

Sexual Harassment Misconduct Policy

September 2025

Scope	All Staff and Students of UK Business College
OFS Condition	E2
Access:	Public

Version 1.0
Approved by the Board of Governors

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1. Introduction

Purpose of this policy

- 1.1 To outline the College's commitment to responding to incidents of sexual misconduct, harassment, hate incidents/hate crimes, bullying and discrimination within our community.
- 1.2 To raise awareness of sexual misconduct, harassment, hate incidents/hate crimes, bullying and discrimination in order to promote a fully inclusive culture to enable issues to be tackled appropriately if they occur.
- 1.3 To support the Colleges' compliance with the requirements of the Office for Students (OfS) relating to harassment and sexual misconduct (OfS registration condition E6).
- 1.4 To improve understanding across our community and to provide a supportive culture which encourages disclosure of incidents.
- 1.5 This policy aims to ensure that all parties are treated with dignity and respect and provided with access to support.
- 1.6 Students' attention should be drawn to Appendix 1 of this policy which sets out guidance and internal and external support services which may be of assistance.
- 1.7 The College will take appropriate steps to deal with behaviour that results in a breach of this policy.
- 1.8 This policy will be reviewed on an annual basis.

2. Scope

- 2.1 The policy applies to behaviour and conduct by registered students wherever and whenever it may have taken place when it is considered by the College to be detrimental to:
 - 2.1.1. any other member of the College community; and/or
 - 2.1.2. College property; and/or
 - 2.1.3. the interests and reputation of the College itself.
- 2.2 This includes behaviour arising at any time when the student may be regarded as representing the College as an individual or as part of a team or group and when the student is at a location away from the College e.g. as part of their study or following an arrangement made through the UKBC College.

2.3 The policy applies equally to students from partner institutions whilst on College premises.

2.4 The College also appreciates and recognises that any student studying at a partner institution may make disclosures to the College which fall within the scope of this policy. Where this happens, the College and the partner institution will together consider carefully how best to respond to the disclosure to ensure appropriate support and investigative processes are put in place as necessary.

2.5 The policy does not preclude individuals from seeking recourse through criminal or civil proceedings. Any judgements reached as part of an investigation into matters covered by this Policy do not constitute a legal ruling on whether criminal activity has taken place, which can only be made by the courts.

2.6 The policy applies equally to all students regardless of any protected characteristics.

2.7 It should be noted that incidents of harassment, bullying, discrimination, hate incidents/hate crimes and sexual misconduct are not limited to incidents taking place in person. The policy includes incidents taking place through any medium, including online, by email and/or any form of social media. Use of College systems in this way will contravene the College's Policy for Acceptable Use of Email, Internet and Cloud Facilities. Students' attention is also drawn to the College's Acceptable use of IT Policy and Guidelines.

2.8 Whilst this policy does not apply specifically to staff, the College wishes to make clear that it does not tolerate any cases of staff being bullied, harassed, discriminated against or subjected to any form of sexual misconduct or hate incidents/hate crimes. Staff are referred to the Staff Bullying and Harassment Policy for further information and should contact their line manager if they wish to make a disclosure or need assistance. In particular, staff are reminded of the need to maintain appropriate professional relationships with students as set out in the Personal Relationships Policy. This **bans personal relationships between staff and students**, except for pre-existing relationships which must be declared and any conflict of interest managed.

2.2. Where a student is also an employee of the College, this policy will apply to any allegations against them which relate to their status as a student. Allegations relating to their employment will be dealt with under the appropriate HR Departmental processes.

2.3. The College expects its partner institutions and placement providers to have appropriate processes in place for dealing with any disclosure of harassment, bullying, hate

incidents/hate crimes, discrimination and/or sexual misconduct, which should be consistent with this policy. Any student making a disclosure or against whom a disclosure is made will be supported appropriately by both the partner institution and the College as required.

