



# Student Bullying, Harassment and Sexual Misconduct Policy

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## A. Introduction

1. ArtsEd aims to create an environment where all everyone feels safe, respected and able to bring their own opinions, experiences and ideas, while also being able to challenge inappropriate behaviours wherever they occur.
2. We recognise that bullying, harassment, discrimination, victimisation and sexual misconduct can cause considerable distress to those directly or indirectly involved and can impact many aspects of their lives. Such behaviour is not tolerated at ArtsEd and would constitute misconduct.
3. Any member of the ArtsEd community may raise concerns about bullying, harassment, discrimination, victimisation or sexual misconduct, and we aim to respond appropriately and effectively. We aim to support anyone who has been affected and to investigate allegations of possible misconduct where appropriate.

4. Our commitments and approach to promoting and protecting free speech and academic freedom within the law are set out in our Code of Practice on Freedom of Speech. When implementing this policy and making decisions, we will give particular regard to and place significant weight on the importance of free speech and the right to express lawful views even when those views may be controversial or offensive to some.

It is unlikely that exposure to any of the following would constitute harassment:

- a. The content of course materials, which includes but is not limited to books, videos, sound recordings and pictures.
  - b. Statements made and views expressed by a person as part of teaching, research or discussions about subject matter connected with the content of a higher education course.
5. We will never ask a student, staff member, visiting speaker or member of ArtsEd to sign a non-disclosure agreement (NDA) or confidentiality agreement that silences them from sharing their experiences of bullying, harassment, discrimination, victimisation or sexual misconduct.
  6. This policy should be read alongside the following, which can be found on our [Policies webpage](#):
    - a. Code of Practice for Freedom of Speech
    - b. Student Misconduct and Disciplinary Procedure
    - c. Support for Study Policy
    - d. Student Code of Conduct
    - e. Student Charter
    - f. Safeguarding Policy
    - g. Safe Spaces Statement
    - h. And additionally, where relevant, policies for staff and Day School & Sixth Form members of the community such as the Staff Code of Conduct, Staff Anti-Harassment and Bullying Policy, Staff Disciplinary Policy & Procedure, DSSF Safeguarding Policy, DSSF Behaviour Rewards & Sanctions Policy and DSSF Exclusions Policy.
  7. The above list is not intended to be exhaustive and, where appropriate, other policies and procedures should be considered.
  8. All policies are carried out in accordance with our Equal Opportunities Policy and Data Protection Policy.

## **B. Scope**

9. This policy may be used by all members of the community (including pupils, Higher Education students, staff and third parties at ArtsEd) where there is an alleged incident of bullying, harassment, discrimination, victimisation or sexual misconduct which relates to a Higher Education student.
10. It sets out how we support students and how we manage allegations of bullying, harassment, discrimination, victimisation or sexual misconduct made by or against Higher Education students.

11. We will support students who tell us about a concern, no matter when it happened. However, if you would like us to investigate allegations of possible misconduct, you will usually need to report the alleged misconduct within 12 months of it taking place. Further details are provided below.
12. This policy applies to alleged incidents of bullying, harassment, discrimination, victimisation or sexual misconduct which have taken place in physical or online spaces connected to an ArtsEd activity, and to alleged incidents of bullying, harassment, discrimination, victimisation or sexual misconduct which may have an impact on any member of the ArtsEd community.
13. Bullying, harassment, discrimination, victimisation and sexual misconduct can be carried out by an individual or a group, and can be targeted at an individual or at a group of people.
14. **Complicity** is any act that knowingly helps, promotes or encourages any form of misconduct by another individual and may also constitute a breach of this policy.

