



## SEXUAL BEHAVIOUR, SEXUAL HARASSMENT AND SEXUAL VIOLENCE POLICY

<b>POLICY INTENDED FOR:</b>	Staff & Students
<b>CATEGORY:</b>	Behaviour
<b>PUBLISHED:</b>	Server, Policy Folders at College and Students Accommodations, Staff Handbook
<b>POLICY IMPLEMENTED BY:</b>	Principal
<b>POLICY MONITORED BY:</b>	Principal and Director of Studies
<b>REVIEWED BY:</b>	Principal
<b>REVIEWED DATE:</b>	August 2021
<b>CONSULTATION WITH:</b>	Senior Leadership Team (SLT)
<b>RECORD OF CHANGES &amp; ADDITIONS:</b>	None
<b>NEXT REVIEW:</b>	August 2022

*This policy has been developed alongside DfE guidance on Sexual Violence and Sexual Harassment in Schools and Colleges.*

## Contents

Sexual Behaviour, Sexual Harassment and Sexual Violence Policy .....	1
Introduction .....	3
Harmful sexual behaviour (HSB) .....	3
Sexual Harassment .....	3
Sexual Violence .....	4
What does research tell us? .....	4
Oxford International College's Commitment .....	5
Management of a Report of Sexual Harassment or Sexual Violence .....	6
Further Information .....	8

## INTRODUCTION

Child sexual abuse, harassment and violence is an important health issue and education establishments, parents and families have a vital role to play in keeping children and young people safe.

## HARMFUL SEXUAL BEHAVIOUR (HSB)

Is a term used to describe sexual actions that are outside what is safe for a child or young person's stage of development. It includes actions that can harm the child or young person themselves, or another person.

It can include:

- Frequently and intentionally accessing age -inappropriate sexual material online
- Using inappropriate language
- Undertaking mutual sexual activity that they are not ready for with their peers
- Sending and receiving illegal images
- Sexual interactions where there are significant power differences, lack of consent, or with force or threats
- Engaging in abusive or sexually violent sexual behaviour online or offline

Sexual violence and sexual harassment can occur between children and young people of any sex. They can also occur through a group of children and young people sexually assaulting or sexually harassing a single child or young person or a group of children and young people.

## SEXUAL HARASSMENT

Sexual harassment means 'unwanted conduct of a sexual nature' that can occur online and offline.

Sexual harassment is likely to

- Violate a child or young person's dignity
- Make a child or young person feel intimidated, degraded or humiliated
- Create a hostile, offensive or sexualised environment

Sexual harassment can include

- Sexual comments such as: telling sexual stories, making lewd comments, making sexual remarks about clothes and appearance, and calling someone sexualised names
- Sexual 'jokes', teasing, banter or taunting

- Physical behaviours such as: deliberately brushing against someone, interfering with someone's clothes and displaying pictures, photos, or drawings of a sexual nature
- Online harassment that might include non-consensual sharing of sexual images and videos, inappropriate sexual comments on social media; exploitation; coercion and threats. Online sexual harassment may be stand alone or part of a wider pattern.

### SEXUAL VIOLENCE

Sexual violence under the Sexual Offences Act 2003 as described below

**Rape:** A person (A) commits an offence of rape if they intentionally penetrate the vagina, anus and mouth of another person (B) with their penis, B does not consent to the penetration and A does not reasonably believe that B consents

**Assault by Penetration:** A person (A) commits an offence if they intentionally penetrate the vagina or anus of another person (B) with part of their body or anything else. The penetration is sexual, B does not consent, and A does not reasonably believe that B consents.

**Sexual Assault:** A person (A) commits an offence of sexual assault if they intentionally touch another person (B), the touching is sexual, B does not consent to the touching and A does not reasonably believe that B consents.

### WHAT DOES RESEARCH TELL US?

- Under 18's are responsible for at least a third of recorded sexual offences against children and young people in the UK
- Boys in early adolescence, around the time puberty starts tend to display the most harmful sexual behaviour although younger children and girls sometime do engage in these behaviours
- Girls tend to be over-represented amongst the victims of harmful sexual behaviours
- Around half of young people who have displayed harmful sexual behaviour have experienced sexual abuse themselves
- The vast majority of young people and children do not persist with these behaviours into adulthood

### OXFORD INTERNATIONAL COLLEGE'S COMMITMENT

Oxford International College:

