



# Bamboo Grove

## Training Centre

for continuous growth

# Sexual Violence, Sexual Harassment and Sexual Bullying Policy

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## **Sexual Violence, Sexual Harassment and Sexual Bullying**

### **Policy**

#### **Purpose**

The purpose of this policy is to promote a culture where sexual violence, harassment and bullying are acknowledged to be unacceptable and are not tolerated. It applies to all staff (whether temporary, sessional or full time), contractors and visitors and sets out our commitment, processes and activities in keeping people safe from harm, recognising signs of sexual violence, harassment and bullying and how to report concerns and disclosures.

#### **Forward**

This policy and its accompanying procedures are written in recognition that sexual violence, sexual harassment, and/or sexual misconduct / bullying can and does happen at Bamboo Grove Training Centre (BGTC). It sets out how the Centre defines such abuse, what BGTC expects of its staff, learners, supported people and visitors and how the centre will respond when these serious issues are experienced and perpetrated. This policy is part of a broader series of actions that have the ultimate aim of eradicating such abuse and helping to ensure all learners, supported people, staff and visitors experience their time at Bamboo Grove Training Centre as a positive one.

## **Our Commitment**

BGTC commits to the following:

- **Creating a culture free from sexual violence and sexual harassment / bullying where the whole BGTC community will behave with dignity and respect towards each other, consent and understanding boundaries are part of normal classroom life and individuals affected speak up and get help.**
- **Taking all reasonable steps to meet BGTC's responsibility to eliminate and prevent sexual violence and sexual harassment / bullying and address any inappropriate behaviours promptly to prevent issues from escalating. Where an incident does occur, everyone knows how to seek help and appropriate support will be provided.**
- **Handling all allegations of sexual violence and / or sexual harassment / bullying seriously and sensitively and investigating them promptly while protecting the individual rights of those involved, including those against whom and allegation has been made.**
- **Not tolerating any form of sexual violence, sexual harassment or sexual bullying. These behaviours will be treated as a serious disciplinary offence and will be dealt with under the Behaviour Policy or the centre's Disciplinary Policy and Procedures for employees as appropriate.**
- **Making the whole BGTC community aware of this policy, which behaviours are not acceptable and how individuals are expected to behave.**
- **Providing awareness / literature / training on what constitutes unacceptable and inappropriate behaviour under this policy and how to access appropriate support.**
- **Reviewing incidents annually as appropriate to identify any trends that need to be addressed or investigated further.**

## **Key definitions related to sexual violence, sexual harassment and sexual bullying.**

Sexual violence refers to the following sexual offences as defined in the Sexual Offences Act 2003.

### **Rape**

A person (A) commits an offence if: he intentionally penetrates the vagina, anus or mouth of another person (B) with his penis, B does not consent to the penetration, and A does not reasonably believe that B consents.

### **Assault by penetration**

A person (A) commits an offence if s/he intentionally penetrates the vagina or anus of another person (B) with a part of her/his body or anything else, the penetration is sexual, B does not consent to the penetration, and A does not reasonably believe that B consents.

### **Sexual assault**

A person (A) commits an offence if s/he intentionally touches another person (B), the touching is sexual, B does not consent to the touching, and A does not reasonably believe that B consents. In order to consent, a person must have the freedom and capacity to make that choice.

### **Sexual harassment**

This includes, but is not restricted to, the following and can happen online or offline:

- Sexual comments such as lewd or sexual remarks about appearance, telling sexual stories, using sexualised or sexist names, use of unwelcome sexual innuendo and spreading rumours of a sexual nature.
- Sexual 'jokes', taunting or cat-calling
- Unnecessary and unwanted physical behaviour which has a sexual element, such as brushing against someone or pushing against someone, interfering with someone's clothes or making sexual gestures

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- Unnecessary and unwanted physical behaviour which has a sexual element, such as brushing against someone or pushing against someone, interfering with someone's clothes or making sexual gestures
- Displaying pictures, photos or drawing of sexual content
- Online behaviour which has a sexual element, such as sharing indecent images or pornography, sexual comments on social media and coercion or threats to engage in sexual acts online or offline

### **Sexual bullying**

This is the general term used to describe any behaviour where sex or gender is used to degrade someone. It includes all of the examples outlined above and may also include homophobic language.

