



ICON College of Technology and Management

Sexual Harassment and Sexual Misconduct Policy

1. Purpose

The purpose of this Policy is to:

1. Foster a safe and respectful environment for all members of the College community, emphasising fairness, dignity, and inclusion.
2. Clearly state that Sexual Harassment and Sexual Misconduct are unacceptable, and are contrary to the College's ethos, values, and mission.
3. Establish a clear and fair process to prevent, report, and address incidents of Sexual Harassment and Sexual Misconduct.
4. Recognise the disproportionate impact such behaviours may have on individuals with certain protected characteristics and ensure a comprehensive and sensitive response to all affected individuals.
5. Provide a robust 'Support Framework' for staff and students who have experienced or witnessed Sexual Harassment or Sexual Misconduct.
6. Signpost accessible reporting mechanisms and ensure that all complaints are addressed in a timely, transparent, and supportive way.

2. Scope

1. This Policy applies to all individuals associated with ICON College, including staff (including visiting lecturers), students, visitors, contractors [and students enrolled on modules, programmes or courses delivered in whole by ICON College or in whole or part by a partner institution].
2. All staff and students have a right to complain if they believe that they are being, or have been, subjected to Sexual Harassment or Sexual Misconduct in the course of their work or study at ICON College. Incidents of Sexual Harassment or Sexual Misconduct will be thoroughly investigated and addressed to promote safety for all.
3. ICON College reserves the right to initiate, continue, or reopen disciplinary proceedings under its disciplinary procedures at any time, including in cases where the Responding Party is no longer a student or staff member. This includes circumstances where a case has been suspended due to the Responding Party's departure from the College. If the Responding Party returns or reapplies to the College, any suspended or outstanding cases may be reopened, and any applicable sanctions may be applied.
4. This Policy should be read alongside other relevant staff and student policies and procedures at ICON College including, but not limited to:
 1. Student Code of Conduct
 2. Student Disciplinary Procedure
 3. Student Complaints Procedure
 4. Freedom of Speech
 5. Staff Disciplinary Procedure

5. Reports made under this Policy are not limited to incidents which took place on ICON College premises or the immediate geography of ICON College. ICON College reserves the right to investigate incidents of Sexual Harassment and/or Sexual Misconduct involving staff or students of the College which occur off-premises, outside of official working or teaching hours or online/electronically.
6. ICON College reserves the right to investigate historical cases of Sexual Harassment and/or Sexual Misconduct, as deemed appropriate.
7. If an allegation of Sexual Harassment and/or Sexual Misconduct is made against a member of staff, this will be investigated under the Staff Disciplinary Procedure listed in the Staff Handbook.
8. If an allegation of Sexual Harassment and/or Sexual Misconduct is made against a student, this will be investigated under the Student Disciplinary Procedure listed in the [Student Handbook](#).
9. The College expects any organisations offering student work placements or study exchanges to provide a safe environment, and to take appropriate measures to prevent Sexual Harassment and Sexual Misconduct. This includes maintaining clear policies, accessible reporting routes, and appropriate support structures, in line with the expectations of the Office for Students and our shared commitment to student safety and wellbeing. The College will seek to support students in resolving any incidents which take place while on work placements or study exchanges, with reference to this Policy, or that of the partner institution where appropriate.
10. Some forms of Sexual Misconduct may constitute criminal offences and can be reported to the Police. While Police investigations focus on potential criminal liability, the College conducts its own internal investigations to determine whether there has been a breach of its disciplinary codes by a student or staff member. These internal investigations are separate from criminal proceedings and have a different standard of proof. This Policy outlines how the College will respond when a matter is under Police investigation, when it may initiate its own internal process.
11. The College will investigate reported incidents in a fair, impartial and sensitive manner. All parties involved will have access to support throughout the process.

3. Definitions relating to behaviour

1. **Sexual Misconduct** means any unwanted or attempted unwanted conduct of a sexual nature. Sexual Misconduct can occur through any medium, including in person or online (for example, email, text or social media). Examples of Sexual Misconduct may include, but are not limited to:
 1. Engaging, or attempting to engage in a sexual act with another individual without consent.
 2. Sexually touching another person without their consent.
 3. Conduct of a sexual nature which creates (or could create) an intimidating, hostile, degrading, humiliating, or offensive environment for others including making unwanted remarks of a sexual nature.
 4. Showing sexual organs to another person(s) without their consent.
 5. Repeatedly following another person without good reason.
 6. Image-based sexual abuse: (also known as 'revenge pornography') recording and/or sharing sexual or intimate photos or videos, without the consent of the person pictured.
 7. Arranging or participating in events which may reasonably be assumed to cause degradation and humiliation to those who have experienced sexual violence. For example, inappropriately themed social events or initiations.