3. Timeline

3.1. The College normally expects allegations of sexual misconduct, bullying, hate incidents/hate crimes, harassment and/or discrimination to be disclosed within 3 months of the incident taking place to allow for the most effective investigation to take place. However, the College recognises that there may be circumstances where it may take longer for a student to disclose an incident. Where a disclosure is received more than 3 months from the date the incident is alleged to have taken place, the disclosure will be taken seriously and where possible, reasonable attempts will be made to obtain relevant information to determine the appropriate response, where information is still held.

3.2. Where disclosures are made which fall within the scope of this policy, they will be dealt with in a timely manner. Where it may be necessary for matters to be referred to the College's Student Disciplinary Procedure, the timescales set out therein will apply as far as it is reasonable and possible to do so.

4. Definitions

4.1. "**Bullying**" may be characterised as offensive, intimidating, persistent malicious or insulting behaviour, including an abuse of power to undermine, humiliate or injure the recipient. Power does not always mean being in a position of authority but can include both personal strength and the power to coerce through fear or intimidation.

4.2. "**Discrimination**" occurs when a person is treated less favourably for a reason related to a protected characteristic.

4.3. "**Harassment**" has the meaning given in section 26 of the Equality Act 2010 and section 1 of the Protection from Harassment Act 1997 (interpreted in accordance with section 7 of that Act).

For the purposes of the Equality Act, harassment is unwanted conduct related to a relevant protected characteristic which has the purpose or effect of violating an individual's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment. This includes harassment by association or perception. Under the Equality Act, the relevant protected characteristics are age, disability, gender reassignment, race, religion or belief, sex and sexual orientation.

- For the purposes of the Protection from Harassment Act, harassment is a course of conduct conducted on at least two occasions that harasses one other person, or a course of conduct that harasses two or more persons at least once each. References to harassing a person include alarming the person or causing the person distress.

The definitions of '**harassment**' in section 26 of the Equality Act 2010 and section 1 of the Protection from Harassment Act 1997 include 'objective' and 'reasonableness' tests:

- In the context of section 26 of the Equality Act 2010, in deciding whether conduct has the effect of violating a person's dignity, or creating an intimidating, hostile, degrading, humiliating or offensive environment towards that person, it is necessary to take into account: the perception of the person who is 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.
- In the context of section 1 of the Protection from Harassment Act 1997, harassment is committed only if the person knows the conduct amounts to harassment of the other, or a reasonable person in possession of the same information would think the course of conduct amounted to harassment of the other person.

4.4. "**Hate incidents/hate crimes**" refers to acts of violence or hostility directed at people because of who they are or who someone thinks they are. Hate incidents/crimes are motivated by hostility or prejudice based on disability, race, religion, sexual orientation, and/or transgender identity. They can be an incident against a person or against property, and include materials posted online. 4.5. "Sexual Misconduct" relates to any unwanted or attempted unwanted conduct of a sexual nature. This includes, but is not limited to:

4.5.1. Sexual harassment as defined by Section 26(2) Equality Act 2010.

4.5.2. Assault as defined by the Sexual Offences Act 2003, including sexual assault and assault by penetration.

4.5.3. Rape as defined by the Sexual Offences Act 2003.

4.5.4. Less favourable treatment for rejecting or submitting to unwanted conduct of a sexual nature as defined by Section 26(3) of the Equality Act 2010.

4.5.5. Sharing or threatening to share intimate photographs or films of an individual without their consent as defined by the Sexual Offences Act 2003 (as amended by the

Online Safety Act 2023).

4.5.6. Domestic violence and abuse (an incident or pattern of incidents of controlling, coercive, threatening, degrading and/or violent behaviour, including sexual violence, in the majority of cases by a partner or ex-partner, but could also be by a family member or career).

4.6. “**Victimisation**” occurs when a person is treated less favorably because they have asserted their rights to raise a complaint under this policy. This also applies to those who have acted as witnesses or

supporters of individuals who have complained of harassment, bullying, hate incidents/hate crimes and/or sexual misconduct.

