

	<ul style="list-style-type: none"> Consider implementing a specific Working from Home Policy to supplement existing policies. 		
Training and Development	<ul style="list-style-type: none"> Training on the changes to sexual harassment provided to all staff, including guidance to managers. Refresher training incorporated in to annual updates. Training on sexual harassment additionally explicitly incorporated in to new internal E&D training once prepared. Incorporate sexual harassment in to E&D training for The Board/Advisory Groups. Review Induction Checklist for staff signing they have read and understood key policies. Regular reminders for staff on the broad remit of the EAP for staff, including relationship support. Review whether any updates are specifically required to the Trust recruitment and selection training when next due. Strengthen guidance issued to staff before known Trust social events take place. Also, include this point in staff training. Additional training for staff in HR supporting line managers and senior leaders. Reinforce training, key messages and expected standards of behaviour through different means of communication. <ul style="list-style-type: none"> SharePoint FREDIE Calendar linked to events. Golden Hour annual training. Central Team Bulletin. Principal/Headteacher briefings. 	<p>Oct 24</p> <p>Sep 25 TBC</p> <p>TBC Oct 24</p> <p>Ongoing</p> <p>Oct 25</p> <p>Ongoing</p> <p>Nov 24</p> <p>Ongoing</p>	
Organisational and Cultural Change	<ul style="list-style-type: none"> Survey staff on experiences of sexual harassment at work prior to new duty. Build in to next annual staff survey to identify progress made (harassment, sexual harassment and victimisation). Conduct a risk assessment to identify risk factors for sexual harassment specific to our workplace and put steps in place to mitigate risk. Share with SLTs across the Trust. Create dignity at work signs to be displayed in shared areas, including how to report. Proactive reporting of sexual harassment cases in the next annual HR Report for the Board and senior leaders. Review exit questionnaire questions for any necessary amendments to extract views on sexual harassment at work. Liaise with the Trust Complaints Officer to review informal and formal complaints for any patterns or trends and ensure appropriate actions have been taken – add to HR Calendar for action. 	<p>Oct 24 Jun 25</p> <p>Oct 24</p> <p>Oct 24</p> <p>Oct 25</p> <p>Oct 24</p> <p>Ongoing</p>	

Reporting Channels and Investigation	<ul style="list-style-type: none"> • Consider implementing an online reporting mechanism. • Consider providing the option of anonymous reporting to capture concerns that wouldn't otherwise be raised. • Review information on our recruitment and selection page for candidates and reporting mechanisms. • Include a voluntary section at the end of our staff survey on E&D categories so can gauge impact. 	<p>Oct 24</p> <p>Oct 24</p> <p>Oct 24</p> <p>Jun 25</p>	
Dealing with Third Parties	<ul style="list-style-type: none"> • Prepare a standard secondment agreement for staff that may work with another organisation, which clearly communicates our expectations and requests confirmation of how the host organisation prevents sexual harassment. • Liaise with appropriate curriculum staff to discuss and consider any additional policy or tutorial/lesson review for students around this topic. • Create dignity at work signs to be displayed in public areas around expectations regarding the treatment of our staff. • Consider introducing a third-party Code of Conduct where appropriate setting out our expectations in a number of areas including on sexual harassment and linking to the Anti-Bullying and Harassment Policy and related policies on our website. • Review information contained within our tender documents for suppliers and other ways in which we can clearly communicate our expectations. 	<p>Nov 25</p> <p>Nov 24</p> <p>Oct 24</p> <p>Oct 24</p> <p>Oct 24</p>	