassment, and violence. They may wish to do this in person or anonymously.



Safeguarding Officers working with appropriate staff will ensure individuals who are or have been affected by sexual misconduct and harassment are supported (this includes recent and non-recent). Support, as set out in the Group Safeguarding Children and Adults at Risk Policy, is available whether or not there is a report made to the police, there is any ongoing criminal justice proceedings or disciplinary proceedings within the College.

Students will be signposted to specialist support including but not limited to a [Sexual Assault Referral Centre](#) (SARC) and counselling as appropriate.

The support available is targeted to address both the needs of those who wish to make a report or disclosure and those who are involved in any investigatory or disciplinary processes. This support ensures continued academic engagement where a student chooses to continue with their study. There may be instances where it is deemed appropriate for changes or arrangements to be made in relation to academic study and assessment for a student who is alleged and/or has experienced sexual misconduct and harassment or misconduct. Please refer to the [Group Student Code of Conduct](#) and the [Student Disciplinary Policy](#).

For those with protected characteristics affected by sexual misconduct and violence, the Group will signpost to appropriate support options which may be internal or external to the Group.

Training

The College are committed to ensuring that staff and students, as appropriate to their role, have knowledge and awareness of the single comprehensive source of information.



There are trained staff who have up to date knowledge of what behaviour may constitute sexual misconduct and harassment and the understanding and skills required to support students (Safeguarding Officers) and staff (Designated Safeguarding Lead / HR).

STCG's safeguarding policies include proactive measures to protect students from harm, including sexual harassment and radicalisation. We provide opportunities to discuss healthy relationships, challenge inappropriate behaviour, and promote British values through tutorials and events. See [Safeguarding](#)

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Monitoring and Accountability

- STCG regularly reviews its policies and procedures to ensure they meet legal and regulatory standards, including the Equality Act 2010. We will publish annual reports on our progress in eliminating discrimination, harassment, and victimisation.
- The Group completes an anonymous Sexual Harassment Survey annually and reviews the results to review and strengthen Group arrangements.

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