4.7 Consent refers to the voluntary agreement to engage in a specific activity. It requires the person to have both the capacity and the freedom to make that choice, without any form of coercion, pressure, manipulation, or impairment.

4.8 Capacity to consent refers to a person’s ability to understand the nature and consequences of the activity they are agreeing to. A person lacks capacity to consent if they are:

- Under the influence of drugs or alcohol;
- Asleep or unconscious;
- Below the age of consent; or
- Experiencing cognitive impairments that affect their ability to make informed decisions.

4.9 Freedom to consent refers to a person’s ability to make a voluntary choice without being subjected to pressure, manipulation, intimidation, coercion, or fear of consequences. The person must feel free to say ‘yes’, ‘no’, or to change their mind at any time without facing threats or retaliation.

4.10 Complicity refers to the act of knowingly ignoring, enabling, or failing to take appropriate action against the sexually harassing behaviours of another individual. This includes bystanders, supervisors, or colleagues who contribute to an environment where harassment is tolerated or unchallenged through their inaction.

5. How to Raise a Concern

5.1 The College recognises that individuals have the right to choose how they wish to address a concern. Deciding to pursue resolution does not prevent the matter from being formally reported in the future.

5.2 Individuals are encouraged to formally report incidents of sexual harassment and misconduct as soon as reasonably practicable, even if they were not the direct target of the behaviour (See Appendix A). Anyone who has experienced or witnessed conduct that breaches this policy can disclose information either in person or via email using the following channels:

- Students can contact a member of staff to disclose information and, if desired, fill out a formal report (see Appendix A). Please note that simply disclosing information does not initiate a formal investigation, unlike a written report. Staff at UKBC are trained and committed to making you feel safe and secure at your respective campus, and different options can be discussed to determine how you wish to proceed with a disclosure (see Appendix B).
- Students can also directly contact their respective Student Support Teams.

Contact details are available on the UKBC Website [Student Support - UK Business College](#)

- Students should also refer to the processes outlined in their respective awarding body's *Student Complaints Policy and Procedures, and Student Code of Conduct and Disciplinary Procedures*.

- Staff should contact their Line Managers, or the College's HR department at HR@ukbusinesscollege.org

- Staff should also refer to the grievance procedures outlined in Employee Handbook.

6. Support for Those Affected

6.1. Support will be offered by the College to individuals confidentially and with their consent, regardless of whether a formal complaint is submitted.

This may include:

- Academic or workplace adjustments;
- Mental health and wellbeing support;
- Signposting to relevant specialist services;
- Ongoing pastoral check-ins

6.3. A full list of internal and external support services is included under Annex 2.

7. Risk Assessment

7.1. A risk assessment will be undertaken by the Campus Student Support Team within 48 hours of receiving any reports of sexual harassment or misconduct to determine if immediate actions need to be implemented ahead of the investigation process, depending on the nature of the complaint or allegation outlined in the report.

7.2. The implementation of any temporary measures will be considered in line with the College's Fitness to Study Policy, and will be put in place to protect individuals while matters that may constitute a breach of this policy are being dealt with.

7.3. The will inform the concerned parties in writing of the measures following the risk assessment, as well as the time period for which they will apply (see Appendix C).

8. Investigation into Complaints or Allegations

8.1. Breaches of this policy will be investigated in accordance with the procedures set out in this policy, the Employee Handbook for staff, and the Student Code of Conduct and Disciplinary Procedures for students.

8.2. All parties involved in an investigation will be treated fairly and with dignity in accordance with the Equality, Diversity, and Inclusion Policy. The matter will remain confidential throughout the course of the investigation. Proven breaches of this policy may result in disciplinary action, which could include dismissal, expulsion, or termination of contracts for third parties.

8.3. The College also recognises that making a malicious or false complaint against a person may constitute a form of harassment or bullying. Such cases will be addressed in accordance with the Prevention of Bullying, Harassment, and Sexual Misconduct Policy.

