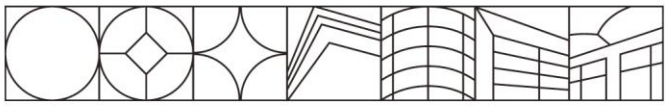
CCG Chichester College Group



Sexual Harassment and Misconduct

Applicable to Higher Education Students

1. **Overview and Purpose**

1.1. CCG 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.

1.2. 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.

2. **Scope**

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

2.2. *This policy applies to:*

2.2.1. All HE students registered with Chichester College Group, including those on foundation degrees, HNC/HNDs, top-up degrees, and franchised university programmes .
2.2.2. All staff working with HE students, including tutors, support staff, contractors, and volunteers .
2.2.3. The policy applies to on-campus and off-campus contexts, including placements, trips, and online interactions.

3. **What is Sexual Misconduct?**

3.1. 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:

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

4. **What is Consent?**

4.1. 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.
4.2. Consent can be withdrawn at any time and cannot be given if:
4.3. The person is intoxicated, unconscious, or asleep
4.4. There is coercion, manipulation, or deception
4.5. There is a power imbalance (e.g., between staff and students)

Roles and Responsibilities

5. Director of Safeguarding/ Director of Higher Education will oversee the process supporting the investigation of any reports

5.1. This will include appointing investigating managers, support for both parties, and liaison with any external bodies.
5.2. 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.

6. General Principles and Policy Statements

6.1. Chichester College Group is committed to fostering a safe, respectful environment for all. We:
6.2. Do not tolerate any form of sexual misconduct. All forms of harassment and sexual misconduct are unacceptable and will be addressed promptly and seriously.
6.3. Support students in reporting concerns without fear. The safety, dignity, and wishes of the reporting student will guide our response.
6.4. Investigate all reports appropriately and fairly. All parties will be treated with respect, and investigations will be impartial and evidence-based.
6.5. Provide access to specialist support. Staff handling disclosures will be trained to respond with empathy and care.
6.6. Intersectional Approach: We recognise that experiences of harm may be compounded by race, gender identity, disability, sexual orientation, and other factors.
6.7. 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.

7. Reporting Options:

7.1. Anonymous Reporting: via Reporting Sexual Misconduct and Harassment | Chichester College Group
7.2 Named Reporting: Through the Safeguarding Team, Student Services, or a trusted staff member.
7.3 Third-Party Reporting: Reports can be made by witnesses or friends.
7.4 Support Services:
7.5 Named caseworker for ongoing support.
7.6 Access to counselling, mental health, and wellbeing services.
7.7 Academic adjustments (e.g. deadline extensions, alternative assessments).
7.8 Safety planning and accommodation changes if needed.

8. Confidentiality:

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

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

Sexual misconduct and harassment | Chichester College Group.

9. Training and prevention

- Mandatory training for all staff and students on:
- Consent and healthy relationships
- Bystander intervention
- Recognising and reporting misconduct
- Annual refresher training for safeguarding leads and investigators.
- Awareness campaigns throughout the year

10. Investigation and sanctions

Initial Assessment:

- Risk assessment conducted within 48 hours of report.
- Interim measures may be put in place (e.g. no-contact orders).

Formal Investigation:

- Conducted by trained investigators.
- Both parties can submit evidence and bring a supporter to meetings.
- Timelines and updates will be communicated regularly.

11. Sexual misconduct is a serious violation. Depending on the nature and severity:

- Sanctions may include warnings, suspension, expulsion, or referral to external authorities.
- Staff may face disciplinary proceedings, up to dismissal
- Cases may be reported to external agencies, including the police
- Victimisation of anyone raising a concern is also a breach of policy and will be acted upon.
- An Appeals process will be available to both parties.

12. 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
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13. Related Policies and Procedures

a. Positive Behaviour Management Policy
b. E6 Sexual Harassment Procedure diagram
c. CCG Safeguarding and Prevent Policy
d. CCG Whistleblowing Policy
e. CCG HE Complaints Policy
f. CCG HE Appeals Policy

14. Document and Version Control Information (*please complete all sections*):

Version control information heading	Details
Owner	Director of Safeguarding/Director of HE
Author	Director of HE
Policy Review Area	Students, HE, Governance, Health, Safety & Security
Approved by	GLT
Date of approval of this version	Please insert date of meeting where policy was approved.
Review Cycle	Annual
Next review date	2027
Version number	V1.2