### **Peer on Peer abuse**

Peer-on-peer/child on child abuse can be motivated by perceived differences e.g. on grounds of race, religion, gender, sexual orientation, disability or other differences. It can result in significant, long lasting and traumatic isolation, intimidation or violence to the victim. Learners or supported people who harm others may have additional or complex needs e.g. significant disruption in their own lives, exposure to domestic abuse or witnessing or suffering abuse, educational under-achievement, being involved in crime. It should be recognised that peer abuse is harmful to both the perpetrator (who is a child) and the victim.

Peer-on-peer abuse includes, but is not limited to:

- Physical and sexual abuse
- Sexual harassment and violence
- Emotional harm
- On and offline bullying
- Teenage relationship abuse

BGTC will challenge inappropriate behaviour (even if it appears to be relatively innocuous) as this can be an important intervention that helps prevent problematic, abusive and/or violent behaviour in the future.

BGTC recognises that all forms of peer-on-peer abuse are unacceptable and will be taken seriously.

### **Causing someone to engage in sexual activity without consent**

A person (A) commits an offence if: s/he intentionally causes another person (B) to engage in an activity, the activity is sexual, B does not consent to engaging in the activity, and A does not reasonably believe that B consents. (This could include forcing someone to strip, touch themselves sexually, or to engage in sexual activity with a third party.)

### **What is consent?**

Consent is about having the freedom and capacity to choose. Consent to sexual activity may be given to one sexual activity but not another, e.g. to vaginal but not anal sex or penetration with conditions, such as wearing a condom. Consent can be withdrawn at any time during sexual activity and each time activity occurs. Someone consents to vaginal, anal or oral penetration only if s/he agrees by choice to that penetration and has the freedom and capacity to make that choice. Staff should be aware that:

- a child under the age of 13 can never consent to any sexual activity;
- the age of consent is 16;
- Sexual intercourse without consent is rape.

## **Legal Responsibilities and Legislation**

BGTC acknowledges that sexual violence and sexual harassment / bullying are against the law and are covered by the Sexual Offences Act 2003, the Protection of Children Act 1978 and the Criminal Justice Act 1988. 5.1

## **Human Rights**

BGTC acknowledges that being subjected to sexual violence, sexual harassment or sexual bullying may breach the Human Rights Act 1998, depending on the circumstances and nature of the conduct, and that the College must not act in a way that is incompatible with the European Convention on Human Rights. This includes:

- Article 3: the right to freedom from inhumane and degrading treatment (an absolute right)
- Article 8: the right to respect for private and family life (a qualified right) including a duty to protect individuals' physical and psychological integrity
- Article 14 requires that all of the rights and freedoms set out in the Act must be protected and applied without discrimination
- Protocol 1, Article 2 protects the right to an effective education

## **The Equality Act**

BGTC acknowledges that it is required to comply with the relevant requirements set out in the Equality Act 2010, which includes:

- The centre must not unlawfully discriminate against students because of a protected characteristic (sex, race, disability, religion or belief, gender reassignment, pregnancy or sexual orientation)
- The centre should consider positive action to address disadvantage faced by one group.

## **Public Sector Equality Duty**

BGTC acknowledges that compliance with the Public Sector Equality Duty is a legal duty and colleges have the general duty to:

- have regard to the need to eliminate unlawful discrimination, harassment and victimisation
- advance the equality of opportunity between different groups
- foster good relations between different groups.

## **Criminal Justice Act and Criminal Justice and Public order Act 1995**

BGTC acknowledges that any course of conduct which amounts to harassment which includes the offence of stalking and anti-social behaviour including such matters as obscene communications may be punishable by law.

## **Indication and Identification of Harmful sexual behaviour**

All staff must base their decision on whether behaviour directed at another person should be categorised as harmful or not on the circumstances of each case. The following factors should be considered:

- The relative chronological and developmental age of the person (the greater the difference, the more likely the behaviour should be defined as abusive)
- Whether the alleged abuser is supported or joined by other people •  
a differential in power or authority (e.g. related to race, gender, physical, emotional or intellectual vulnerability of the victim)
- The actual behaviour (both physical and verbal factors must be considered)
- The degree of physical aggression, intimidation or bribery
- The victim's experience of the behaviour and the impact it is having on their routines and lifestyle (e.g. not attending classes)
- Attempts to ensure secrecy
- Duration and frequency of behaviour.



