



HIGHBURY COLLEGE RESPONSE – Everyone’s Invited Campaign

The College welcomes the increased publicity about the kinds of behaviours women face as part of their every-day lives and the kinds of organisational cultures in which sexual violence, abuse and harassment can be tolerated and thrive.

The College has a Student Code of Conduct and policies (Safeguarding Adults and Child and Young People Protection Policy and Disciplinary policy) in place to combat and challenge these cultures and educate young people about sexual behaviour including consent and expectations.

Safeguarding Adults and Child and Young People Protection Policy

The College’s Safeguarding Adults and Child and Young People Protection Policy states that Highbury College recognises its moral and statutory duty to safeguard and promote the welfare of all its learners. We are committed to providing a safe learning and where possible living environment for all our learners and recognise that the College and its staff form part of a wider safeguarding system for children, young people and vulnerable adults. The College focuses on:

- PREVENTION (positive and safe environment, careful and vigilant teaching, accessible support to students and good adult role models)
- PROTECTION (agreed procedures are followed, staff are trained and supported to respond appropriately and sensitively to child protection/safeguarding concerns)
- SUPPORT (to students, staff and children, young people and adults who may have been abused or have been affected by the abuse of others)

The policy and procedures and college approach are designed to deal with peer-on-peer abuse. The college will deal with any conduct issues among peers appropriately. Any allegations of physical, emotional and sexual abuse or sexual exploitation are to be dealt with under the Safeguarding Adults and Young People

and Child Protection Policy. Specific behaviour which will cause an allegation to be considered as a Safeguarding issue include when:

- there is an age gap which makes the alleged victim vulnerable.
- a young person outside the college may have been affected.
- there is sexual abuse or exploitation including sexting, indecent exposure, indecent touching, serious sexual assault or sexual violence.
- Sexual harassment is defined as including sexual comments, remarks or jokes including those made online.
- Up skirting

Where an allegation of peer-on-peer abuse is made the procedure is for the Designated Safeguarding Lead (or deputies) to record the allegation and refer to the Local Authority Safeguarding Children's Partnership using the agreed referral procedure. The College may also investigate and use appropriate behaviour/disciplinary procedures up to and including exclusion.

Behaviour and Personal Development

Through our pastoral, welfare and enrichment activities we will promote and provide information on the following:

- The characteristics of positive and healthy friendships (in all contexts, including online) including trust, respect, honesty, kindness, generosity, boundaries, privacy, consent and the management of conflict, reconciliation and ending relationships.
- That some types of behaviour within relationships are criminal, including violent behaviour and coercive control.
- What constitutes sexual harassment and sexual violence and why these are always unacceptable.
- How people can actively communicate and recognise consent from others, including sexual consent, and how and when consent can be withdrawn (in all contexts, including online).

- How to recognise the characteristics and positive aspects of healthy one-to-one intimate relationships, which include mutual respect, consent, loyalty, trust, shared interests and outlook, sex and friendship.
- Strategies for identifying and managing sexual pressure, including understanding peer pressure, resisting pressure and not pressurising others.
- The choice to delay sex or to enjoy intimacy without sex.
- How the use of alcohol and drugs can lead to risky sexual behaviour.
- How to get further advice, including how and where to access confidential sexual and reproductive health advice and treatment.