

# Embedding a whole school approach to sexual misconduct: Prevention and response model

**Information Guide for Schools & Colleges**

The bottom half of the page features a large, abstract graphic design. It consists of several overlapping shapes in various shades of green and grey. On the right, there is a large, solid green shape. To its left, there are several lighter green and grey shapes, including a large white shape with a green outline. The overall effect is a modern, geometric composition.

# Background

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This information guide provides further details for schools and colleges interested in LimeCulture's '*Embedding a whole school approach to sexual misconduct: Prevention and response model.*'

LimeCulture is a national sexual violence and safeguarding organisation based in the UK. We work with frontline professionals, and their organisations, to improve the response to sexual violence and safeguarding, through our range of training and development initiatives, research, and specialised consultancy services.

Since 2015/6, LimeCulture has been working extensively with universities to support them to better manage sexual misconduct experienced by student and/or staff members. LimeCulture developed the Sexual Violence Liaison Officer (SVLO) model, with a comprehensive accredited training programme developed to create a cadre of specially trained staff with the requisite skills and knowledge to support victims/survivors effectively. The SVLO model has now been implemented by more than 70 universities across the UK.

Following 'Everyone's Invited' and the recent increased focus on sexual misconduct within the education sector, LimeCulture received a variety of requests for support from different education providers. Building on our knowledge and learning from supporting the universities sector, in autumn 2021, we developed and piloted the Sexual Misconduct Liaison Officer (SMLO) model with The Perse, an independent school in Cambridge, creating a cadre of specially trained staff across the school to enable them to appropriately support students/pupils who either report sexual misconduct or are reported against. Since the pilot, we have worked collaboratively with more schools and colleges (in both the independent and state sector) to deliver and embed the SMLO model.

In 2021/22, LimeCulture was commissioned by the Office for Police and Crime Commissioner for Cheshire (as part of the Home Office funded Safer Streets programme) to develop a package of support for schools to prevent sexual misconduct. As such, LimeCulture successfully developed Preventing Sexual Misconduct Education (PSME) packages to provide teachers with the competence and confidence to engage with young people in Key Stages 3, 4 and 5 (ages 11-18) on healthy relationships, consent, online sexual abuse, grooming, self-esteem and domestic abuse as part of the Relationship and Sex Education (SRE) curriculum.

Moving forward, and in light of recent updates to KCSIE 2022, LimeCulture will be combining these initiatives to provide a comprehensive prevention and response Model for schools and colleges.



‘Embedding a Whole School Approach to Sexual Misconduct – Prevention and Response Model for Schools and Colleges’ will be launched in October 2022.

# LimeCulture's approach

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LimeCulture will work with each school or college using a 3-phase approach that will allow us to support your senior leadership team to embed a whole school approach to sexual misconduct, giving you the support and tools to implement a prevention and response model.

To manage the demand from interested schools and colleges, LimeCulture will be working with schools and colleges in 'waves', which means that we will limit the number of schools we work with to allow for better planning and tailored support to schools with different needs.

Waves will be scheduled to coincide with school terms. Schools and colleges are welcome to indicate which term is most suitable to them.

## **Phase 1 – Strategic Workshop**

The Strategic Workshop will be facilitated by LimeCulture with the purpose of:

- Outlining and explaining the Model and how it works,
- Hearing how the Model has been embedded across other schools/colleges,
- Identifying what actions are required to embed the Model in your own school or college (both strategically and operationally).

This ½ day workshop is a mixed school event, bringing together up to 6 members of staff from each individual school or college.

## **Phase 2 – Development & Support**

LimeCulture will provide support and operational assistance to each school or college individually to help prepare them for embedding the Model.

The support provided by LimeCulture may vary depending on the individual needs of the school or college but will consist of 2 x 1-hour sessions of bespoke consultancy support.

Further support can be made available to schools or college who require further input from LimeCulture. Please note there will be an additional fee for further support.

## **Phase 3 – Delivery of Specialist Training**

LimeCulture will arrange to deliver the online 'Train the Teacher' PSME programmes to up to 6 members of your staff (teachers or those responsible for delivering the SRE curriculum). Additional places on this training are available at a cost of £1,000 +VAT per person. See below for more information about our PSME programmes

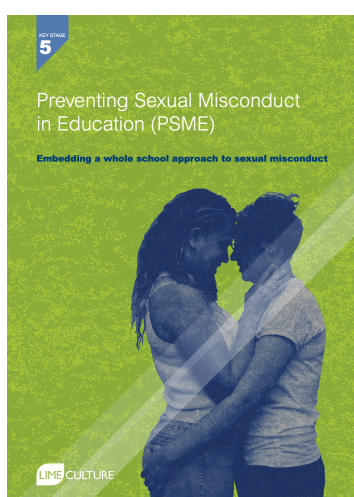


LimeCulture will arrange to come to your school or college to deliver the SMLO Development Programme to up to 12 members of your staff (including Designated Safeguarding Leads). Additional places on this training are available at a cost of £800 +VAT per person. See below for more information about our SMLO Model