## Considerations and Assessment

When exploring harmful sexual behaviour risks it is important to consider that:

- Two thirds of contact sexual abuse is committed by peers.
- History of abuse, especially sexual abuse, can contribute to a person displaying harmful sexual behaviour.
- All people, including the instigator of the behaviour, need to be viewed as victims.
- Individuals have greater access to information about sex through technology and this has had an impact on their attitudes to sex and sexual behaviour.
- Children and young people with harmful sexual behaviours who receive adequate treatment are less likely to go on to commit abuse as an adult compared to children who receive no support.
- Incidents of harmful sexual behaviour should be dealt with under the specific safeguarding procedures which recognise the protection and potentially criminal element to the behaviour. There should be a coordinated approach between the agencies.
- The needs of the perpetrator should be considered separately from the needs of their victims.
- An assessment should recognise that areas of unmet developmental needs, attachment problems, special educational needs and disabilities may all be relevant in understanding the onset and development of abusive behaviour.
- The family context is also relevant in understanding behaviour and assessing risk.

Cambridgeshire and Peterborough Safeguarding Partnership boards Protocol for Children & Young People Displaying Sexually Harmful Behaviour provides further Guidance on the Indication and Identification of Harmful Sexual behaviour.

<https://www.safeguardingcambspeterborough.org.uk/children-board/professionals/csa/>

## **Child Sexual Behaviour Assessment Tool**

There is also a link to the Child Sexual Behaviour Assessment Tool which has now replaced the Brook traffic light system. The NICE guidance for Harmful Sexual Behaviour among children and young people states ‘the use of a locally agreed tool as part of the early help assessment that counts for the severity of the behaviour to avoid unnecessary and potentially stigmatising referrals.’ <https://safeguardingcambspeterborough.org.uk/2021/07/20/>

### **Assessment Tool for Adolescent (14-17 years)**

#### **Healthy**

- Solitary masturbation
- Sexually explicit conversations with peers
- Obscenities and jokes within the current cultural norm
- Interest in erotica / pornography
- Having sexual or non-sexual relationships
- Sexual activity including hugging, kissing, holding hands
- Consenting oral and/or penetrative sex with others of the same or opposite gender who are of similar age and developmental ability
- Choosing not to be sexually active
- Use of internet to chat online • Viewing sexual content for arousal (low risk)
- Sending/receiving sexual images of others with consent (low risk)

#### **Inappropriate, Problematic or Concerning**

- Experimental or sexual attention
- Seeking with no real intent to harm another young person • Sexual pre-occupation that interferes with daily functions (e.g., masturbation)
- Pre-occupation with chatting online, giving out personal details, meeting online acquaintances
- Sexually aggressive
- Themes/obscenities

- Single occurrence of peeping, exposing, using obscenities
- Unsafe sexual practices
- Sending/receiving sexual images of multiple people with their consent

### **Abusive and Violent**

Sexually explicit talk with younger children

- Sexual harassment
- Non-consensual sexual activity
- Use of/acceptance of power and control in sexual relationships
- Genital injury to self or others
- Sexual contact with others where there is a big difference in age or ability
- Involvement in sexual exploitation and/or trafficking of others and sexual contact with animals
- Downloading, distributing or producing sexual images which involve a criminal or abusive element beyond the creation, sending or possession of these images themselves, without adult involvement
- Compulsive masturbation, especially chronic or public • Repeated or chronic peeping, exposing or using obscenities. • Chronic pornographic interest including child pornography (sources include the internet, pay TV, videos, DVDs and magazines)
- Degradation/humiliation of themselves or others using sexual themes
- Touching the genitals of others without permission

### **Disclosures**

No member of the BGTC community is under any obligation to disclose any incident of sexual violence or sexual harassment / bullying towards themselves. However, anyone affected is encouraged to seek help and support as soon as possible either from the College or external agencies.

