

Statement on OfS Condition E6: Harassment and Sexual Misconduct

The college recognises its obligations as a registered higher education provider to comply with Condition E6 of the Office for Students (OfS) conditions for registration.

Condition E6 applies to incidents of harassment and/or sexual misconduct which affect one or more higher education students, including the conduct of staff towards students and students towards students, and applies to all students on higher education courses provided by, or on behalf of, the College.

For the purposes of higher education provision, the OfS definitions of harassment and sexual misconduct apply, including conduct through any medium, including online activity. Harassment is defined in line with section 26 of the Equality Act 2010 and section 1 of the Protection from Harassment Act 1997.

Single comprehensive source of information.

In accordance with the Condition, the college maintains a single comprehensive source of information which sets out its policies and procedures on subject matter relating to incidents of harassment and sexual misconduct, including intimate personal relationships between relevant staff members and students.

College policies and procedures are available on the college website, and are easily accessible, with specific policies referenced within relevant student and staff materials. These policies outline:

- Multiple steps which could, individually or in combination, make a significant and credible difference in protecting students from behaviour that may amount to harassment and/or sexual misconduct, including steps to reduce the likelihood of such behaviour.
- Clear arrangements for how students, staff, and others can report behaviour that may amount to harassment and/or sexual misconduct.
- How information relating to incidents will be handled sensitively and fairly.
- How students will be appropriately informed to ensure understanding of policies and behaviour that may constitute harassment or sexual misconduct.
- The appropriate support that will be provided to students, including those who have alleged or experienced incidents, witnesses, and actual or alleged perpetrators.

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- How staff responsible for receiving reports, investigating, or making decisions are appropriately trained.
- How investigations and decisions will be credible, fair, and reflect established principles of natural justice.
- How persons directly affected by decisions will be informed of outcomes and reasons.

Intimate personal relationships.

In accordance with this Condition, the college ensures that its comprehensive source of information includes steps which could make a significant and credible difference in protecting students from any actual or potential conflict of interest or abuse of power arising from intimate personal relationships between staff and students.

This includes requirements for disclosure, appropriate safeguarding oversight, and the implementation of protective measures where necessary.

The College has introduced a Sexual Harassment Policy for staff, and regular training is provided to all staff.

Appropriate support.

The college provides appropriate support to students involved in incidents of harassment and/or sexual misconduct. Where an allegation or disclosure of harassment and/or sexual misconduct is made, appropriate support will be proactively offered to all students directly involved, including reporting students, responding students, and witnesses, regardless of whether a formal complaint is pursued.

Training and information.

In accordance with Condition E6:

- Staff responsible for receiving information, investigating incidents, or making decisions are appropriately trained, with up-to-date knowledge and skills.
- Students are appropriately informed to ensure understanding of behaviour that may constitute harassment or sexual misconduct, including through induction and ongoing awareness activities.

Freedom of speech.

The college complies with the requirements of Condition E6 in a manner consistent with the freedom of speech principles.

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The college recognises that lawful freedom of expression and academic freedom are fundamental to higher education and must be protected alongside measures to prevent harassment and sexual misconduct.

Non-disclosure agreements.

In accordance with Condition E6, the college will not use restricting provisions, including non-disclosure agreements, that would prevent or restrict a student from disclosing information about an allegation of harassment or sexual misconduct.

Data, evaluation, and continuous improvement.

The college collects, monitors, and evaluates data on incidents, reporting, and outcomes where appropriate, in order to:

- Understand the prevalence and impact of harassment and sexual misconduct.
- Evaluate the effectiveness of steps taken.
- Review and adjust its approach to make a significant and credible difference in protecting students.

Whole-college approach.

The college adopts a whole-college, collaborative approach to preventing and responding to harassment and sexual misconduct. This includes:

- Cross-college communication and coordination.
- Engagement with student representatives and the Students' Union.
- Ongoing review of policies, procedures, and learning materials.
- Development of preventative education and awareness initiatives.

Support and reporting.

All staff will respond sensitively to disclosures of harassment or sexual misconduct to ensure individuals feel heard and supported. Concerns must be referred to the college Safeguarding and Welfare Team.

The Safeguarding Team provide specialist support and uses recognised assessment tools, including the Brook Traffic Light Tool, to identify harmful sexualised behaviours and make referrals to appropriate specialist services where required.

Linked Policies

- Sexual Harassment Policy for staff
- Positive Attendance, Behaviour and Commitment to Study Policy
- Safeguarding Policy and Procedures

Version	
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Senior Manager responsible:	Director of Further and Higher Education