



Chichester College Group
Policy on Sexual Harassment and Misconduct
Applicable to Higher Education Students

Academic Year: 2025–2026

Version: 1.0

Policy Owner: Director of Safeguarding/ Director of Higher Education

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This policy is aligned with the requirements of the Office for Students (OfS) Condition E6, which sets out expectations for how colleges and universities must prevent and respond to harassment and sexual misconduct.

Chichester College Group is committed to providing a safe and secure environment that promotes equality, diversity and inclusion for all students, employees and visitors. We strive to maintain a culture of prevention through appropriate and consistent education and training.

CCG takes reports of sexual misconduct very seriously. This policy is intended to provide all parties - survivors, their supporters, and alleged perpetrators of sexual misconduct - with information about support available, reporting options and response procedures.

This policy encompasses all aspects of Sexual Misconduct including misuse of institutional power or issues of unequal relationships between students and staff.

What is Sexual Misconduct?

Sexual misconduct is any unwanted conduct of a sexual nature. It can occur in person or via digital communications (email, text, social media, etc.). It includes but is not limited to:

- Rape (sex without consent, as defined in the Sexual Offences Act 2003)
- Sexual assault: any unwanted sexual touching or acts without consent
- Sexual harassment: conduct creating a hostile, degrading, or offensive environment
- Exhibitionism or flashing, including online exposure
- Recording or sharing intimate content without consent
- Sexual coercion, including threats, promises, or abuse of power to obtain sexual acts
- Participation in degrading events, such as inappropriate initiations
- Stalking (including online)
- Grooming or coercion



What is Consent?

Consent is defined as where a person has the freedom and capacity to make the choice whether or not to agree to the sexual activity free from any pressure. Consent must be freely given, informed, and conscious. Silence or lack of resistance is not consent.

Consent can be withdrawn at any time and cannot be given if:

- The person is intoxicated, unconscious, or asleep
- There is coercion, manipulation, or deception
- There is a power imbalance (e.g., between staff and students)

Our Commitment

Chichester College Group is committed to fostering a safe, respectful environment for all. We:

- Do not tolerate any form of sexual misconduct. All forms of harassment and sexual misconduct are unacceptable and will be addressed promptly and seriously.
- Support students in reporting concerns without fear. The safety, dignity, and wishes of the reporting student will guide our response.
- Investigate all reports appropriately and fairly. All parties will be treated with respect, and investigations will be impartial and evidence-based.
- Provide access to specialist support. Staff handling disclosures will be trained to respond with empathy and care.
- Intersectional Approach: We recognise that experiences of harm may be compounded by race, gender identity, disability, sexual orientation, and other factors.

This policy applies to:

- All HE students registered with Chichester College Group, including those on foundation degrees, HNC/HNDs, top-up degrees, and franchised university programmes.
- This policy and procedure applies to everyone engaged with HE at the Group, including employees, workers, agency workers and volunteers. It also applies to contractors and self-employed people who are hired to do work for the Group and job applicants.
- The policy applies to on-campus and off-campus contexts, including placements, trips, and online interactions



Training and prevention

Mandatory training for all HE staff and students will be provided and will cover:

- Consent and healthy relationships
- Bystander intervention
- Recognising and reporting misconduct
- Annual refresher training for safeguarding leads and investigators.
- Awareness campaigns throughout the year

Expected Behaviours

All members of the college community are expected to:

- Read and understand this policy
- Treat others with tolerance and mutual respect
- Promote a culture of consent and mutual care
- Report incidents of sexual misconduct
- Support those who disclose experiences of misconduct
- Undertake training on sexual harassment and misconduct

What the College Will Do

Chichester College Group will:

- Educate students and staff on consent and respectful relationships
- Respond to reports with care and consistency
- Maintain confidentiality while ensuring safety
- Provide access to trained support staff and external services
- Monitor and improve practices through regular review

Scope of Policy

The college is committed to providing a safe and respectful environment for all members of its community. This policy outlines how reports of sexual misconduct and assault are handled within the college's internal systems and procedures.

It is important to understand that the college's investigation is not a criminal process. We do not have the authority to determine criminal guilt or innocence. Where a report involves potential criminal behaviour, such as sexual assault or rape, the college will support the reporting party in accessing external agencies, including the police, and may refer the matter directly if appropriate.