# Preventing sexual misconduct in education (PSME) programmes

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Our **‘Preventing Sexual Misconduct Education’ (PSME) programmes** have been developed to provide teachers and those delivering the Relationship and Sex Education (RSE) curriculum with the confidence and competence to engage with young people in Key Stages 3, 4 & 5 (ages 11-18) about sexual misconduct, including consent, healthy relationships, body confidence, equality, and the legal framework.



The PSME programmes:

- were developed with the input of sexual misconduct experts, teachers and children and young people,
- provide resources that include a step-by-step guide for teachers to deliver the material to young people (ages 11-18) using a face-to-face delivery method,
- allow for flexibility in delivery through bite size sessions, with guides, resources, and tools to support those delivering,
- include presentations, materials and activities to give the opportunity for open discussion and allow flexibility of delivery depending on pupils/student's needs.

Our Train the Teacher course is available to a cadre of 6 teachers (or those who deliver the RSE curriculum) per school or colleges. This is a 2-day online training programme and on completion LimeCulture will issue a certificate of attendance which allows those who have completed the training to use the PSME programmes and associated resources.

# Responding to sexual misconduct: Sexual Misconduct Liaison Officer (SMLO)

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The **Sexual Misconduct Liaison Officer (SMLO)** model has been developed by LimeCulture to create a cadre of specially trained staff who are able to appropriately support students/pupils who either report sexual misconduct or are reported against.

The SMLO Model places sexual misconduct within the strategic safeguarding response of schools and colleges, in line with statutory duties and national and sector context, providing the infrastructure to embed the model into existing safeguarding structures and work towards changing the culture.

The SMLO Model provides the infrastructure for schools and colleges to identify, monitor, and manage the individual risk and needs of the young person (who is reporting sexual misconduct or against whom a report has been made) and coordinate the support available from within the school or college and from external agencies/services to safeguard and protect them more effectively.

Our SMLO Development Programme is available to a cadre of 12 teachers per school or colleges. This is a 3-day accredited training programme that is delivered face-to-face.

The SMLO Development Programme qualification has been developed to meet the specific needs of our learners and has been accredited by NCFE demonstrating quality and rigour. NCFE is an awarding organisation recognised by the Qualification Regulators for England (Ofqual), Wales (Qualifications Wales) and Northern Ireland (CCEA Regulation).

On completion of the Customised Qualification for Sexual Misconduct Liaison Officers (SMLO), learners will receive a certificate of achievement. The certificate is evidence of the knowledge and skills gained by completing the qualification. This qualification has been accredited by NCFE under the Customised Qualification and certificates of achievement will be issued directly by NCFE.

*"I thought the training was excellent and really enjoyed it. A really tough subject matter but I feel empowered, not only with new knowledge and skills, but also around aspects of my safeguarding role. Thank you."*

Feedback from Teacher who attended the SMLO Development Programme in 2022

# Costs

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LimeCulture is a Community Interest Company, meaning that we are a not-for profit social enterprise. As such LimeCulture is committed to providing value for money and transparency in all costs associated with our work.

The cost of 'Embedding a Whole School Approach to Sexual Misconduct – Prevention and Response Model for Schools and Colleges' is **£15,900 +VAT**, which includes:

1. Strategic Workshop
2. Development & Support
3. Delivery of Specialist Training
  - Train the Teacher PSME Programmes for up to 6 staff per school\*
  - SMLO Development Programmes for up to 12 staff per school\*

\* Please note - additional places on Train the Trainer PSME Programmes are charged at £1000+VAT per person & additional places on the SMLO Development Programme are charged at £800+ VAT per person.

# Express an Interest

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If your school or college would like to work with LimeCulture as part of our 'Embedding a Whole School Approach to Sexual Misconduct – Prevention and Response Model for Schools and Colleges', you will need to submit an expression of interest form.

The expression of interest form can be found here

<https://tinyurl.com/LCSCEOI2022>

Once LimeCulture has received your expression of interest, a member of our team will get in touch with you to discuss timescales and next steps.

We will be working with schools and colleges in 'waves', which will be scheduled to coincide with school terms. You are welcome to indicate which term is most suitable to your school or college if you have a preference. We will make every effort to accommodate your preference, but places will be allocated on a first come, first served basis.

If you have any further questions, please contact a member of LimeCulture at [schoolsandcolleges@limeculture.co.uk](mailto:schoolsandcolleges@limeculture.co.uk)