

# Harassment and Sexual Misconduct

Bradford College

# Reminder for Students

You have the choice to opt out of this training if you feel it may bring to mind issues that you may find upsetting.

If you do opt out, we encourage you to access the College's Single Comprehensive Source of Information here: [Harassment and Sexual Misconduct - Bradford College](#)

# Outline

- Definitions of harassment and sexual misconduct
- What Bradford College policies say about it
- How to report harassment and sexual misconduct
- Being an Active Bystander
- Dealing with a Disclosure
- Freedom of Speech
- Sources of Support

# Definitions of Harassment and Sexual Misconduct





What words come to mind when thinking about this?

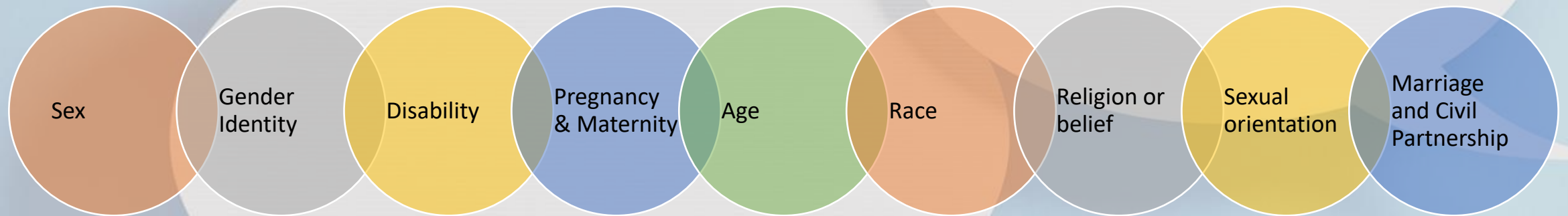
[Link to Menti Word Cloud](#)



# Definitions of Harassment – Equality Act 2010

- “Harassment” is unwanted conduct related to a relevant protected characteristic which has the purpose or effect of violating an individual’s dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment as defined by the [Equality Act 2010](#). This includes harassment by association or perception. Examples include offensive jokes, slurs, unwanted physical contact, or excluding someone based on a protected characteristic.

# What are the protected characteristics?



# Definitions of Harassment – Harassment (Protection from Harassment) Act 1997

- The concept of harassment in this Act is linked to a **course of conduct** which amounts to it. The course of conduct must comprise two or more occasions. Harassment includes alarming a person or causing them distress. The fewer the occasions and the wider they are spread, the less likely it is reasonable to find that a course of conduct amounts to harassment. Conduct must be oppressive and unacceptable rather than just unattractive or unreasonable and must be of sufficient seriousness to also amount to a criminal offence.

# Sexual Misconduct

- Important to remember that this is not just limited to crimes, e.g. sexual harassment, sexual assault or rape.

# Examples of Sexual Misconduct

- Engaging or attempting to engage in sexual acts without consent
- Touching inappropriately in a sexual manner, without consent
- Repeated unwanted and unsolicited sexual contact (in person, by telephone, or via the internet)
- Non-consensually sharing or creating private sexual material of a person, both in-person and online
- Making unwanted remarks that may reasonably be perceived to be of a sexual nature
- Making unwarranted and unsolicited sex-based noises to another person



Why are we doing this training?

# Statistics

- In England and Wales in 2022, an estimated 798,000 women and 275,000 men were victims of sexual offences. (ONS)
- 26% of students have experienced unwanted sexual advances (including touching, bumping or groping), 36% of students have witnessed this happening to another student. (NUS, 2015)
- 41% of people have experienced online harassment and a Universities UK Taskforce report has pointed to the 'growing prevalence of online harassment' among university students. (Universities UK, 2016)

# Bradford College Policies



# Bradford College Policies

The policies relating to harassment and sexual misconduct can be found by following the links from the College's Single Comprehensive Source of Information, available here: [Harassment and Sexual Misconduct - Bradford College](#)



## Harassment and Sexual Misconduct

# Sexual Harassment and Sexual Misconduct Policy

The College commits to promoting a safe environment free from harassment and sexual misconduct

Actively challenge and address incidents

Provide a single source of information for staff and students

Provide support referrals to counselling

Provide support with safety planning

Investigate incidents using the staff or student disciplinary policies as appropriate.

# Equality Diversity and Inclusion Policy



Defines harassment as persistent negative behaviours towards someone due to their actual or presumed protected characteristics.



States that harassment, as defined under the Equality Act 2010, is actively discouraged by the College and instances of harassment will be dealt with under the staff or student disciplinary policy.

# Relationships Between Staff and Students

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Bradford College recognises that there is a differential in power in a staff-student relationship, even if that relationship is between two consenting adults.

Therefore College policy **strictly forbids** the starting of romantic or sexual relationships between staff and students and mandates that existing relationships must be disclosed to Human Resources.

# Being an Active Bystander





# Reporting HSM



- Remember, if you or someone else is at immediate risk of harm, call 999
- Otherwise, you can report incidents of harassment or sexual misconduct via the Safeguarding Team:  
[safeguarding@bradfordcollege.ac.uk](mailto:safeguarding@bradfordcollege.ac.uk) or 01274 088999

# Reporting HSM



01274 088999

[Safeguarding@bradfordcollege.ac.uk](mailto:Safeguarding@bradfordcollege.ac.uk)

- Anyone, including visitors to the College, can report concerns to the Safeguarding Team

# Barriers to Reporting

*"I won't be believed"*

College staff, managers and Safeguarding and Wellbeing Officers are trained in receiving disclosures and work to ensure students feel completely believed in what they disclose.