## C. Definitions of Sexual Misconduct

15. **Sexual misconduct** is any unwanted or attempted unwanted conduct of a sexual nature. This includes, but is not limited to, sexual harassment, sexual assault and rape.
16. It also includes conduct:
  - a. Within a sexual or romantic relationship,
  - b. Which was a one-off incident
  - c. Where consent to some form of sexual activity was given on a previous occasion, given and then withdrawn, or given for a different form of sexual activity.
17. The following are examples of sexual misconduct, but this list is not exhaustive:
  - a. Sexual intercourse or engaging in a sexual act without consent
  - b. Attempting to engage in sexual intercourse or in a sexual act without consent
  - c. Kissing without consent
  - d. Grabbing, groping or touching inappropriately without consent, including through clothes
  - e. Showing or sending sexually explicit images or text to others without their consent
  - f. Making or sharing private sexual images/videos of another person without their consent, including upskirting
  - g. Inappropriately or non-consensually showing sexual body parts (e.g. genitals, breasts or buttocks) to another person
  - h. Making unwanted remarks, looks, suggestions or jokes of a sexual nature
  - i. Coercion (intimidating someone to compel them to do some act against their will by the use of psychological pressure, physical force, or threats) of a sexual nature, e.g. threatening to share explicit images or videos of a person, or threatening to force them into a sexual activity
  - j. Relationship abuse – an incident or pattern of incidents of controlling, coercive, threatening behaviour, violence or abuse between those who are,

or have been, intimate partners; this may include psychological, physical, sexual, financial and/or emotional.

18. It also includes **online sexual misconduct**. This may be online sexual harassment, or cyberbullying or cyberstalking when they have a sexual nature, but also includes more specific behaviour such as, but not limited to:
  - a. Creating fake accounts to spread rumours of a sexual nature or send unsolicited messages
  - b. Revenge pornography, i.e., distributing or threatening to distribute sexually explicit images or videos of someone without their consent, especially with intent to harm, shame, or control, often after a break-up
  - c. Deepfake pornography, i.e. creating or distributing fake sexually explicit content using someone's likeness (face or body), usually via AI
  - d. Doxxing: the internet-based practice of researching (e.g. through social media) and publishing private or identifying information about an individual or organisation. It can be carried out for various reasons including inflicting harm, coercion and harassment. This could be sexual misconduct where the information being shared or the motive are sexual in nature.
19. It also includes very specific instances of sexual misconduct such as:
  - a. Child sexual abuse
  - b. Female genital mutilation
  - c. So called 'honour'-based abuse
  - d. Forced marriage.
20. **Consent** is agreeing by choice to a sexual act and having the **freedom and capacity** to make that choice. Consent can be withdrawn at any time throughout a sexual encounter or act. Consent can never be assumed on the basis of previously given consent, or consent given for a different sexual act.
21. The person seeking consent should always take steps to ensure that consent is freely given and that it is informed.
22. **Freedom to consent:** a person is free to make a choice if nothing negative would happen to them if they said no.

For example, a person may not feel free to make a choice if:

- a. They are being threatened with violence or humiliation
  - b. They believe that their learning, assessment or career will be at risk if they refuse
  - c. They are being guilted or blackmailed
  - d. There is a power imbalance in the relationship and the person with less power feels pressured to continue against their will.
23. **Capacity to consent:** a person has capacity to make a choice if they are physically and mentally able to make a choice and to understand the consequences of that choice.

There are many things which may affect a person's capacity, including if:

- a. They are drunk or under the influence of drugs
- b. They are drowsy, asleep or unconscious

- c. They have a significant mental health diagnosis, or are experiencing a mental health crisis
- d. They have a cognitive impairment or learning difference
- e. They have a disability which impacts their speech or communication
- f. They are vulnerable for any other reason including if they are a child.

In the eyes of the law, a person under 16 can never consent to sexual activity.

- 24. The lists in (22) and (23) provide examples, but there are other times when a person may not have freedom or capacity to make a choice.
- 25. Anyone engaging in sexual activity must have a **reasonable belief** that the other person has consented to the activity. This means considering whether the person accused of sexual misconduct genuinely believed that someone consented (which is related to their ability to understand and evaluate what consent means) and also whether they were reasonable to believe it.

### **Consent is not just 'yes' or 'no'.**

Consent is voluntarily and freely given – each time you start or change a sexual activity.

You should:

- Ask your partner if sexual activity is what they want and if it feels good
- Listen to what they say
- Read your partner's body language.

