

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

Information guide for schools and colleges

Overview

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

The model brings together LimeCulture's sector-leading response model for equipping schools and colleges to effectively support students/pupils affected by sexual misconduct, with our programme to train teachers to confidently and competently deliver education on healthy relationships, consent, and other related topics throughout Key Stages 1 to 5.



About LimeCulture

LimeCulture is a leading national sexual violence and safeguarding organisation, recognised nationally and internationally for our commitment to creating safer cultures.

Through our unique understanding of the care and justice systems, we equip and empower professionals and organisations to safeguard, and prevent and respond effectively to sexual violence, harassment and abuse through our training, consultancy and accreditation services.

Background to the model

Following 'Everyone's Invited' and the recognition that more must be done to prevent and respond to sexual misconduct in education, LimeCulture received requests from several different education providers to support them to take their next steps. Building on our knowledge and learning from our extensive work supporting Higher Education Institutions to better support students affected by sexual misconduct in a whole-institution approach, we developed and piloted the **Sexual Misconduct Liaison Officer (SMLO) model** with The Perse, an independent school in Cambridge, in Autumn 2021.

The SMLO model creates a cadre of specially trained staff across the school to enable them to appropriately support students/pupils who disclose or report sexual misconduct, and students/pupils who are the subject of a report.

Importantly, the model is designed to complement and integrate with the role of the Designated Safeguarding Lead, and to support schools and colleges to meet their safeguarding obligations as set out in Keeping Children Safe in Education and Working Together to Safeguard Children.

Since the SMLO pilot, LimeCulture has worked collaboratively with more schools and colleges in both the independent and state sectors (including, for the latter, through the Home Office-funded Safer Streets Programme in Cheshire) to deliver and embed the SMLO model.

The SMLO model is now supported by LimeCulture's Preventing Sexual Misconduct Education (PSME) packages, which provide teachers with the competence and confidence to engage with children and young people across Key Stages 1 to 5 (ages 5-18) on healthy relationships, consent, online sexual abuse, grooming, self-esteem and domestic abuse in an age-appropriate and sequenced way, as part of the Relationship and Sex Education (RSE) curriculum.

LimeCulture's combined prevention and response model was launched in October 2022.

Our approach to prevention and response

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

Phase 1: Strategic Workshop

The Strategic Workshop is facilitated by LimeCulture and will:

- Explain the model and how it works;
- Explore how the model has been embedded across other schools/colleges; and
- Identify what actions will be required (at all levels) to embed the model in your own school or college.

This half-day workshop is delivered as a bespoke, in-person workshop for your school. Each school will receive a short report following the workshop summarising key identified actions and suggested recommendations from LimeCulture.

Ensuring senior leaders and key staff involved in implementation are present at the Strategic Workshop will be key to identifying the next steps needed in your school or college to implement the prevention and response model.

Phase 2: Development and 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 up to 3 one-hour sessions of bespoke consultancy support.

Increased support can be made available to schools or colleges that may require further input from LimeCulture. Please note that this will incur an additional fee.

Phase 3: Delivery of specialist training

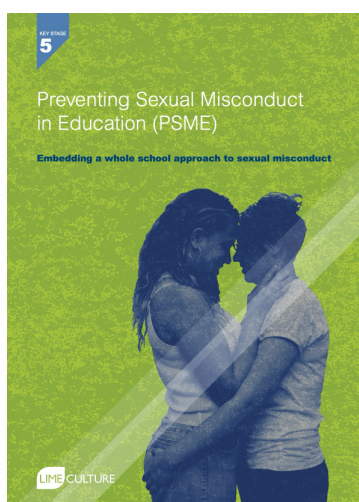
LimeCulture will arrange to come to your school or college to deliver:

- the SMLO Development Programme (three days) to up to 12 members of your staff (including Designated Safeguarding Leads).
- the Train the Teacher: Preventing Sexual Misconduct in Education (PSME) Programme, to up to 12 members of your staff (teachers and/or those responsible for delivering the SRE curriculum).

Additional places on each course are available if required (see fees section below).

Preventing Sexual Misconduct in Education (PSME) programmes

LimeCulture's **Preventing Sexual Misconduct in Education (PSME) programmes** have been developed to provide teachers and those delivering the Relationships and Sex Education (RSE) curriculum with the confidence and competence to engage with children and young people throughout Key Stages 1-5 (ages 5-18) about sexual misconduct, including consent, healthy relationships, body confidence, equality, and the legal framework. Key Stages 1 and 2 are new additions for 2024 following feedback from schools.



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 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 student needs.

Our Train the Teacher course is a two-day training programme available to a cadre of up to 12 staff (teachers and/or those who deliver the RSE curriculum) per school or college. On completion LimeCulture will issue a certificate of attendance to each delegate, allowing them to use the PSME programmes and associated resources.

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

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 child or young person (who is reporting sexual misconduct or against whom a report has been made) and co-ordinate the support available from within the school or college and from external agencies/services to safeguard and protect them more effectively.

Our three-day, accredited SMLO Development Programme is available to a cadre of 12 teachers per school or college.

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

Fees

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

Different packages are available from LimeCulture to support your school or college in preventing and responding to sexual misconduct:

| ITEM | COST |
|--|-------------------|
| Prevention and Response Model: Embedding a Whole-School Approach to Sexual Misconduct Strategic Workshop Development and Support Delivery of Specialist Training <ul style="list-style-type: none"> • Sexual Misconduct Liaison Officer Development Programme for up to 12 staff; and • Train the Teacher: PSME Key Stages 1 to 2; and • Train the Teacher: PSME Key Stages 3 to 5 | £ 24,000 + VAT |
| Prevention and Response Model: Embedding a Whole-School Approach to Sexual Misconduct Strategic Workshop Development and Support Delivery of Specialist Training <ul style="list-style-type: none"> • Sexual Misconduct Liaison Officer Development Programme for up to 12 staff; and either • Train the Teacher: PSME Key Stages 1 to 2; or • Train the Teacher: PSME Key Stages 3 to 5 Additional places on the Train the Teacher PSME Programmes are available at £500 + VAT per additional delegate, up to a maximum of 15 delegates. | £20,000 + VAT |
| Response: Sexual Misconduct Liaison Officer Model Strategic Workshop Development and Support Delivery of SMLO Development Programme for up to 12 staff Additional places on the SMLO Development Programme are available at £800 + VAT per additional delegate, up to a maximum of 15 delegates. | £14,000 + VAT |

Bespoke quotations are available on request.

Express an Interest

To express your interest in working with LimeCulture, to request a bespoke quotation, or to discuss your needs further, please contact the LimeCulture Team at schoolsandcolleges@limeculture.co.uk or on 020 3633 0018.

We are limited in the number of schools and colleges we can work with, and places will therefore be allocated on a first come, first served basis, by term.

www.limeculture.co.uk/schools-colleges