8. Unwanted conduct which creates (or could create) an intimidating, hostile, degrading, humiliating or offensive environment (as defined by the Equality Act 2010) for others including making unwanted remarks of a sexual nature.
 9. Intimidation, or promising resources or benefits in return for sexual favours (as set out by the Equality and Human Rights Commission: Sexual harassment and the law, 2017).
 10. Stalking: persistent, unwanted communication or behaviour intending to frighten, intimidate or harass someone such as repeatedly following them.
 11. Cyberstalking: repeated and deliberate use of the internet and other electronic communication tools to engage in persistent, unwanted communication intending to frighten, intimidate or harass someone, or to spy on someone.
 12. Upskirting and down-blousing: filming or photographing under a person's clothes without their consent to capture images of their body or underwear.
 13. Spiking: the act of surreptitiously adding a substance, usually a drug or alcohol, to someone's drink or food without their knowledge.
2. **Relationship abuse** is any 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 abuse.
 3. **Complicity** is any act that knowingly helps, promotes, or encourages any form of sexual misconduct and violence by another individual.
 4. **Retaliation** is any adverse actions against another person, including, but not limited to, harassment, threats, intimidation or coercion, made in response to someone disclosing or reporting any form of sexual misconduct.
 5. The College recognises that there are potentially additional types of behaviour that will constitute a breach of this Policy, and which will therefore need to be considered under the relevant staff or student disciplinary procedure, although the frequency and likelihood of such breaches are likely to be low:
 1. **Vexatious reporting** involves the creation of persistent, unwarranted reports made under the Sexual Harassment and Sexual Misconduct Policy, or a refusal to accept any reasonable decisions arising from the application of the procedures as they relate to this Policy.
 2. **Malicious reporting** occurs when an individual shares an allegation of Sexual Harassment and/or Sexual Misconduct that the individual knows to lack a basis in fact.
 6. **Sexual Harassment** is unwanted behaviour which is of a sexual nature, and which has the purpose or effect of violating a person's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment. Examples of Sexual Harassment can include (but is not limited to):
 1. Non-verbal harassment such as looking someone up and down, displaying pictures of a sexual nature, sending emails containing sexual content, making sexual gestures or asking for sexual favours.
 2. Verbal harassment such as whistling, catcalling, sexual comments or sexual innuendo.
 3. Telling sexual jokes and stories, spreading rumours about a person's sex life.
 4. Sexual touching of the other person, unwanted sexual advances; kissing, touching, hugging, stroking, patting of someone's clothes, body, hair; or rubbing up against someone, where touching is of a sexual nature.

5. Unwanted, repeated, obsessive and/or controlling behaviours that make someone distressed or scared, for example, following a person, watching or spying on them or forcing contact through any means, including social media.
6. Recording and/or sharing intimate images or recordings of another person without their consent.
7. Arranging or participating in events aimed at degrading or humiliating those who have experienced sexual violence, for example inappropriately themed social events or initiations.

Some of the behaviours listed above may also constitute Sexual Misconduct as defined in this Policy.