8.4. Upon receiving a report, an appointed investigating officer within the relevant campus Student Support team will review the information provided, and will contact the person making the report within 5 working days to assure confidentiality, discuss support channels available, gather evidence and information, and outline potential next steps.

8.5. Within 10 working days of receiving the report, the Investigating Officer will arrange meetings with all relevant parties separately to discuss the nature of the complaint or allegation in detail. Relevant parties include the complainant, the respondent, and any witnesses. The complainant should understand what information will be shared with the respondent prior to the Investigating Officer's meeting with the respondent.

8.6. A report will then be produced outlining the Investigating Officer's findings and recommended next steps, which will subsequently be released to both the complainant and the respondent. Any notes taken by the Investigating Officer during individual meetings with relevant parties will not be released to said parties with the final report.

8.7. Should a decision be made to proceed with the College's disciplinary process, any further actions will be undertaken in line with the Student Code of Conduct and Disciplinary Procedures.

8.8. The Investigating Officer will be required to provide regular updates and keep all parties informed throughout the investigation process, particularly in the event of any delays.

8.9. UKBC will endeavour to complete investigations into reported incidents of sexual harassment and misconduct within 20 working days. However, this timeline may vary depending on factors such as police involvement, witness or evidence availability, and the

overall complexity of the case.

9. Police Investigation and Legal Proceedings

9.1. If the person who has disclosed an incident has made an independent report to the police, they may still choose to make a formal complaint to UKBC.

9.2. However, UKBC does not have the legal investigatory powers of the police and cannot make determinations regarding criminal guilt. Any disciplinary action undertaken by the College is based on a breach of the College's Sexual Harassment and Misconduct Policy, and is not a substitute for a police investigation or a criminal prosecution.

9.3. The initiation or conclusion of legal proceedings does not preclude the College from pursuing its own disciplinary process, should it be deemed appropriate or necessary. Additionally, if the police are unable or unwilling to proceed, this does not preclude the College from taking its own action under institutional policy.

10. Intimate Personal Relationships Between Staff and Students

10.1. UKBC recognises that staff and students have a right to private lives and values positive social interaction within the College community. However, to protect the integrity of the learning environment and uphold professional boundaries, personal or intimate relationships between staff and students are strictly prohibited.

10.2. Any existing personal or intimate relationships that began prior to 1st August 2025 must be disclosed to the College (see Appendix D). This allows College to assess and manage any potential or actual conflicts of interest and ensure appropriate safeguards are in place.

10.3. For further information on College's procedures and safeguards to prevent abuses of power and sexual misconduct, please refer to the Personal Relationships at Work Policy.

11. Training for Staff and Students

11.1. All staff members at UKBC are required to undertake mandatory training to understand what constitutes sexual harassment and misconduct, the concepts of capacity and freedom to consent, complicit behaviour, and the appropriate actions to take if a student discloses a complaint or allegation to them.

11.2. Further guidance for staff on how to provide appropriate support and handle cases of sexual assault is included under Annex 1.

11.3. Training sessions are also mandatory for the College's Designated Safeguarding Lead and Officers, as well as members of the Student Union, to ensure their understanding of sexual

harassment and misconduct.

11.4. Additionally, the College requires all newly enrolled and returning students to undergo training during their induction period to raise awareness to issues of sexual harassment and misconduct, and to ensure that they are aware of the support that is available to them.

12. Confidentiality and data protection

12.1 Ensuring confidentiality is a key principle in creating a culture where those affected feel safe to make a disclosure.

12.2 The College will take all reasonable steps to protect the confidentiality and privacy of those who make a disclosure falling within the scope of this policy, in accordance with the GDPR compliance. However, there may be circumstances where the College is required to share information internally or with other agencies in order to protect an individual at risk.

