

United Westminster and Grey Coat Foundation (UWGCF)

Policy Statement

Prevention of sexual harassment at work

From 24th October 2024, all employers have a legal duty to take 'reasonable steps' to prevent sexual harassment in the workplace. This follows the passing of the **Worker Protection (Amendment of Equality Act 2010) Act 2023**. [\[www.gov.uk\]](https://www.gov.uk) The Employment Rights Act 2025 strengthens the duty on employers to take 'all reasonable steps' to prevent sexual harassment in the workplace.

As the employer of all staff across the independent schools and Foundation Office within the UWGCF, the Board of Trustees is fully committed to fostering a safe, respectful, and inclusive working environment. This commitment also extends to the Directors and Governors of the Single Academy Trusts, who hold the same legal duty under the Act.

The Trustees of the UWGCF exercise their responsibility to take reasonable steps to prevent sexual harassment in the workplace through the duties they delegate to the governing bodies of the independent schools. Additionally, the Board of Trustees hold the responsibility to take reasonable steps to prevent sexual harassment in the Foundation Office as a workplace.

To meet this duty, governing bodies and schools and will take appropriate measures. This may include:

- **Training and Awareness:** Regular training for staff and leadership teams in schools and the Foundation Office to raise awareness and promote a culture of respect.
- **Policy Framework:** Adoption of clear and accessible policies that outline the procedures for reporting and addressing concerns related to sexual harassment.
- **Governance Oversight:** Governors are encouraged to develop and implement action plans to proactively prevent sexual harassment.
- **Risk Assessment and Mitigation:** Schools and the Foundation Office undertake regular risk assessments and implement improvements to practices, processes, and procedures.
- **HR Support:** Expert HR guidance is followed to support schools in managing formal grievances or employee relations cases related to sexual harassment.
- **Training for Governors and Trustees:** Specific training is provided to assist Governors and Trustees to understand their legal responsibilities under the new duty.

- **Staff Feedback and Monitoring:** Schools may choose to conduct staff surveys or audits to monitor experiences and perceptions of sexual harassment, with findings reported to the relevant governance bodies.

This policy statement reflects our proactive approach with our schools to compliance and our commitment to creating a workplace where all individuals feel safe, respected, and empowered.

Approved by the Board of Trustees 17th December 2025