

# FAQs: OfS Condition E6 – Harassment and Sexual Misconduct

## 1. What is OfS Condition E6?

Condition E6 is a regulatory requirement from the Office for Students (OfS) that obligates higher education providers to take all reasonable steps to prevent and respond to incidents of harassment and sexual misconduct. This includes having effective policies, clear reporting mechanisms, appropriate support, and accountability processes.

## 2. Who does this condition apply to?

Condition E6 applies to **all students and staff** at Christ the Redeemer College (CRC), as well as **contractors, visitors, and volunteers** involved in college-related activities both on and off campus, including online environments.

## 3. What types of behaviour fall under this policy?

This includes (but is not limited to):

- Sexual harassment or unwanted sexual behaviour
- Sexual assault, rape, or coercion
- Online harassment or image-based abuse
- Stalking or intimidation
- Abuse of power in staff-student relationships

## 4. How can I report harassment or sexual misconduct?

You can report incidents in several ways Via the College's **online reporting tool** or complaints procedure on the Report + Support Portal:

- To a **designated safeguarding lead**
- To a **Student Support Advisor**
- To **Human Resources** (for staff)
- Through a **senior staff member**

Reports may be made **anonymously**, but doing so may limit the ability to investigate.

## 5. Will my report be kept confidential?

Yes. All reports will be investigated and handled sensitively and confidentially. Only those directly involved in addressing the issue will be informed, and your **privacy will be protected** at all times.

## **6. What support is available for those affected?**

Support is available from:

- The **Student Support Services Team**
- Referrals to **external support services** (e.g., Rape Crisis, Victim Support)
- Academic adjustments will be provided if needed

## **7. What happens after I make a report?**

Once a report is received:

- It is **risk assessed**
- An **investigation** will be launched
- **Support measures** are offered to those involved
- Disciplinary or safeguarding action may be taken as appropriate

## **8. Can staff–student relationships be reported under this policy?**

Yes. Where there is a **real or perceived imbalance of power**, such relationships must be declared to ensure transparency and protection for all parties. Undisclosed relationships may be considered a breach of policy.

## **9. What is the College doing to prevent harassment?**

CRC is committed to:

- Providing **training and awareness** to staff and students
- Promoting a **culture of respect and inclusion**
- Ensuring **policies are clear and accessible**
- Monitoring and reviewing its practices in line with **OfS requirements**

## **10. Where can I find more information?**

You can access:

- The **Sexual Harassment Policy**
- The **Staff–Student Relationship Policy**

- Reporting tools and support contacts

All available on the **Single Source of Information Portal - Report + Support**

### **11. What if I'm not sure whether something counts as harassment or misconduct?**

If you're unsure, it's still best to **speak with a safeguarding officer, an advisor or a member of HR**. They can offer guidance without requiring you to make a formal report. Trust your instincts—if something feels wrong or uncomfortable, it's valid to raise it.

### **12. Can I make a report if I witnessed something but wasn't directly involved?**

Yes. **Bystander reports** are encouraged. Witnesses can play a vital role in ensuring issues are addressed and others are protected.

### **13. What if the harassment happened off-campus or online?**

The policy applies to **all college-related activities**, regardless of location. This includes incidents that occur:

- Off-site (e.g., placements, field trips)
- Online (e.g., social media, email, or messaging apps)

### **14. What protection are there against false accusations?**

The College handles **all complaints seriously** and investigates **impartially**. Making a deliberately false or malicious allegation is itself a breach of conduct and may result in disciplinary action. However, reporting in good faith—even if not proven—is always protected.

### **15. What if the alleged perpetrator is not a student or staff member?**

You can still report the incident. The College may not have disciplinary control over third parties, but it can still provide support and take **protective or legal steps**, including working with external authorities.

### **16. Do I have to go through a formal investigation?**

Not necessarily. Some cases can be addressed through **informal resolution or support interventions**, if appropriate. You'll be consulted on options before any investigation begins.

### **17. Can I bring someone with me when I report or during meetings?**

Yes. You may bring a **support person**, such as a trusted friend, chaplain, or member of Student Support Services, to any meeting or investigation interview.

### **18. Will making a report affect my studies or academic standing?**

No. Your **academic status will not be affected** for making a report. In fact, support may be offered to help you manage any impact on studies (e.g., deadline extensions, class adjustments).

**19. Is training available for students and staff on these issues?**

Yes. CRC offers **mandatory safeguarding and misconduct awareness training** for staff and **student-facing guidance** during induction and throughout the year. Ongoing additional workshops are also available to staff and students.

**20. How does the College ensure compliance with OfS Condition E6?**

Compliance is ensured through:

- Regular **policy reviews and updates**
- **Data monitoring** of reported cases and outcomes
- **Annual reporting** to the governing body
- **Staff training and auditing** of safeguarding procedures