

Preventing and Responding to Harassment & Sexual Misconduct- Student Information Sheet

Why This Guidance Exists

This guidance helps students understand what sexual misconduct and harassment are, how to report concerns, and what support is available at Wilkes academy. The academy's responsibilities under the Office for Students (OfS) Condition E6, which requires clear and fair systems for preventing and responding to these matters.

Why It Matters

Everyone has the right to feel safe, respected, and supported. Sexual misconduct and harassment are serious and will not be tolerated at Wilkes. We are committed to protecting our students and creating a respectful learning environment for all. We are committed to taking the right steps at the right time in order to foster a safe learning environment for our staff & students.

Understanding Sexual Misconduct and Harassment

Sexual misconduct refers to any unwanted sexual behaviour—this could be verbal, non-verbal, written, physical, or online.

Harassment involves unwanted behaviour that relates to a protected characteristic and has the purpose or effect of violating someone's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment.

Examples include:

- Unwanted comments or jokes about your body, sexuality, or appearance.
- Sharing or threatening to share private images.
- Following, messaging, or stalking.
- Mocking someone's identity or background.
- Touching someone without consent.
- Excluding or targeting someone based on a protected characteristic.

Reporting a Concern

If you experience or witness sexual misconduct and harassment, you are encouraged to report it.

You can email: Dean@wilkesacademy.co.uk

If you feel more comfortable, you can speak to a trusted member of staff and ask them to report it on your behalf (with your permission).

Your report should include:

- Your name and contact details.
- What happened, including dates and who was involved (if known).
- Whether you want to be contacted about next steps.

We will take your disclosure seriously. You are not expected to prove anything. Reports are treated confidentially and handled by trained staff.

Support and Safety

If you are affected by what happened or need emotional support, you can speak to the Wellbeing Team. They are there to listen and help you access the right support. They will not investigate or pressure you into making a formal complaint.

You can also access free, confidential mental health support online at any time through Our Anna Freud offer

If there is an immediate risk to your safety or someone else's, contact 999 straight away.

What Happens Next

- You will be treated with respect and listened to.
- You will be offered appropriate support.
- We will assess the report and explain what actions are possible.
- You decide whether to proceed with a formal complaint.

Making a report does not mean you are making a formal complaint—unless you choose to.

Final Notes

- Sexual misconduct and harassment are never your fault.
- You can report incidents even if some time has passed.
- You will not be disadvantaged or penalised for speaking up.
- If you're unsure whether something "counts," you can still ask for help.

If you're not sure what to do, you can also contact:

Organisations that can help: There are a number of national organisations and charities that may be able to support you:

Police Practical information about reporting incidents and the police force in your area.

Citizens Advice Citizens Advice has more information about what you can do if you've experienced, or know someone who has experienced, a hate incident or crime.

Rape Crisis England and Wales Rape Crisis can help you find a Rape Crisis Centre, get online emotional support, or find information and self-help tools.

NSPCC Abuse in Education helpline Provides victims of abuse with the appropriate support, advice and onward action, including on contacting professionals or the police if they wish.

Stonewall can help you find LGBTQ+ support services and community groups that are local to you.

TellMama offers a secure service that allows people from across England to report any form of anti-Muslim abuse.

Disability Rights UK Disability Rights UK has a disabled students' helpline, providing advice to disabled students studying in England. They also campaign to improve disabled people's rights and to tackle hostility, bullying and hate crime.

Community Security Trust - The Community Security Trust is a charity that protects British Jews from antisemitism.