

## Single Source Document: Full Compliance with Office for Students Condition of Registration E6 (Harassment and Sexual Misconduct)

**Date published:** 1<sup>st</sup> August 2025

**Version:** 2 (SRS\_ENR)

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### Introduction

This page outlines how UON fully complies with **Office for Students (OfS) Condition of Registration E6** regarding harassment and sexual misconduct. Condition E6 requires providers to take all reasonable steps to prevent and respond effectively to incidents of harassment and sexual misconduct affecting students.

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### Summary of OfS Condition E6

**Condition E6:** A provider must:

- Take all reasonable steps to prevent harassment and sexual misconduct.
  - Ensure effective, fair, and timely processes are in place for handling complaints and disclosures related to harassment and sexual misconduct.
  - Support students who disclose or report harassment and sexual misconduct.
  - Take appropriate action against those found to have committed harassment or sexual misconduct.
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### Policies and Codes of Conduct

- A number of clear and comprehensive University-wide policies are in place, outlining unacceptable behaviours and institutional expectations. These include:-
  - **Student Misconduct Policy (Bullying, Harassment, Discrimination and Sexual Violence)**
  - **Staff Sexual Harassment, Misconduct and Violence Policy**
  - **Staff – Student Relationship Policy**
  - **Freedom of Speech Policy**
- The university's **Student Code of Conduct** and **Staff Code of Conduct** explicitly address harassment and sexual misconduct.

- In addition to this, the **Safeguarding Vulnerable Students Policy** details information sharing, risk assessment procedures and specialist support available to students in cases of domestic abuse, stalking and honour-based violence
  - The university does not use non-disclosure agreements (NDAs) in any cases of sexual misconduct and has signed the '**Can't Buy My Silence**' pledge and prohibits the formation of romantic or intimate relationships between staff and students.
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### **Awareness and Training for Students:**

- Mandatory Consent training is delivered to all new students who joined UON from 1<sup>st</sup> August 2025 onwards to ensure awareness and understanding of issues relating to consent and being an active bystander. The mandatory element is delivered via option of two e-Learning packages, designed by Epigeum and Consent Collective. This training covers:
  - *Understanding Consent*
  - *Communication Skills, Boundaries and Healthy Relationships*
  - *Being a Bystander and Looking Out for Others*
- In addition to this, a number of awareness campaigns are run throughout the Academic Year via the Never Okay campaigns, including via two specialist training and education providers:
  - The Consent Collective
  - Women's Aid

Further information can be found at [www.northampton.ac.uk/never-ok](http://www.northampton.ac.uk/never-ok)

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### **Response and Support Framework for Students**

- Multiple channels exist for students to report or disclose incidents via the Support and Report web pages found [here](#) (internal) or [here](#) (external). This includes anonymous reporting, reporting in order to seek support only, or formal reporting for the purposes of initiating the relevant University processes.
- Staff and students can also download the [SafeZone App](#), which alerts the Campus Safety Team to incidents on or around the University Campus 24/7.
- Guidance was also be found on reporting to police or a Sexual Assault Referral Centre [here](#).

- A clear procedure outlining how reports are managed, including safeguarding steps and interim measures where necessary.

### **Fair and Timely Investigations**

- Investigations into staff and student misconduct are undertaken via a structured and transparent disciplinary process, detailed in the Guidance Documentation:
  - [Guidance for Students going through a UON Misconduct Investigation](#)
- Time-bound stages are included to ensure cases are handled promptly, with regular communication to affected parties.

### **Sanctions and Disciplinary Action**

- Clear disciplinary procedures, with sanctions proportionate to the severity of the misconduct, are detailed in the Guidance Documentation noted above.
- Procedures comply with the Office of the Independent Adjudicator (OIA) Good Practice Framework and ensure fairness to all parties involved.

### **Student Support Services**

- Dedicated specialist support services are provided to all students involved in these processes via:
  - Sexual Violence and Domestic Abuse Support Team- support or reporting students.
  - Student Support and Advice Team or Students Union- support for responding students.
- UON also offers support via the **Counselling and Mental Health Team** and in partnership with local organisations including **Northants Rape Crisis**, **Northants Domestic Abuse Service** and **Serenity Sexual Assault Referral Centre**.
- Academic adjustments, interim risk measures and other reasonable accommodations for affected students are offered via these support mechanisms.