## **D. Definitions of Bullying, Harassment, Discrimination and Victimisation**

- 26. **Bullying** includes unwanted behaviour or conduct which has the purpose or effect of violating a person's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment.
- 27. **Harassment** is when this unwanted behaviour or conduct is because of, or connected to, one or more of the following protected characteristics: age; disability; gender reassignment; pregnancy and maternity; race; religion or belief; sex; sexual orientation.
- 28. The following may constitute examples of bullying or harassment, but this list is not exhaustive:
  - a. Physical assault including unwanted touching and violent behaviour, e.g. punching, kicking, biting, slapping, pulling hair, pushing or shoving
  - b. Verbal assault, in person, on the phone or online
  - c. Stalking (online and/or in person), e.g. following someone, repeatedly trying to make contact with them, watching or spying on them (including online)
  - d. Acting in an intimidating or hostile manner
  - e. Threatening someone, including making threats to hurt them

- f. Shouting at, undermining, teasing or humiliating someone, spreading rumours about them
  - g. Gaslighting someone, i.e. deceiving and psychologically manipulating someone, usually practised by an individual towards another over an extended period
  - h. Excluding and/or isolating a person, singling them out or treating them differently
  - i. Making jokes or sexual innuendos which are offensive and unwarranted
  - j. Displaying or distributing offensive material, e.g. images, posters, jokes, online content
  - k. Unnecessarily criticising someone or finding fault
  - l. Making someone a scapegoat
  - m. Other persistent, unwelcome behaviour.
29. In determining whether conduct can be considered bullying or harassment, we will consider both the perception of the person at the receiving end of the conduct, the other circumstances of the case, and whether it is reasonable for the conduct to have that effect.
30. Both harassment and bullying may consist of one single event or an incident, or incidents, that frequently/occasionally occur. Bullying in particular is often defined as persistent behaviour. Sometimes, single incidents may be seen as trivial but when these incidents become persistent and targeted at an individual, they can have a serious impact on that individual's wellbeing.
31. Bullying or harassment may sometimes also constitute sexual misconduct, if the behaviour has a sexual nature, e.g. shaming someone for their sexual preferences, stalking someone with sexual intent or sharing material of a sexual nature.
32. **Discrimination** is treating someone less favourably because of one or more of the following protected characteristics: age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; sexual orientation. This includes treating someone less favourably because they are associated with someone who has one or more of these protected characteristics.
33. The following may constitute examples of discrimination, but this list is not exhaustive:
- a. Refusing to work with someone
  - b. Giving (or not giving) someone a certain role in a group activity, rehearsal or performance
  - c. Excluding someone from activities, social situations or opportunities.
- Note that discrimination can be indirect – where the action has an 'accidental' impact on a person or group with a protected characteristic, e.g. arranging a social lunch event would likely have the impact of excluding students who are fasting during Ramadan.
34. **Victimisation** occurs when someone is treated less favourably because they have made or supported disclosures or reports about any alleged wrongdoing (including harassment, bullying, and/or discrimination), or because an individual thinks that they have or may do so.
35. The following may constitute examples of victimisation, but this list is not exhaustive:
- a. Excluding someone from social situations because they have made or are rumoured to have made a report of harassment, bullying and/or discrimination

- b. Denying someone the opportunity to participate in an activity/opportunity because they are perceived to be a 'troublemaker' or 'different'
- c. Giving a student more negative feedback about their work because they have made or supported a complaint.

## **E. Preventing Bullying, Harassment, Discrimination, Victimisation and Sexual Misconduct**

- 36. We take specific steps to minimise the risk of bullying, harassment, discrimination, victimisation and sexual misconduct between members of our community.
- 37. We ensure that all Higher Education staff and students have up-to-date harassment and sexual misconduct training so that everyone knows what behaviour is unacceptable and what to do about it if it arises.
- 38. We have an active safeguarding team with leads throughout the School and work hard to promote a culture of respect, tolerance and inclusivity.
- 39. We have a clear policy on staff-student personal relationships. We believe that a personal (sexual or intimate) relationship between a staff member and a student can never be one of equals, and so such relationships are not permitted under any circumstances. We are clear that failure to comply with this policy will be treated as a staff disciplinary matter.
- 40. We regularly review and assess how effectively we minimise the risk of bullying, harassment, discrimination, victimisation or sexual misconduct, and how effectively we support and manage instances if they arise.