Our internal process focuses on assessing breaches of college policy and ensuring appropriate support, safeguarding, and disciplinary action where necessary.

This policy applies to all forms of sexual misconduct involving members of the university community, including:

- **Student to Student:** Unwanted sexual contact, harassment, stalking, or assault between students.
- **Staff to Student:** Abuse of power, coercion, or inappropriate relationships.
- **Student to Staff:** Harassment or assault directed at university employees.
- **Student to Third Party:** Incidents involving individuals outside the university (e.g. during placements, fieldwork, or social events).

Initial Assessment

- A risk assessment will be conducted within 48 hours of receiving a report.
- Interim protective measures may be implemented, such as:
 - No-contact orders
 - Adjustments to timetables or accommodation
 - Temporary suspension (if necessary for safety)
- The student will be offered support and guidance, including referral to:
 - Internal services (e.g. counselling, wellbeing)
 - External agencies (e.g. police, sexual assault referral centers)

Formal Investigation

- Investigations are conducted by trained, impartial investigators using trauma-informed approaches.
- Both parties (reporting and responding) have the right to:
 - Submit evidence
 - Be accompanied by a supporter or advisor
 - Receive regular updates on progress and timelines
- Investigations are independent of any criminal proceedings but may run concurrently.

Sanctions and Outcomes

Sexual misconduct is a serious breach of college policy. Sanctions are proportionate to the severity and nature of the incident and may include:

For Students

- Formal warning
- Suspension or exclusion
- Managed Exclusion Orders (MEOs)
- Referral to external authorities (e.g. police)





For Staff

- Disciplinary action
- Suspension or dismissal
- Referral to professional bodies or external authorities

Additional Considerations

- Victimisation of anyone who raises a concern is strictly prohibited and will be investigated.
- Support services will be offered to all parties, including those disproportionately affected (e.g. LGBTQ+, disabled students).
- Appeals Process: Both parties may appeal the outcome or sanctions through a formal procedure.

If you are affected by sexual assault or misconduct, or have concerns about someone else, speak to a member of the Safeguarding or Student Welfare Team.

Reporting Options:

- Anonymous Reporting: via [Reporting Sexual Misconduct and Harassment | Chichester College Group](#)
- Named Reporting: Through the Safeguarding Team, Student Services, or a trusted staff member.
- Third-Party Reporting: Reports can be made by witnesses or friends.

Support Services:

- Named caseworker for ongoing support.
- Access to counselling, mental health, and wellbeing services.
- Academic adjustments (e.g. deadline extensions, alternative assessments).
- Safety planning and accommodation changes if needed.

Confidentiality:

Information will be shared only on a need-to-know basis. In cases of serious risk, safeguarding protocols may override confidentiality.

We will provide a single, comprehensive source covering all harassment and sexual misconduct matters, including intimate personal relationships between staff and students.

Link to single source of information:

[Sexual misconduct and harassment | Chichester College Group](#)

Oversight and Monitoring





This policy is overseen by the Director of Safeguarding and the Director of Higher Education

Reports are monitored by the Safeguarding and Welfare Team, with anonymised annual reporting to the Senior Leadership Team and Corporation Board to include:

- Number and type of reports
- Timeliness and outcomes of investigations
- Student and staff feedback

Students are encouraged to provide feedback via the HE Student Voice Forum and through regular engagement with the Students' Union.

Transparency and access

This policy and all related procedures are published at: [Sexual misconduct and harassment | Chichester College Group](#)

Historical versions and a record of changes will be maintained for 5 years.

You Can Talk to Us

Report a Concern: [Sexual misconduct and harassment | Chichester College Group](#)
Safeguarding & Student Wellbeing Team: [Safeguarding & Wellbeing Teams](#)

Related Policies and Procedures

This policy works alongside:

CCG Safeguarding and Prevent Policy
CCG Positive Behaviour Management Policy
CCG Whistleblowing Policy
CCG HE Complaints Policy
CCG HE Appeals Policy

Data Protection Policy

For data protection enquiries, contact: DPO@chigroup.ac.uk

The latest version of this policy is available at: www.chigroup.ac.uk/policies