For guidance, please refer to Annex B

## Responding To and Recording a Disclosure

**The most important consideration is that any individual who experiences sexual violence, sexual harassment or sexual bullying should be encouraged to report the incident as soon as possible. They should not, however, feel pressured into making a report if they do not feel comfortable doing so. The decision of the individual must be respected at all times. (Unless the individual is under 18 ) Do not delay disclosing information to obtain consent if that might put children or young people at risk of significant harm.**

All disclosures will be responded to following the principles as set out within the current BGTC Safeguarding and Child Protection Policy.

Where BGTC receives a report of peer on peer abuse, they will follow the principles as set out in part 5 of KCSIE and of those outlined within the BGTC Safeguarding and Child Protection Policy.

### **Important points to remember:**

- Sexual violence refers to the most serious sexual offences (rape, assault by penetration and sexual assault), these are covered by statute so will be referred directly to the police.
- Sexual harassment and sexual bullying do not include the most serious sexual offences so, depending on the context and nature of harassment or bullying, a decision may be made not to inform the police immediately or at all but rather to refer to MASH or specialist support services, such as Rape Crisis (This will be dictated by the DSL).
- A child aged under 13 cannot consent to any sexual activity.
- Anybody making a disclosure or report, no matter what the content, should feel believed, that they will be taken seriously, that they will be supported and that they will be kept safe.
- They should never feel like they are creating a problem, that they are to blame for what has happened or feel ashamed to report.

- Disclosures or reports may come via a third party and the individual should not be asked why they chose to disclose in that way or why they did not respond in a different way, such as tell someone sooner.
- The designated person will take the leading role when responding to a disclosure (however the first person to hear the disclosure may be called to attend Crown Court as a witness and asking leading questions may undermine a police investigation).
- The priority is always the immediate safety of the individual, not to push for information (the police will do that).
- Professional judgement should be supported by other agencies, including children's/adults social care and the police.
- All concerns, discussions, decisions and reasons for decisions should be carefully recorded using the BGTC safeguarding report policy procedure.

### **Immediate and ongoing Support**

It is important that anyone affected by sexual violence, sexual harassment or sexual bullying should seek (or be offered) support as soon as possible. BGTC encourages any victim of sexual violence or sexual harassment to act promptly and not to feel that this behaviour is their fault or that they have to wait until the situation / action is repeated or exacerbated. This includes learners, supported people, staff and visitors. Any incident of this nature is unacceptable and may be extremely distressing. The most important consideration is that any individual who experiences sexual violence, sexual harassment or sexual bullying should be encouraged to report the incident as soon as possible. They should not, however, feel pressured into making a report if they do not feel comfortable doing so. The decision of the individual must be respected at all times. (Unless the individual is under 18 - Do not delay disclosing information to obtain consent if that might put children or young people at risk of significant harm.)

The Anti-Bullying Alliance document entitled 'Sexual bullying: developing effective anti-bullying practice has published a guide for College staff and other professionals' when responding to sexual bullying involving children and young people (please see Annex B).

For support services please see Annex C

## References

Department for Education (DfE September 2021) Sexual violence and sexual harassment between children in schools and colleges: advice for governing bodies, proprietors, principals, senior leadership teams and designated safeguarding leads [https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/1021914/KCSIE\\_2021\\_September\\_guidance.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1021914/KCSIE_2021_September_guidance.pdf)

Peterborough Safeguarding Partnership boards Protocol for Children & Young People Displaying Sexually Harmful Behaviour <https://www.safeguardingcambspeterborough.org.uk/children-board/professionals/csa/>

Peterborough and Cambridgeshire Adult Safeguarding Board <https://safeguardingcambspeterborough.org.uk/adults-board/adult-abuse-and-neglect/sexual-abuse/>

Effective Support for Children and Families Procedures <http://www.safeguardingcambspeterborough.org.uk/wp-content/uploads/2018/11/Effective-Support-for-Children-and-Families-Thresholds-Document.pdf>

Safeguarding Board Child Sexual Abuse Strategy 2021. <https://www.safeguardingcambspeterborough.org.uk/children-board/professionals/procedures/child-sexual-abuse-strategy-2021-2023/>

Keeping Children Safe in Education 2021 [https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/1021914/KCSIE\\_2021\\_September\\_guidance.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1021914/KCSIE_2021_September_guidance.pdf)

## Annex A - Glossary of different types of sexual violence and sexual harassment / bullying

*This is not intended as an exhaustive list of all types of sexual violence and sexual harassment incidents.*

