



# Our Trust & Academy operate a zero-tolerance stance regarding sexual harassment

a policy which extends to all forms of bullying,  
harassment or discrimination in the workplace.

We would like to make all parents and carers  
aware that a new mandatory duty to prevent  
sexual harassment in the workplace became  
effective on the 26 October 2024.

Numerous high-profile cases and campaigns have  
highlighted the need for enhanced protection against  
sexual harassment at work – and has now been reformed  
resulting in a new **Worker Protection (Amendment of  
Equality Act 2010) Act 2023**.



The Trust and our Academy have reflected on this important legislation and are now taking further positive, preventative action in this area to respond. This includes:



Staff training



Staff voice  
exercises



Reviewing our HR  
policy & procedures



Reflecting on any  
learning across  
the Trust

If we are made aware of any concern, we will always treat these concerns with great importance and act in accordance with our internal procedures. It is our ambition that all of our academies provide a safe, happy and enjoyable space for our colleagues, pupils and visitors.

If you do have a concern of this nature then we have a complaints policy and procedure which you can access via our website.