1. Will consider the nature of the student body, gender, age range, culture and protected characteristics.
2. Will work towards fostering healthy respectful relationships including through PHSE and RSE.
3. Has a clear set of values and standards and these will be upheld and demonstrated through all aspects of college life. This is underpinned by the colleges Promoting Good Behaviour and Sanctions Policy and the pastoral and boarding support systems. The college is working towards a whole school approach with evidenced based content delivered through the curriculum. Issues such as healthy and respectful relationships, consent, gender roles, equality, self-esteem and addressing that sexual harassment and sexual violence is always wrong form part of this approach.
4. Will make children and young people aware of the processes to raise their concerns, make a report and how any report will be handled. This will include when they have a concern about a friend or a peer.
5. Will ensure that Safeguarding and Child Protection is central to all the colleges systems, policies, and procedures. The colleges' approach to sexual harassment and sexual violence is part of the broader approach to safeguarding.
6. Understands that reports of sexual harassment and sexual violence are likely to be complex and require difficult decisions to be made, often quickly and under time pressure. When making decisions the college will do this on a case-by-case basis ensuring the Safeguarding and Child Protection Policy is followed and the lead will be taken with one of the Designated Safeguarding Leads supported by appropriate agencies such as children's social care and the police.
7. Understands that reports of sexual harassment and sexual violence are complex to manage and likely to be found distressing and stressful. Children and young people who are victims need to be offered appropriate support and every effort made to ensure their education is not disrupted. All victims will be taken seriously and offered appropriate support. It is also important that other children, young people, and staff are supported and protected as appropriate.
8. Will make clear that sexual harassment and violence is not acceptable, will not be tolerated and is not an inevitable part of growing up. Sexual harassment and sexual violence, if not challenged could contribute to normalising inappropriate behaviours
9. Will not tolerate or dismiss sexual harassment or violence as 'banter', 'part of growing up' 'just having a laugh' or 'boys being boys'

10. Will challenge behaviours (which are potentially criminal in nature) such as grabbing bottoms, breasts, and genitalia. It recognises dismissing or tolerating such behaviours risks normalising them.
11. Recognises children and young people with special educational needs and disabilities (SEND) can be especially vulnerable and the potential of them being disproportionately impacted by such behaviours such as bullying and harassment.
12. Recognises that children and young people who are Lesbian, Gay, Bi or Pansexual or Trans can be targeted by their peers.
13. Ensure children and young people are prepared to thrive and succeed in an online world and have the necessary skills and strategies to be safe. Key messages include:
  - Don't join just to fit in
  - Watch out for your friends
  - What you say can really hurt some one
  - Don't reply to a message from someone if you don't want to
  - You deserve to feel safe online
  - It's your right to take a break from online communication
  - I know how to keep myself safe

#### MANAGEMENT OF A REPORT OF SEXUAL HARASSMENT OR SEXUAL VIOLENCE

Where there has been a report of sexual violence or harassment the Designated Safeguarding Lead will lead on the initial response. The college will follow its own safeguarding policy and procedures including the principles as per Keeping Children Safe in Education.

Important considerations will include:

- The wishes of the victim in terms of how they wish to proceed. Victims should be given as much control as is reasonably possible over decisions regarding how any investigation will be progressed and any support they will be offered.
- In some cases, the victim may not make a direct report e.g., a friend reports or a conversation may be overheard. As with all safeguarding concerns staff will take appropriate action in accordance with the child protection policy.

The need for a risk and needs assessment will be on a case-by-case basis. Risk and needs assessments should be recorded and kept under review. The college will actively consider risks posed to all students and staff and put adequate measures in place to protect and keep students and staff safe.

The Designated Safeguarding Lead will ensure that all appropriate agencies are engaged with.

If the student has chosen not to make the report themselves the college needs to understand why, and the discussion should be handled sensitively and with the support of children's social care if required. All concerns, discussions and reasons for decisions will be recorded.

Where a report of rape, assault by penetration or sexual assault is made, reporting to the police will generally be in parallel with referrals to children's social care.

College will consider every report on a case-by-case basis. When a report is made to the police or children's services all members of the SLT will be informed and appropriate agencies engaged with. Risk assessments around those impacted will be completed.

### FURTHER INFORMATION

For further information about sexual behaviour, sexual harassment and sexual violence at OIC please speak with Kim Terrar.

[kim@oxcoll.com](mailto:kim@oxcoll.com)

Principal

Oxford International College

1 London Place

OX4 1BD