12.3 The College may be required to break confidentiality and share information internally or with external agencies if:

- the person is a child or young person under 18 who has experienced, or is at risk of, significant harm; or
- information is provided about a child or young person under 18 who has experienced, or is at risk of, significant harm; or
- that person is an adult at risk as set out in the College's Safeguarding Policy who has experienced, or is at risk of, significant harm; or
- information is provided about a person who may be an adult at risk who has experienced, or is at risk of, significant harm; or
- if it is believed that there is a risk of significant harm occurring to any individual; or
- it is believed that there is a risk to the public or students or staff; or
- the disclosure is otherwise required by law or in accordance with the College's duties and obligations under data protection law.

13. Freedom of Speech and Academic Freedom

13.1 UKBC is committed to addressing sexual misconduct while simultaneously upholding the principles of freedom of speech and academic freedom. The College recognises that, in an educational context, students may encounter ideas, materials, or discussions that they find challenging or uncomfortable, but which do not constitute harassment or sexual misconduct.

13.2 UKBC supports the open exchange of ideas, even where those ideas may be controversial or provoke disagreement. Academic freedom includes the right of staff and students to explore,

debate, and teach within their disciplines without fear of censorship or institutional discipline, provided such activities are conducted respectfully and in line with the Colleges' values.

13.3 Freedom of speech and academic freedom do not protect speech or conduct that amounts to unlawful harassment, discrimination, or sexual misconduct. The College distinguishes between protected academic expression and behaviours that violate the dignity or safety of others.

13.4 In applying this policy, the College will take care to ensure that efforts to address sexual misconduct do not inadvertently suppress legitimate academic discussion or free expression. Likewise, the right to free speech does not override the duty to foster a safe and inclusive learning environment.

14. Related Policies

- Safeguarding Policy
- Prevention of Bullying, Harassment, and Sexual Misconduct Policy
- Personal Relationships at Work Policy
- Student Complaints Policy and Procedures
- Student Code of Conduct and Disciplinary Procedures Policy

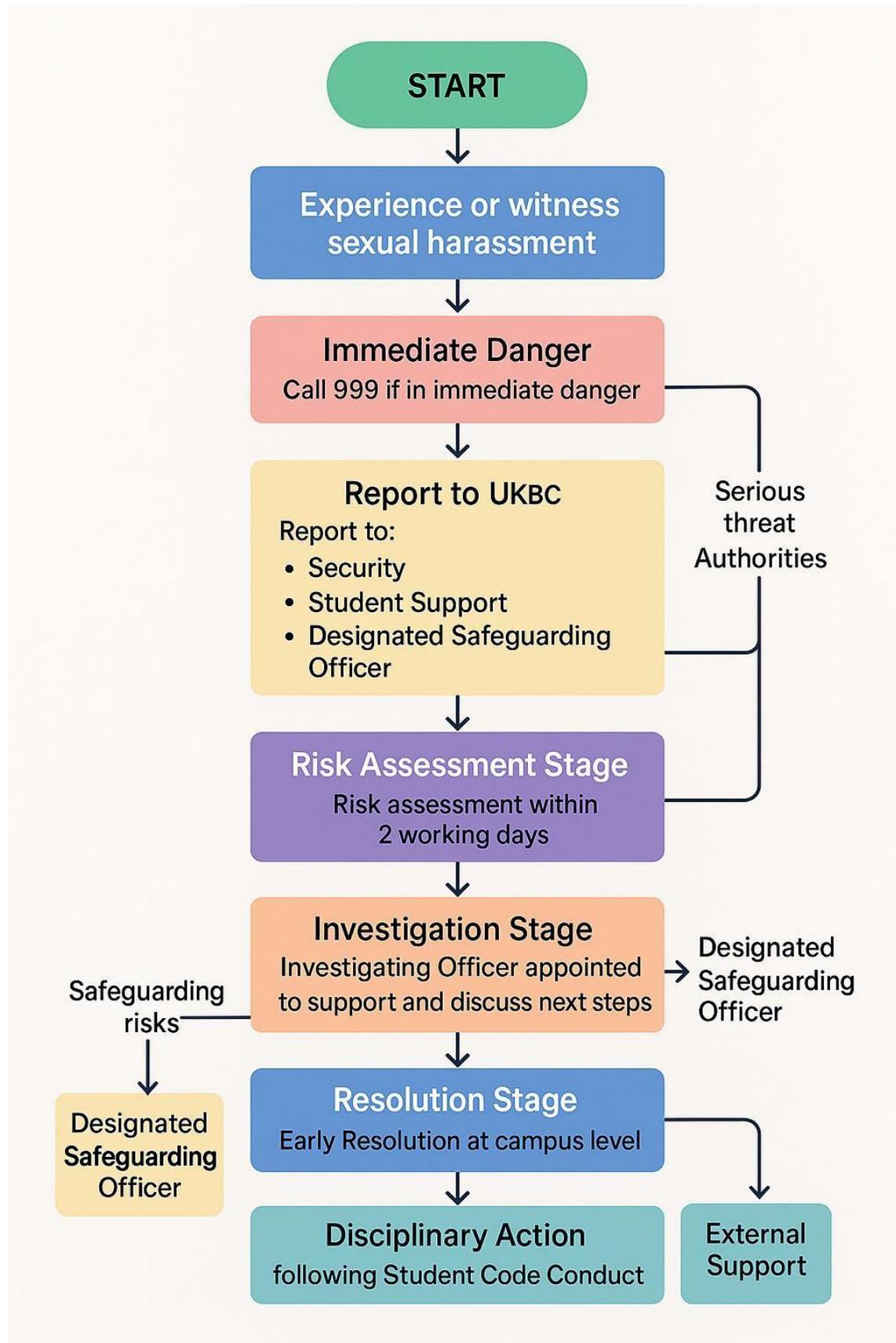
Appendix A – Sexual Harassment and Misconduct Reporting Template