## **F. Reporting Alleged Misconduct and Receiving Support**

- 41. We recognise that it is not always easy to tell someone about an instance of bullying, harassment, discrimination, victimisation or sexual misconduct but we will support any member of our community who does, regardless of when or where it happened, or who was involved.
- 42. We encourage anyone to tell us if they have been affected by an instance of bullying, harassment, discrimination, victimisation or sexual misconduct, including witnesses. **Please don't wait to tell us because you think it is not serious enough.**
- 43. Students can tell any member of staff in person or by email, contact [studentsupport@artsed.co.uk](mailto:studentsupport@artsed.co.uk) or submit a [SpeakUp report](#). Staff can notify their line manager, email [hr@artsed.co.uk](mailto:hr@artsed.co.uk) and can also submit a [SpeakUp report](#).
- 44. Any member of the community can submit a SpeakUp report anonymously. Doing so can help us build a picture of concerns that are faced, but we will not be able to offer you support unless you provide your name. In addition, we are usually unable to investigate alleged misconduct that has been reported anonymously.

45. We will first ensure that all parties are safe and supported. We recognise that both the person reporting the alleged misconduct and the person accused of committing the alleged misconduct may both need support from us.
46. All students have access to the Student Support team (email [studentsupport@artsed.co.uk](mailto:studentsupport@artsed.co.uk) or visit them in Registry). The team will usually be the first point of support and can direct a student to other relevant services such as a member of the Safeguarding team with relevant harassment and sexual misconduct response training or a counsellor with sexual misconduct experience.
47. We can also share details of external support services that you might like to use – some services are included in Appendix 1.

## G. Confidentiality and Next Steps

48. We realise you may have concerns about confidentiality. If you ask us to keep something confidential, we will respect this as far as we can, but there are some circumstances when we need to share details, as below:
  - a. If the alleged incident involves someone who is under the age of 18, or who is considered to be an 'individual at risk' (which includes 'adults at risk' and adults who are experiencing abuse). In this case, the concerns will be considered under our **Safeguarding Policy**
  - b. If there is a risk of harm to any party, e.g. there is reason to believe that the accused party may repeat their actions
  - c. If there is a potential risk to the institution
  - d. If failure to disclose information may be a breach of statutory duty, for example the Health and Safety at Work Act.
49. If confidentiality does need to be broken, this should always be on a need-to-know basis, and person making the report (and if appropriate the party accused of the misconduct) should be notified of this action. Such instances should enable ArtsEd to act in accordance with its duty of care and its own policies and procedures.
50. Sometimes we may need to use other appropriate procedures to address any concerns, including the **Support for Study procedure** if we have reason to believe that a student's behaviour is caused by their ill health.
51. If you tell us about an incident involving a **third party**, we are not able to take any formal action against them but will support you if you wish to report the matter to the police.
52. Otherwise, we will talk to the person who has experienced the bullying, harassment, discrimination, victimisation or sexual misconduct (sometimes called the 'victim') about options to take action if they wish.
53. If the person accused of carrying out the bullying, harassment, discrimination, victimisation or sexual misconduct is a current staff member or current student at ArtsEd, we may be able to investigate this **alleged staff or student misconduct** and take disciplinary action.



54. We will usually only proceed with the agreement of the person who experienced the alleged misconduct. Taking disciplinary action would mean that the other party, and relevant members of staff such as investigators, would be informed about what has happened.

