

"In a Nutshell" – **Sexual Harrassment and Sexual Violence (SW07)**

The school supports the UK Government view as follows:

“Sexual harassment and sexual violence is unacceptable. It has serious implications for the mental health and well-being of children and young people. It has the potential to impact their educational attainment as well as harming their ability to develop happy relationships in the future. Nobody should suffer discrimination, harassment or bullying because of who they are.

Such harassment is distressingly widespread in UK schools, and has often been dismissed as merely ‘banter’ or ‘playing around’. Although pupils certainly have to learn appropriate boundaries around certain forms of behaviour, we must not cultivate an atmosphere of trivialising or diminishing the impact/consequences of overstepping appropriate boundaries. Whether a behaviour actually constitutes sexual harassment depends on the impact of the recipient themselves or a ‘general’ pupil in their situation, not on the stated intention of the originator.

We shall work:

- To create and maintain a learning environment that is free from sexual harassment and where all members are treated with courtesy, dignity and respect.
- To implement a **Zero Tolerance** approach to sexual harassment
- To promote appropriate standards of conduct at all times
- To implement strategies to ensure that all members of the school community know their rights and responsibilities in the area
- To encourage reporting of prohibited or concerning behaviour
- To provide an effective complaints procedure in the event of instances of suspected or actual sexual harassment
- To treat all complaints in a serious, sensitive, fair, timely and confidential manner
- To guarantee against victimisation or reprisals.

A **Zero Tolerance** approach is required to reflect the seriousness of the impact of such behaviour, and to work against any acceptance of such behaviour. The behaviour and its impact are, however, on a spectrum and a range of measures may be appropriate.