



WEA Sexual Harassment policy (Students and volunteers)

1. Policy statement and aims

The WEA is committed to:

- providing a teaching and learning environment where students can achieve their full potential free from all forms of sexual harassment and where they treat each other with dignity and respect.
- ensuring that no student is treated less favourably as a result of any of the protected characteristics under the Equality Act 2010, including gender and gender reassignment.
- raising staff and student awareness of sexual harassment.
- providing a supportive culture which

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environment for them. Something can still be considered sexual harassment even if the alleged harasser did not mean for it to be. It also does not have to be intentionally directed at a specific person.

Sexual harassment may be a single, but serious incident, or may be a number of incidents that are persistent in nature. The behaviour may/may not be directed towards a person/people with a protected characteristic under the Equality Act 2010: age, disability, gender re-assignment, marriage or civil partnership, pregnancy or maternity, race (including colour, nationality, ethnic origin and caste), religion or belief, sex or sexual orientation.

Sexual harassment includes a wide range of behaviour such as:

- sexual comments or jokes, sometimes described as “banter”;
- displaying sexually graphic pictures, posters or photos;
- suggestive looks, staring or leering;
- propositions and sexual advances;
- making promises in return for sexual favours;
- sexual gestures;
- intrusive questions about a person’s private or sex life, and discussing own sex life;
- sexual posts or contact on social media;

to the Volunteer Policy and Code of Conduct, and in liaison with the Safeguarding and Complaints managers, as appropriate.

Reporting sexual harassment:

- The WEA will listen to, and take seriously all disclosures of sexual harassment and sexual violence.
- The WEA will address these concerns/disclosure promptly and sensitively, but will not promise confidentiality either to the individual reporting it, or to those involved.
- Reporting procedures will follow existing Safeguarding procedures.
- Reporting sexual harassment will be made explicit in the Safeguarding policy.
- All reports alleging sexual harassment by a student towards another student will be investigated by the relevant Safeguarding Designate in consultation with the WEA national safeguarding leads.
- A student disclosing sexual harassment will be supported by the WEA and, where appropriate, be referred to external agencies and/or the case will be referred to the police.
- In cases where the evidence and investigation shows that sexual harassment has taken place and the perpetrator is a student, the perpetrator may be suspended or excluded according to the WEA “Unacceptable student behaviour procedure.”
- A report alleging sexual harassment by a student towards a member of staff will be investigated by the relevant safeguarding team member and the HR Business partner, according to HR and safeguarding procedures.
- A report alleging sexual harassment by a member of staff towards a student, will be investigated by the relevant Safeguarding team member and the HR Business partner, according to HR and safeguarding procedures.
- A report alleging sexual harassment by a WEA volunteer will be investigated according to the WEA volunteer policy (Appendix 2 Volunteer Code of Conduct).

Monitoring/recording sexual harassment

- Disclosures/concerns about sexual harassment will be reported on a SAFE 1 Safeguarding report form, which will also record actions taken by the WEA and by whom, and outcomes of the investigation.
- A summary of the case will be recorded on the Safeguarding Central record.
- A review of cases of sexual harassment will be undertaken by the Safeguarding team on a termly basis.
- National Safeguarding Lead Designates will provide a Safeguarding report, including a review of any cases of Sexual harassment to the WEA trustees, termly.