4. Terminology

1. **Consent** is the agreement by choice where the individual has both the **freedom and capacity** to make that choice. Consent cannot be assumed based on a previous sexual experience or previously given consent, or from the absence of complaint, and each new sexual act requires a re-confirmation of consent as the foundation of a healthy and respectful sexual relationship. Consent may be withdrawn at any time before or during a sexual act.
2. **Freedom to consent:** For consent to be present, the individual has to freely engage in a sexual act. Consent cannot be inferred from a lack of verbal or physical resistance. Consent is not present when submission by an unwilling participant results from coercion, force, threat, intimidation or the exploitation of power. Coercion is when someone is pressured unreasonably for sex, which can include manipulation. Force includes any physical or emotional harm or threat of physical or emotional harm which would reasonably place an individual in fear of immediate or future harm, with the result that the individual is compelled to engage in a sexual act.
3. **Capacity to consent:** Free consent cannot be given if the individual does not have the capacity to give consent. An individual is incapacitated when asleep, unconscious, semi-conscious, or in a state of intermittent consciousness, or any other state of unawareness.
4. **Alcohol and/or Drug Use:** Incapacitation arising from alcohol or drug consumption should be evaluated on the basis of how the alcohol/drugs have affected the individual. Signs of incapacitation may include, but are not limited to, one or more of the following: slurred speech, unsteady gait, bloodshot eyes, dilated pupils, unusual behaviour, blacking out, a lack of full control over physical movements, a lack of awareness of circumstances or surroundings, and/or an inability to communicate effectively. Intoxication is never a defence for committing an act of Sexual Harassment or Sexual Misconduct or for failing to obtain consent. If there is any doubt as to the level or extent of one's own or the other individual's incapacitation, the safest approach is not to engage in a sexual act.
5. **Disclosure** involves an individual choosing to tell anyone who is part of the College community, either in person or anonymously, about their experience of Sexual Harassment or Sexual Misconduct (different from a Report) on the understanding that such a disclosure cannot be used for the purposes of investigating any disciplinary allegation under this Policy.
6. A **Report** or **Reporting** is the sharing of information with a staff member of the College regarding an incident of Sexual Harassment or Sexual Misconduct experienced by that individual for the purposes of initiating the investigation process as set out in this Policy and the accompanying procedures (different from a Disclosure).
7. **Reporting Party** is the individual who has made a report of Sexual Harassment or Sexual Misconduct to the College.

8. **Responding Party** is the individual who is accused of behaviour that may constitute Sexual Harassment or Sexual Misconduct.

5. **General Principles**

1. The College will not use non-disclosure agreements (NDAs) in relation to complaints of Sexual Harassment and/or Sexual Misconduct, or other forms of harassment. The College upholds the principles of free speech and affirms that individuals have the right to speak openly about their own experiences. No individual will be prevented or discouraged by the College from discussing their experience of Sexual Harassment and/or Sexual Misconduct, should they choose to do so.
2. The College follows the principles of natural justice. This means that when an allegation is made that may amount to a breach of the College's disciplinary procedures, the College will ensure that:
 1. The Responding Party is informed of the allegation(/s) against them and given a fair opportunity to respond.
 2. Decisions will be made impartially, based on the evidence available.
 3. All parties are treated with respect and fairness throughout the process.
3. In all College disciplinary processes, including those involving allegations of Sexual Harassment and/or Sexual Misconduct, the standard of proof applied is the balance of probabilities. This means that, based on the evidence presented, the College will decide whether it is more likely than not that the alleged behaviour occurred.
4. Individuals can make anonymous reports of Sexual Harassment and/or Sexual Misconduct to either the Principal or the Chair of the Misconduct Committee. The College cannot commit to taking any formal action on the basis of anonymous reports but will use the information to identify trends and patterns of behaviour which should be investigated. Individuals who have experienced or witnessed Sexual Harassment and/or Sexual Misconduct are encouraged to speak with one of the listed support services to explore their options for Reporting and/or receiving support.
5. Investigators and members of the College Misconduct Committee will be trained in trauma informed approaches.
6. The College will make reasonable adjustments to its disciplinary procedures so that participants in the process are not placed at a substantial disadvantage due to their disability or vulnerability.

6. **Informal Resolution**

Individuals affected by Sexual Harassment and/or Sexual Misconduct may initially consider informal resolution. This could involve speaking directly with the person responsible for the behaviour, if the affected individual feels safe and comfortable doing so. However, informal resolution is not always appropriate, particularly in cases involving serious allegations. If an individual does not feel safe or comfortable addressing the matter informally, or if the nature of the allegation makes informal resolution unsuitable, the issue should be addressed through the formal procedures outlined in this Policy.

7. **Formal Reporting Sexual Harassment or Sexual Misconduct to the College**

1. If an individual at the College has experienced any kind of Sexual Harassment and/or Sexual Misconduct, they can make a Disclosure or a Report to the College as follows:
 1. Both staff and students can make a Disclosure to the Chair of the Misconduct Committee without being required to make a formal Report.
 2. Both staff and students can report anonymously to the Chair of the Misconduct Committee by email.