Child Sexual Abuse	Child sexual abuse is a form of child abuse in which an adult or a young person uses a child for sexual stimulation. Types of child sexual abuse include engaging in sexual activities with a child (whether by asking or pressuring, or by other means), indecent exposure), child grooming, child sexual exploitation or using a child to produce child pornography.
Coercion	The intimidation of an individual to compel them to do some act against their will by the use of psychological pressure, physical force, or threats
Doxing	This is the internet-based practice of researching e.g. through social media websites and broadcasting private or identifying information about an individual or organisation. It can be carried out for various reasons including inflicting harm, coercion and harassment.
Female Genital Mutilation (FGM)	Female genital mutilation is a procedure where the female genitals are deliberately cut, injured or changed, but there's no medical reason for this to be done. It is usually carried out on young girls between infancy and the age of 15, most commonly before puberty starts. It's illegal in the UK and is child abuse.
Forced Marriage	A forced marriage is where one or both individuals do not (or in cases of people with learning disabilities or reduced capacity, cannot) consent to the marriage as they are pressurised, or abuse is used, to force them to do so. It could be physical – for example, threats, physical violence or sexual violence, emotional and psychological – for example, making someone feel like they are bringing 'shame' on their family. It is recognised in the UK as a form of domestic or child abuse and a serious abuse of human rights.

<b>Gaslighting</b>	An elaborate and insidious technique of deception and psychological manipulation, usually practiced by an individual towards another over an extended period.
<b>Honour Based Violence</b>	Honour based violence is a term used to describe violence committed within the context of the extended family which are motivated by a perceived need to restore standing within the community, which is presumed to have been lost through the behaviour of the victim. Most individuals affected are women or girls, although men may also be at risk.
<b>Indecent Exposure</b>	Indecent exposure is the deliberate exposure in public or in view of the general public by a person of a portion or portions of his or her body, in circumstances where the exposure is contrary to local moral or other standards of appropriate behaviour.
<b>Rape</b>	Rape is a type of sexual assault usually involving sexual intercourse or other forms of sexual penetration carried out against an individual without their consent. It can be carried out by physical force, coercion, abuse of authority, or against a person who is incapable of giving valid consent such as an individual who is 10 unconscious, incapacitated, has a learning disability or is below the legal age of consent.
<b>Revenge Porn</b>	Revenge porn is the distribution of sexually explicit images or videos of an individual without their permission. The sexually explicit images or videos may be made by a partner of an intimate relationship with or without the knowledge and consent of the subject. The uploading or possession of the material may be used by the perpetrator to blackmail the individual into performing other sex acts, to coerce them into continuing the relationship, or to punish them for ending the relationship.
<b>Ritual Abuse</b>	Any form of physical, sexual or psychological mistreatment of an individual or group of individuals as part of a religious, cult, or secular ritual that involves the use of ritual. This type of abuse is often systematic and long-lasting.



<b>Sexual Assault</b>	Sexual assault is an act in which an individual intentionally sexually touches another individual without their consent or coerces or physically forces somebody to engage in a sexual act against their will. It is a form of sexual violence which includes rape, groping, child sexual abuse or the torture of an individual in a sexual manner.
<b>Sexual Exploitation</b>	Sexual exploitation means taking the advantage of sexuality and attractiveness of an individual to make a personal gain or profit. It is the abuse of a position of vulnerability, differential power, or trust for sexual purposes.
<b>Stealthing</b>	Stealthing or non-consensual condom removal, is the practice of a man covertly removing or damaging a condom during sexual intercourse, when his sex partner has only consented to condomprotected sex. Such behaviour may be regarded as sexual assault or rape and is a form of reproductive coercion.
<b>Trafficking</b>	Human trafficking is the trade in humans for various purposes including sexual slavery and commercial sexual exploitation for the trafficker or other. It can include the provision of a spouse in the context of a forced marriage and often targets women and children although not always.
<b>Upskirting</b>	Upskirting is the practice of taking photographs without permission under a woman's skirt or man's kilt capturing an image of the crotch area, underwear, and sometimes genitalia. It could comprise a photograph, a video or an illustration

## **Annex B – Responding to sexual violence, sexual harassment and sexual bullying.**

### **1. Immediate response- Risk and appropriate support**

**Remember:** Do not make assumptions and do not act without the individual's consent. Do not call the police or ambulance service without the explicit consent of the individual concerned (Unless the individual is under 18- Do not delay disclosing information to obtain consent that might put children or young people at risk of significant harm).

