

# Policy integration guide

## About this guide

School policies should communicate the school's strong commitment to tackling sexism – including sexual harassment. They should also provide clear guidance for the school community on how sexism should be addressed.

This guide identifies the key policies that should explicitly address the school's approach to combating sexism - including sexual harassment, gender stereotyping and sexist language.

## School policies

### Behaviour policy

- Include a statement on the school's zero-tolerance approach to sexual harassment.

### Anti-bullying policy

- Explicitly identify sexism as one of the forms of prohibited, bullying behaviour.
- Explicitly identify sexual harassment as prohibited behaviour and include a definition of it.
- Set out the reporting mechanisms and sanctions for sexist bullying and sexual harassment.
- Include a strategy for making all staff, students and parents aware of this policy.

**Definition of sexual harassment:** Sexual harassment is unwanted conduct of a sexual nature which has the purpose or effect of violating a person's dignity, or creating an intimidating, hostile, degrading, humiliating or offensive environment for them.

Further information:

- The Equality Act 2010 <http://www.legislation.gov.uk/ukpga/2010/15/section/26>
- The Equality and Human Rights Commission

<https://www.equalityhumanrights.com/en/advice-and-guidance/sex-discrimination>

**Definition of sexism:** "Prejudice, stereotyping, or discrimination, typically against women, on the basis of sex."<sup>1</sup> Common manifestations of sexism in schools include sexist language, gender stereotyping and sexual harassment.

Further information:

- "It's just everywhere": a study on sexism in schools and how we tackle it, UK Feminista and National Education Union, 2017. Available to download: <http://ukfeminista.org.uk/news/research/>

<sup>1</sup> <https://en.oxforddictionaries.com/definition/sexism>

## Equal opportunities policy

- Identify sex as one of the protected characteristics under the Equality Act 2010 and acknowledge the school's related legal responsibilities - including the requirement to have due regard to the need to eliminate the discrimination and harassment of girls.

**Useful resource:** 'Legal obligations on schools to prevent and respond to sexual harassment and violence against girls', End Violence Against Women coalition, 2016

<http://www.endviolenceagainstwomen.org.uk/wp-content/uploads/All-Day-Every-Day-Sexual-violence-in-schools-legal-briefing-Sept-2016.pdf>

## Child protection policy

- Specifically reference Violence Against Women and Girls (VAWG) as a safeguarding issue.

**Useful resource:** 'Ending Violence Against Women and Girls: A Guide for Schools', End Violence Against Women coalition:

<http://www.endviolenceagainstwomen.org.uk/wp-content/uploads/EVAW-Coalition-Schools-Guide.pdf>

## E-safety policies

- E-safety policies should include details of how online platforms can be used to facilitate sexual harassment and procedural guidance on how to address this.