3. Staff can make a formal report to the College by emailing the full details of the conduct to the Chair of the Misconduct Committee.
4. Students can make a formal Report to the College by emailing a completed [Student Complaint Form](#) along with any supporting evidence to the Academic Administrative Officer at: academicsupport@iconcollege.ac.uk.
2. When submitting a Report, individuals should provide a detailed account of the incident, including, where possible, specific information such as dates, times, and the names of any potential witnesses.
3. Disclosure and Reporting are distinct actions that a Reporting Party may choose to take.
4. The College recognises the importance of minimising the number of times a person must recount an incident of Sexual Harassment and/or Sexual Misconduct and will take steps to reduce this wherever possible, while still ensuring appropriate evidence is gathered and procedures are followed.
5. Disclosures may be received in various ways and not always directly from the Reporting Party. They may involve individuals who are or are not part of the College community and do not automatically lead to a formal Report under this Policy. The College respects the Reporting Party's right to decide how to proceed and whether to proceed with a Report.
6. After a Disclosure, the Reporting Party will be informed by the Chair of the Misconduct Committee of their reporting options and provided with access to support. The College acknowledges that individuals may need time to consider and reflect before deciding on how they wish to proceed. The College also encourages staff and students to contact a support service (see below), so that they can consider their preferred course of action.
7. The College recognises that some individuals may choose to report incidents anonymously. While anonymous reports may limit the College's ability to take direct or formal action in most cases, there may be certain circumstances where it is possible to proceed, depending on the nature and detail of the information provided. All anonymous reports will be recorded and analysed to monitor patterns and the frequency of incidents. This data also helps assess the effectiveness of the College's initiatives aimed at preventing and responding to Sexual Harassment and/or Sexual Misconduct.

8. Investigations

1. The following sections (8 to 10 inclusive) provide an overview of how the College may respond to reports of Sexual Harassment, Sexual Misconduct, or other forms of harassment. They are intended to give an indication of some of the key aspects of the disciplinary process that may be followed. However, this information does not replace or override the formal staff and/or student disciplinary procedures. In the event of any conflict between this Policy and the relevant disciplinary procedures, the procedures will take precedence.
2. If an allegation is made against a student (either by a student or a member of staff), this will be considered in line with the [[Disciplinary procedure \(non-academic\)](#)].
3. If an allegation is made against a member of staff, this will be considered under the [[Student Complaints Procedure](#)] and may be investigated under the [[Staff Disciplinary Code](#)].
4. All reports of Sexual Harassment and/or Sexual Misconduct will be investigated fairly and impartially under the relevant disciplinary procedure. This includes providing both the Reporting Party and the Responding Party with the opportunity to present their accounts and any supporting evidence.

5. The College recognises that being involved in a complaint of Sexual Harassment and/or Sexual Misconduct can be distressing for those involved. The College aims to complete the formal disciplinary process as thoroughly and quickly as possible. Timescales will depend on the complexity of the complaint, and individuals involved in the process will be kept informed if there are likely to be any delays, and reasons for these.
6. Investigations will be conducted by a senior member of staff with specialist training and no previous involvement in the case. Depending on the nature and complexity of the case, an external investigator (also with specialist training) may be appointed to support the investigation.
7. The Reporting Party may be asked to attend a meeting with the investigator during which the disciplinary procedure will be explained and discussed, and the details of the allegations will be confirmed and a written note taken.
8. The Responding Party will be informed of the substance of the allegation(/s) against them and asked to attend a meeting during which the disciplinary procedure will be explained and discussed, the details of the allegations will be confirmed, and they will be invited to respond to the allegation(/s).
9. Individuals involved in disciplinary procedures shall have the right to be accompanied to any meeting or hearing by a supporter. A supporter may act in the capacity as a 'friend' or 'representative' for the Responding Party and will normally be a current College student or member of staff of the College, but the College has discretion to agree that a supporter can be an individual who is not within these categories if requested. If the supporter is acting in the role of a 'friend' they will usually be there to provide moral support during a meeting or hearing. If the supporter is acting in the role of a representative they will usually assist in effective engagement with the disciplinary procedures including the ability to confer with the Responding Party during a meeting or hearing, make representations and ask questions of the [College Misconduct Committee], case presenters and witnesses with the permission of the [College Misconduct Committee] Chair. However, they cannot present witness evidence on behalf of any Responding Party as it is expected that the Responding Party will answer questions themselves at meetings and hearings but may confer with the supporter before answering. The Chair of the [College Misconduct Committee] reserves the right to remove a supporter from a hearing if they behave in a manner which is inconsistent with their role or in a manner which is unreasonable and/or potentially disruptive to the efficient and proper management of the College's processes.
10. The parties involved will be asked to submit any relevant evidence to support their case. Where needed, parties may be invited to attend separate follow-up meetings to clarify outstanding areas.
11. The parties involved will be directed to either internal or external support or advice in relation to their case.
12. The investigator will produce a report outlining the findings of the investigation. Depending on the nature and severity of the case, the matter will either be resolved through recommendations made by the investigator, or it will be referred for consideration by a [College Misconduct Committee], in line with the [Disciplinary procedure (non-academic)] or [Staff Disciplinary Procedure].
13. The [College Misconduct Committee] will consider all the available evidence and decide whether on the balance of probabilities there is a case of misconduct to answer. All Panel members will act with impartiality, having had no prior involvement in the case. Each member will also have received appropriate specialist training.
14. Both the Reporting Party and Responding Party can be accompanied by a supporter. In serious cases of Sexual Harassment and/or Sexual Misconduct the Responding Party may request legal representation. Such requests will be considered on a case-by-case