#### **2. Risk Response:**

If there is an immediate risk- Call 999 for the police/ambulance service. You do NOT need to wait for the DSL/DP to take this action however they should be informed at the earliest opportunity.

If there is NO immediate risk- Ask the individual what they want to do. Remember to listen, believe, signpost, refer.

#### **3. (a) If the assault happened within hours:**

Advise the individual not to eat, drink, wash, smoke, clean teeth, go to the toilet or change clothes until they decide what to do.

The individual may wish to attend the Sexual Assault Referral Centre for evidence to be gathered In Cambridgeshire and Peterborough this service is provided at the Elms:

The Elms SARC offers free support and practical help to anyone in Cambridgeshire who has expressed sexual violence and/or sexual abuse. The service is completely confidential.

#### **Contact information**

**Tel:** 08001935434 (9am-5pm)

**Out of Hours Help Line:** 08001935434

**Email Address:** [theelms.sarc@nhs.net](mailto:theelms.sarc@nhs.net)

(b) Assault more than 48 hours ago

Options: The individual can also do one or more of these. If an individual decides not to report (and the individual is over 18 with capacity), no action will be taken by BGTC however additional emotional Support will be offered.

Individual wishes to report the incident(s) to the police.

Individual wishes to make a formal complaint to the Centre via the normal complaints procedure

Individual wishes to access support from Employee assistance Programme/ other external agency (Annex C)

**Things to remember:**

**CLEAR:** never promise absolute confidentiality. If there is risk of harm to the individual or others, you would have to break this which could be detrimental for the individual making the disclosure.

**SAFE:** take the individual to a warm, quiet, safe space – where you will not be interrupted (after first informing a colleague).

**REPORT:** You may feel that the police should be called, especially if the individual is harmed, but this is not your choice unless there is obvious risk to the individual or others. (Remember to take into account age and capacity).

**ACCOMPANY:** if the individual is accompanied by another person, check this person is still welcome. Would the individual prefer to speak to someone of a different gender?

**LISTEN:** listen to the individual without overreacting or asking questions – your role is to support – not to investigate or to counsel at this stage. Any suspicion of coaching/ influencing/interpreting their account can be detrimental to a future case.

**TIME:** allow them time to talk. Concentrate on what they are saying, not on what you are going to say/do.

**NOTES:** either during your conversation, or immediately afterwards, write down the facts that have been provided. Do not include opinion. Ask the individual, if possible, to agree to any notes.

**OPTIONS:** make it clear to the individual that they do not have to disclose their circumstances to the police.

**SUPPORT:** advise the individual that they can receive support from the Centre even if they do not want to pursue any form of formal complaint process.

## Annex C - External support services

### Local support services All the below accept self-referrals:

**The Elms Sexual Assault Referral Centre (SARCs)** 0800 193 5434 [www.theelmssarc.org](http://www.theelmssarc.org)

SARCs are specialist medical and forensic services for anyone who has been raped or sexually assaulted. ... SARCs provide services to victims/survivors of rape or sexual assault regardless of whether the survivor/victim chooses to report the offence.

In Cambridgeshire and Peterborough this service is provided at The Elms:

The Elms SARC offers free support and practical help to anyone in Cambridgeshire who has experienced sexual violence and/or sexual abuse. The service is completely confidential.

**Peterborough Rape Crisis** 01733 852578 [www.caprcp.org.uk](http://www.caprcp.org.uk)

Offering free, confidential and non-judgemental specialist support services for survivors who have experienced any form of sexual violence at any time in their lives.