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### **Awareness and Training for Staff:**

- Mandatory training is required for **all student-facing staff** as part of role-specific induction on '*Understanding Consent and Sexual Harassment*'. This is delivered online, designed by the Consent Collective and hosted on Astute.

- In addition to this, all staff with a higher level of involvement in this area of work have received enhanced training to ensure that their approach is trauma-informed and in line with the principles of this condition. This includes, but is not limited to:
  - Training for the Domestic Abuse, Sexual Violence, Stalking and Harmful Practices Team (DASSH Team):
    - Harmful Practice Independent Domestic Violence Advocate Programme – AWRC (for Team Leader only)
    - SVLO Managers' Workshop – Limeculture (For Team Leader only)
    - Sexual Violence Liaison Officer (SVLO) Development Programme – Limeculture
    - Continuous ad hoc training deemed relevant to the role is provided as necessary, provided by Safe Lives, Women's Aid, Karma Nirvana and others.
  - Training for staff working in Residential Services:
    - Aware and Empowered Educational Programme- Emily Test Foundation
    - L.I.S.T.E.N. Risk-Assessment Training- Emily Test Foundation
  - Training for staff in the role of 'Investigator':
    - Essential Psychology when Investigating Workplace or Campus Sexual Harassment – Consent Collective
    - Level 3 Certificate in Investigative Interviewing (RQF) – Intersol Global (for student cases)
    - Managing Staff Grievance Investigations and Disciplinary – UON Staff Development Team (for staff cases)
    - Continuous ad hoc training deemed relevant to the role is provided as necessary.
  - Training for staff in the role of 'Panel Member':
    - In-house training- Co-delivered by the Student Disputes Resolution Team, Safeguarding Team and the Staff Development Team.
- All UON staff will be provided with a copy of this document.

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## **Governance and Responsibility**

UON has embedded its commitment to preventing and addressing harassment and sexual misconduct at the highest levels of governance:

- **Executive Accountability:** The Deputy Vice Chancellor & Chief Operating Officer holds ultimate responsibility for institutional compliance with Condition E6.
- **Designated Senior Leader:** Academic Registrar and Director of Human Resources take shared responsibility for responding to harassment and sexual misconduct, ensuring adequate institutional response and reporting to the University Leadership Team.
- **Operational Oversight:** Head of Student Services (Designated Safeguarding Lead) and the Academic Registrar oversee the operational delivery of related policies and procedures.

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## **Partnership Arrangements**

UON ensures that all students studying through partnership arrangements are protected by equivalent safeguards and processes, in line with Condition E6.

### **Scope of Partnerships**

- This applies to all collaborative partners, franchised provision, joint programmes, study abroad agreements and placements.

### **Due Diligence and Risk Assessment**

- All partnership agreements are subject to a robust due diligence process, which includes self-assessment of all elements of E6 which are reviewed regularly by UON. Copies of the Single-Source Document for all Partner Institutions can be found on the partner institutions webpages as per the OfS prominence principles.
- Ability to comply with all OfS Conditions of Registration, including E6, is considered prior to the approval of new partnership arrangements.
- Ongoing monitoring of partnership compliance with Condition E6 is included in periodic partner reviews, audits and revalidation processes.

### **Alignment of Policies and Procedures**

- Partnership agreements require partners to maintain policies and processes that meet or exceed the standards set by UON's Policies, listed above.
  - In cases where a partner's processes differ, clear escalation and referral routes to UON's disciplinary and safeguarding processes are established.
  - Students on placements or studying abroad are informed of both the placement provider and UON's reporting channels.
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### **Monitoring, Evaluation and Reporting**

- Annual review of harassment and sexual misconduct data, trends, and case outcomes is co-created by the Director of Human Resources (or nominee), Head of Student Services and Academic Registrar to inform continuous improvement.
  - This annual report is presented to the University Leadership Team and People, Culture, Quality & Standards Committee.
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### **Continuous Improvement and Sector Engagement**

- UON conducts ongoing review and updating of policies in line with OfS guidance, OIA Guidance and sector best practices. This is captured within this document following each annual review.
  - UON ensures regular engagement with national organisations (e.g., Universities UK, AMOSSHE, OfS taskforces) and participates in external peer reviews. This is captured within the Annual Review.
  - UON demonstrates commitment to co-creation with students, ensuring their voices shape institutional approaches via the Student Experience Forum.
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### **Declaration**

University of Northampton confirms that it meets all requirements of OfS Condition E6 and remains committed to fostering a safe, inclusive, and supportive environment free from harassment and sexual misconduct.