(Sexual Harassment and Misconduct Report (to be emailed to the Campus Student Support Team))

Name of Person Completing Report			
Awarding Body/Programme/Level			
Location (Campus Name/Head Office)			
Email		Telephone	
Name/s of Person/s Affected			
Address			
Location (Campus Name/Head Office)			
Email		Telephone	
Incident to report			
<i>Briefly describe the circumstances of the incident:</i>			
Date of Incident			
Time of Incident			
Location of Incident			
Name/s of Potential Witness			
Address			
Email		Telephone	

Date Completed		Date Referred to Campus Student Support Team	
Signature			

Appendix B – Reporting Diagram



Appendix C – Risk Assessment Form Template

This form must be completed by a member of Student Support during the Risk Assessment to determine whether any temporary measures need to be implemented. Any considerations should, if necessary, be made accordance with the College’s Fitness to Study Policy.

Score System:

Score	Likelihood of Risk to Occur
1	Highly Unlikely
2	Unlikely
3	Possible
4	Likely
5	Highly Likely

Overall Score	Risk Category
6 – 13	Low
14 – 21	Medium
22 – 30	High

Name of Respondent			
Awarding Body/Programme/Level			
Location (Campus Name/Head Office)			
Email		Telephone	
Name of Person Completing Risk Assessment			
Role/Job Title			
Date of Risk Assessment			

Overall Risk Assessment:

Element	Likelihood					Comments
	1	2	3	4	5	
	Highly Unlikely	Unlikely	Possible	Likely	Highly Likely	
<i>Risk to self</i>						
<i>Risk to other students</i>						
<i>Risk to staff</i>						

<i>Risk to completion of studies</i>						
<i>Risk to placement/external activities</i>						
<i>Risk to school property</i>						
				Overall Score		

Additional notes/comments	
<p><i>Please include any recommendations for temporary measures and the suggested time period for which they should apply.</i></p>	
Signature	Date

Appendix D – Disclosure of Personal Relationship Report Template

Your Details:	
Name:	
Dept:	
Job Role:	
Location:	
Other Party's Details:	
Name:	
Are they an existing member of UKBC staff?	
Job Role (staff)	
Location:	
Nature of Relationship: (Please state whether the relationship is of a close personal nature i.e., friend or relative or an intimate/romantic relationship)	