basis, considering the complexity and seriousness of the case, and the principles of fairness and equity for all parties involved.

15. Where a case is upheld, appropriate sanctions will be applied, examples of sanctions may include [formal warnings, requiring a person to agree to certain standards of behaviour in the future, or permanent exclusion].
16. Where a case is not upheld, no sanctions will be imposed. Any precautionary measures will be reviewed to determine whether any should remain in place, such as no-contact agreements, and both parties will be offered support to address any ongoing concerns.
17. Where a case is found to be Malicious or Vexatious reporting, the matter may be referred for review under the staff or student disciplinary procedure (as appropriate).
18. The College will make all reasonable efforts to ensure that the Reporting Party, Responding Party and any witnesses are appropriately supported and enabled to attend the Disciplinary Hearing to give their evidence. Their participation is a vital part of ensuring a fair and transparent process, and their evidence must be heard and tested directly before the [College Misconduct Committee] can place weight on it and reach a finding. The College will offer suitable measures to facilitate their involvement, including reasonable adjustments to the hearing environment where necessary, to ensure the process remains accessible, respectful, and procedurally fair for all parties involved.
19. A Responding Party has the right to appeal against the outcome of a complaint, in line with the appeal provisions set out in the relevant disciplinary procedure.

9. Completion of the College Disciplinary Procedure

1. If an appeal is rejected, the Responding Party (if a student) will be sent a 'Completion of Procedures Letter'. If the student remains dissatisfied, they can apply for a review by the Office of the Independent Adjudicator for Higher Education (OIA). The OIA is an independent body which was established by the Higher Education Act 2004 to consider student complaints which have not been resolved through an institution's internal procedures. The deadline for a referral to the OIA is 12 months from the date of the Completion of Procedures Letter. This service is free to students. For further details, see the OIA website: www.oiahe.org.uk.

10. Precautionary Measures

1. In line with the relevant staff or student disciplinary procedure, the College may implement precautionary measures to protect the safety and wellbeing of its students, staff and the wider College community while an allegation of Sexual Harassment and/or Sexual Misconduct is being investigated. These may include non-contact arrangements, suspension of the Responding Party or temporary restrictions or exclusion from particular activities. Precautionary measures are not disciplinary sanctions, should aim to be neutral and do not imply any assumption of guilt. Their purpose is to safeguard members of the College community (including both the Reporting and Responding Party). Any measures should be applied with careful consideration as to the impact on those involved and reviewed at regular intervals (or when there is a change in circumstances) in accordance with the relevant student or staff disciplinary procedure.
2. The College's decision-making for any precautionary measures will be informed by an evidence-based risk-assessment. The College will give careful consideration to the implications of precautionary measures including consideration of the balance between the potential risk to others and the potential disadvantage to the individual(s) in question.
3. Failure to comply with any precautionary measures in place may result in separate disciplinary action.

