



**Seven Springs
Education**

**Whole Company Action Plan for
Tackling Sexism, Sexual Harassment
and Sexual Violence**

LAST UPDATED: 15/06/22

NEXT REVIEW DUE: 15/06/23

1. Aim and objectives

1.1 Aim

The aim of this whole company action plan is to create a learning environment free from sexism and gender-based harassment, sexual harassment and sexual violence. We wish to promote gender equality and inclusivity and create an environment in which all students can learn and live as equals.

1.2 Objectives

The whole company action plan will:

1. Identify the action Seven Springs Education will take to promote sex and gender equality.
2. Facilitate a cohesive, whole organisation approach to tackling sexism and gender-based harassment.
3. Communicate Seven Springs Education's commitment to, and means of promoting, equality between all students.

2. Sexism in schools

Research on sexism in schools reveals that gender stereotyping, sexist language and sexual harassment are prevalent in UK schools. A study commissioned by UK Feminista and the National Education Union, conducted by the University of Warwick, found:

- Over a third (36.7%) of female students at mixed-sex secondary schools have been sexually harassed at school.
- Almost one in three (32%) teachers in mixed-sex secondary schools witness sexual harassment in their school on at least a weekly basis.
- 64% of teachers in mixed-sex schools hear sexist language in school on at least a weekly basis. Over a quarter of teachers (29%) report sexist language as a daily occurrence.
- A quarter of all secondary school teachers say they witness gender stereotyping and discrimination in their school on a daily basis, and a further quarter say they witness it on a weekly basis.
-

Seven Springs Education is committed to tackling sexism and working to ensure that all students can learn and live as equals.

3. Implementation

3.1 Leadership

The lead staff member responsible for the whole company action plan is Lucy Cooper.

Lucy Cooper will work with other members of the Senior Leadership Team, including the

Designated Safeguarding Lead and Deputy Safeguarding Lead, to create policies and procedures related to gender, gender equality, sexual harassment and sexual violence.

As a formal document, the whole company action plan operates in conjunction with Seven Springs Education's [Child Protection and Safeguarding Policy](#), [Behaviour Policy and Statements of Behaviour Principles](#), [Online Safety Policy](#), [Equality, Equality, Diversity and Inclusion Policy](#) and [Staff Code of Conduct Policy](#).

4. Timeframe

This action plan is reviewed annually.

5. Reporting and review

An annual progress report of the whole company action plan will be completed by Lucy Cooper, in cooperation with the Senior Leadership Team, including the Designated Safeguarding Lead and Deputy Safeguarding Lead.

As part of the progress report, consideration will be given to the following:

- Implementation of actions and realisation of targets identified in the strategy
- Qualitative feedback from staff and students
- Number of staff who have received training on tackling sexism and/or gender inequality
- Number of students and staff who reported incidents of gender-based harassment, sexual harassment and sexual violence
- Opportunities created for students to take positive action to tackle sexism, such as class discussions

Data gathering activities to support the annual progress review are identified in the whole school action plan.

6. Action plan

The following action plan sets out what Seven Springs Education will do to promote sex equality. The actions support the following three strategic priorities - which are the main pillars of a whole company approach to tackling sexism:

1. Establish an organisational framework for tackling sexism, gender discrimination, gender-based harassment, sexual harassment and sexual violence.
2. Train and equip tutors and staff with the knowledge, resources and confidence to tackle sexism, gender discrimination, gender-based harassment, sexual harassment and sexual violence.
3. Support students, where appropriate, to learn about sexism, gender discrimination, gender-based harassment, sexual harassment and sexual violence, to report incidents.