If declared an intimate/romantic relationship, when did it start (month/year)	
<p>Declaration:</p> <p>I understand the following:</p> <ol style="list-style-type: none"> 1. It may be necessary for permanent or temporary adjustments to be made to any supervisory arrangements or other conditions to remove any real or perceived conflict of interest arising from the relationship. 2. This information will be stored securely and managed in accordance with data protection legislation 3. I have read and understood the Personal Relationships at Work policy 	
<p>Signed:</p> <p>(Print Name):</p>	<p>Date:</p>

Annex 1 – Guidance for staff on handling disclosures of sexual assault or sexual violence

If a disclosure of sexual harassment, misconduct, or abuse is made to you:

DO:	DON'T:
Stay calm.	Panic.
Act on the disclosure promptly.	Delay.
Recognise your own feelings, but keep them to yourself.	Express shock or embarrassment or other opinions about what you are told.
Use language that they can understand.	

<p>Reassure them that:</p> <ul style="list-style-type: none"> • He/she has done the right thing in telling you, • He/she is not to blame, • You believe he/she is telling the truth. 	<ul style="list-style-type: none"> • Probe for more information, • Use leading questions.
<p>Ask open questions, e.g. “what happened?”</p>	<p>Ask presumptive questions, e.g. “did Charlie do this?”</p>
<p>Listen carefully.</p>	<p>Make them repeat the story.</p>
<p>Record what they are saying and keep this set of notes. If you do not have writing materials to hand, do this immediately after you have finished talking.</p>	
<p>Explain what you will do next (i.e. contact your line manager and refer the report to the Campus Student Support Team) in a way that is appropriate to their age and emotional state.</p>	<p>Promise confidentiality to them.</p>
<p>Contact your line manager and report to the Campus Student Support Team.</p>	<p>Approach the person against whom the allegation has been made or discuss the disclosure with anyone other than the Campus Student Support Team and other relevant personnel.</p>
<p>Seek advice and support for yourself (see External Guidance Support Service links below).</p>	

Annex 2. Internal and External Guidance Support Services

(Local Support Services in Leicester & Surrounding Areas)

Internal Services

Name of the Service	Type of the service	Contact Details/Links
UKBC Student Support	Services are here to provide advice, guidance, and practical help in any area where you may be facing challenges or simply need reassurance.	<p>Student Support Team Lead Ammaara Kagzi Email: Ammaara.kagzi@ukbusinesscollege.org Ext:855</p> <p>Student Support Officer</p> <p>Sophie Masters Email: Sophie.masters@ukbusinesscollege.org Ext:876</p> <p>Visit us in person: Student Support Office, 3rd Floor Email: student.support@ukbusinesscollege.org</p>
UKBC Designated Safeguarding and Prevent Lead	Receiving and managing concerns, Risk assessment and immediate action, Referrals to external agencies, Support for affected individuals, Prevent Duty Responsibilities	<p>Natalia Debek natalia.debek@ukbusinesscollege.org</p>
Designated Safeguarding Officers	Risk assessment and immediate action, Receiving and managing concerns, Protect the welfare and well-being of learners, staff, and visitors, Listen to and record safeguarding concerns from students, staff, or parents.	<p>Male DSO Segun Ojarotade segun.ojarotade@ukbusinesscollege.org</p> <p>Mr Ammar Qamar ammar.qamar@ukbusinesscollege.org</p> <p>Female DSO Maria Michail Maria.Michail@ukbusinesscollege.org</p> <p>Sophie Master sophie.masters@ukbusinesscollege.org</p>