11. Police Investigations and Criminal Proceedings

1. Certain forms of Sexual Harassment and/or Sexual Misconduct may constitute criminal offences.
2. The College is committed to supporting individuals who wish to report incidents of Sexual Harassment and/or Sexual Misconduct. This includes helping them understand their options and choosing the course of action that is most appropriate for them.
3. In most cases, it is the Reporting Party's decision whether to report an incident to the Police. However, in exceptional circumstances, such as where there are safeguarding concerns, a risk of harm to the Reporting Party or others, or a need to prevent further criminal activity, the College may decide to report the matter without the Reporting Party's consent. This decision will be based on a risk-assessment.
4. The College's disciplinary procedures are not a substitute for the criminal justice system. The College cannot determine whether a crime has been committed; it can only assess whether, on the balance of probabilities, a breach of its disciplinary procedures has occurred.
5. If a matter is referred to the Police, the College may put on hold any internal disciplinary proceedings until the criminal investigation or court process is complete. During this time, the College will take any necessary precautionary measures to protect the safety and wellbeing of students, staff, and the wider College community, in line with its disciplinary procedures.
6. Criminal investigations can be lengthy and complex and may be challenging for all parties involved. The College will offer support to all individuals affected through Student Welfare Officer and will assist them in accessing external support agencies as needed.
7. If a student or staff member is convicted of a criminal offence or accepts a Police caution for behaviour that falls under the definitions of Sexual Harassment and/or Sexual Misconduct in this Policy, the conviction or caution will be treated as evidence that the behaviour occurred. In such cases, the College will follow a streamlined disciplinary process to determine misconduct and apply appropriate sanctions. A full investigation will not be required, but a formal finding of misconduct under the relevant disciplinary procedure will still be necessary.
8. A decision by the Police or Crown Prosecution Service (or other law enforcement agency) not to pursue a case, or an acquittal at trial, does not prevent the College from acting under this Policy. The College's investigations are limited to determining whether a breach of its disciplinary procedures has occurred. The standard of proof applied is the 'balance of probabilities', not the criminal standard of 'beyond a reasonable doubt'. Therefore, disciplinary action may still be taken even if there is no criminal conviction, provided there is sufficient evidence of misconduct.

12. Confidentiality

1. The College will handle all Disclosures and Reports of Sexual Harassment and/or Sexual Misconduct with sensitivity and confidentiality. Information will be shared only on a need-to-know basis, and, where possible, with the Reporting Party's consent. Individuals will be informed about how their data will be stored and used.
2. In exceptional circumstances, such as safeguarding concerns, immediate danger, or the prevention of a crime, the College may need to share information without consent (e.g., with the Police or other relevant authorities). Any such disclosure will be necessary and proportionate and will include a clear explanation of what is being shared and why.
3. All parties involved in any process under this Policy are expected to maintain confidentiality. Unauthorised disclosure of information may be treated as misconduct under the appropriate disciplinary procedures.

4. The College will act in full compliance with relevant data protection regulations throughout all proceedings.

13. Support

1. The College is committed to providing support to the members of the College affected by Sexual Harassment and/or Sexual Misconduct, this includes a Reporting Party, Responding Party and any witnesses.
2. Staff members can seek advice on informally resolving issues (if appropriate) from their line manager.
3. Students can seek advice on informally resolving issues of Sexual Harassment and/or Sexual Misconduct from either their personal tutors or the Student Welfare Officer, Ms Elle Morris (Email: Danielle@iconcollege.ac.uk).
4. ICON College has established a partnership with the *Private Therapy Clinic* to provide access to professional counselling services. Through this arrangement, both staff and students are eligible to receive up to six hours of Cognitive Behavioural Therapy (CBT) sessions.

For more information or to access the service, please use the following contact details:

Website: <https://theprivatetherapyclinic.co.uk>

Email: info@privatetherapyclinic.com

Freephone: 0800 368 8098

Further details can be found in the *ICON College Student Counselling Service Brochure*.

As well as the internal support available at the College it is important to be aware of external agencies that can provide specialist advice and support.

Below is a list of organisations and support agencies that can provide support:

[Help after rape and sexual assault - NHS](#)

[Get help after rape or sexual assault | Rape Crisis England & Wales](#)

[Homepage - National Domestic Abuse Helpline](#)

[24/7 Rape and Sexual Abuse Support Line](#)

14. Review

The policy will be reviewed as and when necessary.