'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 an 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: Call: 01603773426 Email 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

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/