



Sexual Harassment Statement – January 2025

This statement outlines the Trust's commitment to meeting new legal obligations and continuing to foster a supportive and safe environment for all employees, workers, volunteers, contractors and visitors. We expect all members of Anglian Learning to observe this statement.

At Anglian Learning, we continue to be committed to fostering a workplace where all employees and workers, volunteers, contractors and visitors feel safe, respected, and valued. We feel strongly that all members of the Anglian Learning community have the right to be treated with dignity and respect and have the assurances that the Trust takes a zero-tolerance approach to any behaviour that falls short of this.

Recent changes to UK legislation on sexual harassment have highlighted the importance of taking proactive steps in preventing harassment and ensuring accountability in our workplace. Whilst the Trust has existing processes and procedures in place for swiftly addressing concerns if they arose, we recognise there is more that we can do.

As an organisation, we acknowledge the significant impact of sexual harassment on individuals and are fully committed to complying with the new legal requirements. Evidence of our commitment includes:

- 1. Zero-Tolerance Policy:** We have always taken a zero-tolerance approach to bullying and all forms of harassment. To further strengthen this, we will be launching a specific sexual harassment policy which will apply to all employees, workers, volunteers, contractors, and visitors we engage with. The policy will supplement our existing Bullying & Harassment Policy and is due to be launched in the 2024/25 academic year.
- 2. Enhanced Training:** We have enhanced our training programmes to ensure all employees and workers complete sexual harassment awareness training from the 2025/26 academic year onwards. This ensures employees and workers are aware of their rights, are equipped with the skills to identify problematic behaviour and are aware of the resources available to them. Ad hoc training will be provided on a case-by-case basis prior to the roll-out of the mandatory training.
- 3. Clear Reporting Mechanisms:** We continue to encourage an open and safe environment for reporting harassment. We have a number of reporting options available to ensure that we cater for as many preferences as reasonably possible. Furthermore, we routinely review our reporting options taking into account feedback from Trust members e.g. feedback through staff surveys and exit interviews. All complaints are, and will, continue to be taken seriously, investigated promptly, and acted upon in accordance with employment legislation.
- 4. Support for Affected Individuals:** For those who experience harassment we already offer, and will continue to offer, support via our Employee Assistance Programme. This confidential service is available to all employees and includes access to an accredited counselling service amongst other services. Further guidance will be shared with key school and central departmental contacts to ensure they can confidently signpost members of the Anglian Learning community to external support services.
- 5. Regular Review:** We will regularly review our policies, procedures, and culture to ensure they align with the Trust's values, evolving legislation and best practices.
- 6. Risk Assessment:** Ahead of the new policy being introduced a Trust-wide risk assessment will be undertaken.