The Helpline number is 01223 245 888 and is open: Wednesday 7pm – 9.30pm, Thursday 7pm – 9.30pm, and Sunday 10am – 12.30pm

**Victim & Witness Hub** 0800 781 6818 <https://www.cambsvictimservices.co.uk/support-forvictims/victims-and-witness-hub>

**Refuge (Fenland/Hunts/Peterborough)** 07787 255821 [www.refuge.org.uk](http://www.refuge.org.uk)

**Peterborough Women's Aid** 08454 103123 <http://www.peterboroughwomensaid.co.uk/>

### National Support services

**National Domestic Abuse Helpline** 0808 2000 247 <https://www.nationaldahelpline.org.uk/>

**Men's Advice Line** 0808 801 0327 [info@mensadvice.org.uk](mailto:info@mensadvice.org.uk)

**Galop (LGBT Support)** 0800 999 5428 <https://galop.org.uk/>

**Karma Nirvana (forced marriage and HBV)** 0800 5999 247 <https://karmanirvana.org.uk/>

**Breaking the Silence:** (a specialist service for male survivors from black and Asian communities aged 13 and over) a confidential help-line, triage service, and a healing therapy programme, adapted to the needs of BAME men. <http://www.breaking-the-silence.org.uk/>

**NAPAC:** Offers support to adult survivors of all types of childhood abuse, including physical, sexual, emotional abuse, narcissism, and neglect. Phone: 0808 801 0331 (Monday – Thursday from 10am to 9pm and Friday from, 10am to–6pm) <https://napac.org.uk/>

**National Male Survivor Helpline and Online Support Service:** Operated by Safeline. A dedicated service for adults and children who identify as male in England and Wales affected by rape or sexual abuse and those that support them such as friends and family. Phone: 0808 800 5005 (Monday, Wednesday and Friday from 9am to 5pm, Tuesday and Thursday from 8am to 8pm and Saturday from 10am to 2pm)Text: 07860 065 187 (Same opening hours as the telephone service) Live chat: <https://www.safeline.org.uk/contact-us/>

**The NSPCC** has a helpline for professionals dealing with children and young people at [help@nspcc.org.uk](mailto:help@nspcc.org.uk) or 0808 800 5000

## **Annex D - Sexual Abuse Risk Assessment Conference (SARAC)**

In 2018, the countywide Sexual Abuse Risk Assessment Conference (SARAC) process was launched. SARAC is a multiagency approach to identify and manage the risks associated with sexual abuse perpetrators and survivors within Cambridgeshire who are not currently covered by the preexisting MARAC or MAPPA provisions.

In April 2021, a multi-agency review of the SARAC process was undertaken to ensure the process remained fit for purpose when, across all partners, demand and complexities have increased alongside changes to working practices.

Those involved in the review are pleased to announce that the amended SARAC process went live on Monday 22nd November 2021 and we would like to promote and remind those who work with adults who have experienced sexual violence, the safeguarding opportunities available. SARAC is for adults only and will not replace statutory child protection mechanisms for those under 18yrs.

If you are working with a sexual violence survivor who fulfils the following criteria, you are encouraged to complete and submit the attached referral form so the core SARAC panel can consider the request:

1. An identified need for intensive support.
2. A rationale regarding how and why this could be achieved in a multiagency context.
3. A significant risk of repeat victimisation / repeat offending regarding the individual adopted.
4. Confirmation that they are not already being supported via another existing forum (MARAC / MAPPA / Op Farmington or any other multiagency process including mental health or wellbeing support).

It is important to note that SARAC is not the correct forum to discuss cases where an individual reports on multiple occasions to the Police and there are genuine concerns about the validity of the allegation. In these types of cases, professionals meetings should be held with key professionals to create a multi-agency safeguarding plan.

We encourage professionals to discuss with survivors the SARAC process and seek consent for information-sharing using the attached form. This must include the survivor being given the opportunity to consult on attendance both in terms of who should and shouldn't be present and bespoke consent associated with each attending agency. Consent can be overridden if safeguarding and risk are deemed to be high.

The SARAC meeting will help you by considering all the key risks to the survivor, hear current information held by attending partners and through discussion will agree a safety plan aimed at managing harm and threats. The chair will allocate actions and determine whether a review SARAC meeting is required or not. All agencies will be accountable for developing the plan and ensuring actions are completed.

Attached is a flowchart explaining the process alongside details of how and where to submit your referral.

If you have any questions around the SARAC process (but not individual cases), please contact T/DCI Sherrie Nash ([sherrie.nash@cambs.police.uk](mailto:sherrie.nash@cambs.police.uk))