## H. Disciplinary Action Against Alleged Misconduct

55. **Early, informal resolution:** where possible and appropriate, minor allegations will be dealt with informally.
56. **Formal resolution:** we recognise that there are times when informal action is not sufficient, and we will talk to the reporting party about options to take the report forward formally.
57. The person who has experienced the alleged misconduct and who is making the report is called the **reporting party**.
58. The person accused of carrying out the alleged misconduct and asked to respond to the allegations is called the **responding party**.
59. The next steps for formal resolution will depend on who the responding party is.
- If they are a current Higher Education student, we may consider the matter under the Student Misconduct and Disciplinary Procedure
  - If they are a member of staff, we may consider the matter under the Staff Disciplinary Policy and Procedure and the Staff Sexual Misconduct Policy/Staff Anti-Harassment and Bullying Policy.
60. You can also report any incident involving a member of the ArtsEd community to the police and we will support you to do so if you wish.
61. Please note that we are usually unable to investigate an allegation of staff or student misconduct if there are ongoing police or legal proceedings, but we may take precautionary action to ensure that everyone is safe while these proceedings are ongoing. We may investigate after police or legal proceedings are concluded.
62. In order to take effective disciplinary action, we encourage all members of the community to tell us as soon as they can about any instance of bullying, harassment, discrimination, victimisation or sexual misconduct and usually within 12 months of it taking place. Students who have graduated or withdrawn from ArtsEd may also make a report within 12 months of the incident taking place.
63. However, we recognise that there may be times when someone was unable to make a report within 12 months, and it may still be appropriate to investigate if we can. Grounds which may be considered as valid for considering a report outside of 12 calendar months would usually be as follows:
- The reporting party had been fearful of the repercussions of reporting and may have put themselves or others at risk if they were to have made a report and they can evidence this claim

- b. The reporting party had interrupted their studies or been signed off from work, and had not had consistent contact with ArtsEd for 12 calendar months or more
  - c. Any other justifiable/reasonable or exceptional reason(s) considered to be valid by the investigator.
64. Where we have good reason to believe that a report is malicious (i.e., submitted for no other reason than to cause harm or discredit other people), we will not usually consider the allegations, and we may take disciplinary action under the relevant student or staff policy against the reporting party.

## **I. Early, Informal Resolution**

65. Where appropriate, we will try to resolve concerns informally before they escalate towards formal action.
66. Members of staff are encouraged and empowered to address minor student issues, such as low level anti-social behaviour, or one-off instances of inappropriate behaviour in class.
67. The reporting party may not always feel able to speak to the responding party directly, and it may not always be appropriate if the allegations are serious. However, when appropriate, a sensible first step might be for the reporting party to speak to or write to the responding party in a logical and non-abusive manner explaining what has happened from their perspective, how it made them feel and asking them not to repeat the behaviour.
68. The following staff can provide guidance to support the reporting party to set out their concerns in this way, with the aim of resolving the issue informally:
- a. Student Support Team
  - b. Personal Tutor
  - c. Head of Year
  - d. Director of the School
  - e. Safeguarding and Welfare Officer
69. Mediation may be offered at any stage of this procedure by the Head of Student Services or their nominee. With the involved parties' agreement, the matter will be referred to a mediator, who may be a trained/experienced member of staff or an external mediator. Mediation is a non-punitive measure and can help both parties to resolve the matter quickly and informally. Further information about mediation can be obtained from the Student Support Team by sending an email to [studentsupport@artsed.co.uk](mailto:studentsupport@artsed.co.uk).

## **J. Formal Disciplinary Resolution**

70. Where informal resolution is not possible or appropriate, we are committed to supporting the reporting party to take forward the allegations formally if they wish to.

71. Full details of the student or staff disciplinary procedures can be found in the relevant documents, available on our [Policies webpage](#) but key information on what you can expect is provided below.
72. We may take **precautionary action** to ensure that everyone is safe. This does not represent a decision about whether the responding party is 'guilty' or not, and is not intended to be a penalty.
73. Precautionary action may include, but is not limited to, imposing a no-contact agreement between any relevant parties, excluding someone from certain aspects of services, facilities or spaces, or suspending someone from their studies or employment.
74. An **investigation** will be carried out in line with the relevant disciplinary procedure.
75. The investigator will be a neutral person with no conflict of interest. They will treat everyone with respect. In cases of alleged harassment or sexual misconduct by a student, the investigator will have recent, specific training in this area.
76. The investigation allows us to hear from both parties, and any witnesses. Both parties will have the opportunity to provide supporting evidence, such as screenshots of messages, medical evidence, witness statements etc. The investigator will ask questions to try to understand what has happened. **This will include telling each party what the other party has said and asking them to respond to it, giving their version of events.**
77. We know how difficult this stage may be and will do all we can support everyone involved in an investigation. Both parties will be invited to bring someone with them to any investigation meetings if they wish (such as a friend, family member or member of staff) and we can take regular breaks.
78. We do not expect that any party would need to be accompanied by a legal professional but we can occasionally make exceptions, as set out in the relevant disciplinary procedures.
79. At the end of the investigation, the investigator will usually make a recommendation about the next steps. They will make this decision using the **balance of probability**. This means that they need to find evidence that it is **more likely than not** that the allegations can be upheld. This is a lower standard of proof than in a criminal court where someone needs to be sure beyond reasonable doubt.
80. The **burden of proof** is on ArtsEd – this means that we have to prove that misconduct has taken place, rather than the responding party proving that it did not.
81. The investigator may decide that the case is **unsubstantiated** (there is no evidence to support the allegations or there is evidence to disprove the allegations). In this case, no further action would be taken.