We'll have a look at some myths and facts around sexual violence later in the training.

# *"I'll ruin someone's life"*

For students under 18 we have a duty to report any instance of sexual abuse to the police.

If you are an adult (18 or over), you can disclose and get support without telling us the name of the person involved. If you wish to take it further through formal proceedings then we would need to know.

The potential outcomes of disciplinary proceedings depend on the level of misconduct found. A member of staff or student could receive a verbal or written warning, a member of staff could be placed on a Performance Improvement Plan or they may be dismissed. A student may be withdrawn from their course for the duration of the academic year.

Whilst you may contribute to a misconduct process as the reporting student, the ongoing and ultimate disciplinary decisions will be made by College managers.

Throughout any formal disciplinary process, the Safeguarding and Wellbeing Team (for students) or HR (for staff) will try and ensure adequate supportive measures are in place to protect students and staff.

# *"Everyone will hear about it"*

If you are 18 or over the information you share would not be shared with your family or anyone else without your explicit consent.

If you are a member of staff about whom a concern is raised, this will be dealt with by the HR team in confidence.

# *"No-one will understand"*

Some people may not want to report anything for cultural reasons: maybe they had been drinking. Sometimes people will not want to draw attention to these incidents happening within their own community as it may draw negative attention or reinforce negative stereotypes.

If you are over 18 the College will not share any information with your family without your express consent.

The Safeguarding and Wellbeing Team can signpost and refer you to community-specific services where possible and if appropriate.

Safeguarding and Wellbeing Officers are sensitive to, and understanding of, the possibility of individuals who identify with more than one protected characteristic being particularly affected by some incidents and subsequent trauma. We are always here to listen to whatever you are comfortable to share and will continue learning and developing ourselves personally and professionally.

Please also remember that you are never to blame in these circumstances

# *Investigating Concerns*

Any investigations will take into account the particular circumstances of the concern and also the wishes of the reporting person.

Anonymity: concerns can be reported anonymously but this may prevent or hinder any investigation.

If someone wishes for a concern to be investigated formally, an investigating manager will be appointed and will follow the student or staff disciplinary procedures.

The Safeguarding and Wellbeing Team and HR will work together to put in protective measures for a reporting person if necessary.

# Dealing with a disclosure





How might someone behave and feel when they disclose what's happened to them ?

Be incredibly sad  
and crying

Appear flat or  
calm or matter-of-  
fact

Exhibit memory  
loss

Each is a normal reaction to a traumatic event. There is no 'correct' way to respond to trauma and you should not presume that someone is lying or has not been affected by an incident simply because they are not presenting as you would expect them to.

Be unable to  
concentrate

Be unsure,  
questioning

Have a panic  
attack

# Dealing with a disclosure



# A word about freedom of speech...



# A word about freedom of speech...

The College's freedom of speech policy adheres to the Article 10 of the Human Rights Act 1998, "everyone has the right to freedom of expression" in the UK.

All speech is lawful unless it is in contravention of UK law

The laws are:

Public Order Act 1986

Harassment (Protection from Harassment Act 1997)

Terrorism Act 2000

- Other legislation: Malicious Communications Act 1998<sup>[15](#)</sup>
- Communications Act 2003<sup>[16](#)</sup>
- Terrorism Act 2006<sup>[17](#)</sup>
- Equality Act 2010<sup>[18](#)</sup> (see below under step 2)
- Public Order Act 2023.<sup>[19](#)</sup>

# True or False?

It's OK for a member of staff and a student to start a sexual relationship so long as everyone is above the age of consent.

False – this is never OK as there is always a power imbalance in the relationship. College policy prohibits these relationships between staff and students.



# True or False?

When it comes to sex, women and girls often say 'no' when they really mean 'yes'

False - everyone has the legal right to say 'no' to sex and to change their mind about having sex at any point of sexual contact; if the other person doesn't stop, they are committing sexual assault or rape.



# True or False?

People often lie about being sexually assaulted because they regret what they did the night before.

False allegations of rape are very rare. Most victims and survivors never report to the police. One reason for this is the fear of not being believed. It's really important we challenge this myth so those who've been through sexual violence can get the support and justice they need and deserve.



# True or False?

People who were sexually abused themselves are likely to become abusers.

The vast majority of those who are sexually abused as children will never perpetrate sexual violence against others. There is no excuse or explanation for sexual violence against children or adults.



# True or False?

Men of certain races and backgrounds are more likely to commit sexual violence


There is no typical rapist. People who commit sexual violence come from every economic, ethnic, racial, age and social group.



# Sources of Support

**Bradford College**  
Working together to transform lives

NewsEventsCourses ▶Support ▶Contact



**APPLY NOW**

## Harassment and Sexual Misconduct

At Bradford College, we are committed to creating a safe, inclusive, and supportive environment where all students can thrive. Student safety is a priority, and we are continually working to uphold the highest standards in preventing and responding to harassment, bullying, and sexual misconduct.

### Condition E6: Student harassment and sexual misconduct


At Bradford College, we are committed to creating a safe, inclusive, and supportive environment where all students can thrive. Student safety is a priority, and we are continually working to uphold the highest standards in preventing and responding to harassment, bullying, and sexual misconduct.

**Accessibility**

#### Related Pages

Policies and Finance

Academic Regulations



**Let's chat!**  
We're online.