External Services

- [Juniper Lodge \(Sexual Assault Referral Centre\)](#) offers discrete medical, emotional, and practical support to anyone that has been subject to sexual assault **0116 273 3330**.
- [Jasmine House](#) free and confidential services following any form of sexual violence either recently or in the past **0116 255 5962**.
- [First Step](#) supporting male rape and sexual abuse survivors & their supporters living in Leicester, Leicestershire and Rutland **0116 254 8535**
- [Survivors UK](#) offers a helpline and online advice for male survivors of sexual assault and rape **0203 5983 898**
- [Quetzal Project](#) supporting women recovering from the trauma of childhood abuse **0333 101 4280**
- For further information, self-help tools and to find support outside of Leicestershire please visit the [Rape Crisis](#) website **0808 802 9999**
- [National Domestic Violence Helpline](#) Freephone, 24-hour National Domestic Violence Abuse Helpline **0808 2000 247**
- [Freeva](#) sexual and domestic violence services across Leicester, Leicestershire and Rutland **0808 80 200 28**
- [Women's Aid Leicestershire](#) supporting women and children fleeing domestic and sexual abuse **0808 2000 247**
- [Mankind](#) a confidential helpline for all men across the UK suffering from domestic violence or abuse **01823 334 244**
- [Galop](#) emotional and practical support for LGBT+ people experiencing domestic abuse **0800 999 5428**
- [Respect UK](#) supporting victims and perpetrators of domestic violence **0808 8024040**
- [National Stalking Helpline](#)- Freephone, helpline open 09:30 - 16:00 weekdays, except for Wednesday when it is open 13:00 to 16:00. The Helpline is not open on bank holidays. Helpline **0808 802 0300**
- [Paladin](#)- The National Stalking Advocacy Service provides trauma informed support, advice and advocacy to high risk victims of stalking. Call: **0203 866 4107** 9am-3pm Monday-Friday except Wednesday's when the line is open 10am-5pm
- [Free from Fear Project](#)- A local project within Leicester/shire supporting victims of stalking by providing emotional and practical support. You can refer into this service by calling: **07966 391 823** or by emailing stalking@wallaction.org.uk
- [Karma Nirvana](#) supporting victims of Honour Based Abuse and Forced Marriage **0800 5999 247**
- [The Halo Project](#) is a charity supporting victims of honour-based abuse, forced marriage and Female Genital Mutilation (FGM). Call: **01642 683 045** 9am-5pm Monday-Friday
- [Zinthyia Trust](#) working to alleviate abuse and poverty **0116 254 5168**
- [Trade Sexual Health](#) a health and sexual health charity, providing free, confidential health advice, information, services and support for lesbian, gay, bisexual and trans (LGB&T) communities of Leicester, Leicestershire and Rutland **0116 254 1747**
- [Leicester LGBT Centre](#) supporting lesbian, gay, bisexual and transgender people in

Leicester, Leicestershire and Rutland **0116 254 7412**

- [The New Futures Project](#) supporting anyone involved in or at risk of exploitation through prostitution **0116 251 0803**
- [Victim Support](#) supporting people affected by crime or traumatic events **0808 16 89 111**
- [Victim First](#) supporting victims through their journey of recovery in Leicestershire **0800 953 9595**

- The Black, African and Asian Therapy Network: <https://www.baatn.org.uk/free-services>
- [Qwell](#)- Online support service offering online support as well as 1-1 chat based counselling with a qualified counsellor. Counsellors are available from 12noon to 10pm on weekdays and 6pm to 10pm at weekends, every day of the year on a drop in basis. No referral is required- please visit their website to register.
- [Togetherall](#)- a free online mental health support community, available 24/7. Access a variety of courses and resources to help manage mental health. The platform is ran by trained professionals and allows users to share anonymously and receive support from others. No referral required- please visit their website to register.
- [National Bullying Helpline](#) offer practical help and support to anyone experiencing bullying **0845 22 55 787**
- [NHS Mental Health Support](#)- If you are in need of urgent NHS Mental Health Support you should call the 24-hour Central Access Point on **0808 800 3302**. If it's a life-threatening emergency please call 999 and ask for an ambulance.

Document Information	
Document Title:	Harassment and Sexual Misconduct Policy
Version:	1.0
Date:	July 2025
Previous Version/Date:	---
Next Review:	September 2026
Approve By:	Board of Governors
Owners:	CEO