82. Alternatively, they may decide that there is a **case to answer**. The next steps will be determined based on the seriousness of the alleged misconduct, but may include a formal disciplinary meeting.
83. The reporting party and the responding party will be told the next steps. The reporting party will not be told full details of the responding party's disciplinary case but will know whether there is a case to answer or not, and what will happen next.
84. If the responding party is a student, a **student disciplinary panel hearing** may be convened. This is a meeting where a panel of independent people with relevant, up-to-date training will consider the allegations and make a decision. The investigator will present their findings to the panel. The reporting party would usually be invited to attend as well and provide a summary statement. The responding student will be asked to respond to the allegations and share their account of events. The panel can ask questions. When they have heard from everyone, they will decide whether there is evidence of student misconduct and may apply a sanction if there is.
85. If the responding party is a staff member, a **staff disciplinary meeting** may be convened. This is a similar meeting, held in line with the staff disciplinary procedure. A reporting student would not usually attend this meeting.
86. The reporting party will usually be told whether the allegations were upheld or not, and about any sanctions that apply to them.
87. The responding party has the right to appeal a decision made by a disciplinary panel. Full details can be found in the relevant misconduct procedures.
88. Students who wish to bring a complaint about how a matter managed under this Policy was dealt with should refer to and follow the process set out in the Student Complaints Procedure, available online on the [Policies page of our website](#). Staff who wish to make a complaint should use the relevant staff procedure and/or contact Human Resources directly on [hr@artsed.co.uk](mailto:hr@artsed.co.uk).

## Appendix 1: Support Services

### At ArtsEd:

1. Students may contact their **Personal Tutor, Head of Year or Course Leader** if they wish to discuss any concerns.
2. Students may also wish to contact the **Student Support team** on [studentsupport@artsed.co.uk](mailto:studentsupport@artsed.co.uk) for an informal conversation or to discuss the wide range of services we offer.
3. We may use a **Student Support Plan** to ensure that a student has the right support and adjustments in place. This plan is drawn up with a member of staff and agreed by the student.
4. Students may contact the **SpLD Study Skills Coordinator** for advice and guidance whether or not they have a diagnosed neurodivergence. Students can contact [studyskills@artsed.co.uk](mailto:studyskills@artsed.co.uk).
5. Students may seek advice from the **Physical Health & Wellbeing Coordinator (Strength & Conditioning Coach)** about physical wellbeing, including exercise, nutrition and physiotherapy.
6. The **Student Counselling Service** offers a confidential space for students to discuss and seek advice on their psychological wellbeing. This includes:
  - a. Short term 1-2-1 counselling which can help students work on immediate problems;
  - b. Assistance with developing healthy coping techniques;
  - c. Support with gaining understanding of underlying issues; and
  - d. Assistance with developing a longer-term treatment plan, if necessary.

Students can self-refer to the Counselling Service via the [Counselling Self-Referral Form](#) or email [counselling@artsed.co.uk](mailto:counselling@artsed.co.uk) to find out more information

7. The **Support for Study** procedure provides a structured way to assess what support a student may need to engage fully with their course and complete it successfully wherever possible. It also allows us to consider what we can do to help if a student's health or behaviour is having an impact on other people.

## General

- [Citizens Advice Bureau](#) (rights and responsibilities)
- [Crimestoppers](#) (reporting crime)
- [Equality Advisory and Support Service](#)
- [Metropolitan Police](#)
- [NHS 111](#) (non-emergency service)
- [Samaritans](#) 116 123
- [Stop Hate UK](#) (all forms of hate crime and discrimination)
- [Victim Support](#) (victims of crime)
- [National Stalking Helpline](#) (support for anyone experiencing stalking)

## Hate Crime

- [Stop hate UK](#) (all hate crime)
- [True Vision](#) (all hate crimes)

## Sexual misconduct

- [Rape Crisis](#) (rape and sexual abuse)
- [The Havens](#) (London-based support for survivors of recent rapes/sexual assaults for all genders)
- [NAPAC](#) (support for survivors of childhood sexual abuse for all genders)
- A Sexual Assault Referral Centre (SARC)

## Female related support

- [National Domestic Abuse Helpline](#): Women and children: 0808 2000 247
- [Solace Women's Aid](#) (0808 802 5565 / [advice@solacewomensaid.org](mailto:advice@solacewomensaid.org))
- [Women's Aid](#)
- [Refuge](#) support for women and children who have experienced domestic abuse)
- [Rights of Women](#) (free and confidential legal advice for women)

## Male related support

[National Domestic Abuse Helpline](#): 0808 801 0327

- [Survivors UK](#) (male victims of rape and sexual abuse)
- [Mankind](#) (support for men who have been sexually abused)
- [Men's advice line](#) (support for men experiencing domestic violence)

### **Race related**

- [The Monitoring Group](#) (racial harassment and abuse)
- [Southall Black Sisters](#) (BME women's rights and advice)
- [Imkaan](#) (provides full list of organisations supporting BAME women survivors of sexual and domestic violence)

### **LGBT+ related**

- [Galop](#) (LGBT+ anti-violence charity)
- [Switchboard](#) (LGBT+ helpline)
- [TransUnite](#) (find a trans support group near you)

### **Disability related**

- [Mencap](#) (the voice of learning disability)
- [Mind](#) (mental health)
- [Respond](#) (support for children and adults with learning disabilities who have experienced abuse and/or trauma for all genders)
- [DeafHope](#) (support for Deaf people experiencing domestic abuse)
- [Stay Safe East](#) (supporting Deaf and disabled survivors of hate crime, domestic and sexual abuse in Waltham Forest and Newham areas of London only)

### **Religion and belief related**

- [Karma Nirvana](#) (supporting victims of honour-based abuse and forced marriage)
- [Forced Marriage](#)— 020 7008 0151 (emergencies)
- [Muslim Women's Network](#) (support for Muslim women experiencing or at risk of abuse)
- [Tell Mama](#) (anti-Muslim hate crime)
- [Community Security Trust](#) (anti-Semitic hate crime)

Version Control	
Document Title	Student Bullying, Harassment and Sexual Misconduct Policy
Maintained By	Quality and Course Manager
Owned By	Registrar
Approving Committee / Ratifying Body	HE Committee
Last Reviewed	<p>June 2025:</p> <ul style="list-style-type: none"> <li>Reviewed Anti-Harassment and Bullying Policy with Sexual Misconduct Policy to ensure compliance with OfS condition E6 and Higher Education (Freedom of Speech) Act 2023.</li> <li>Updated definitions and support services where necessary.</li> <li>Included key points of disciplinary process for ease of reference, but removed duplication of information contained within disciplinary procedure.</li> </ul>
To be Reviewed	Academic year 2029-30 (or prior if required)
Current Version	<p>Version 1</p> <p><i>Student Anti-Harassment and Bullying Policy and Student Sexual Misconduct Policy</i> were merged in June 2025.</p>
Location of master document	Organisational File Shares > Policies > HE
Web location	<a href="https://artsed003.blob.core.windows.net/policy/bullying-harassment-and-sexual-misconduct-policy.pdf">https://artsed003.blob.core.windows.net/policy/bullying-harassment-and-sexual-misconduct-policy.pdf</a>