

Welcome to another instalment of your statutory **Core KS4 PD Curriculum**

1. Relationships and Sex Education
2. Religious Education
3. Citizenship
- 4. Personal Development (RSHE)**



Whiteboard Instructions:
FORMULATE your best
definition of 'sexual
harassment' on your
whiteboard.



Sexual Harassment in the Workplace 17/07/2026

Key Vocabulary: Metacognition, self-regulated learning, growth mindset sexual harassment, banter, flirting, sexual violence, consent, unsolicited, mutual, reciprocal.

AIMS of this Workshop:



Be empowered to create a workplace and society that is free from sexual harassment.

Know how to disrupt sexual violence in school and at work.

Understand what sexual harassment is and know how to keep yourself safe from being a perpetrator or a victim in school, at university, or at work.





Instructions: Write a list of examples of sexual harassment on your whiteboard.



Write down the key terms below. Match the key term to the definition.

A

Sexual harassment

B

Flirting

C

Banter

1

Reciprocated sexual behaviour or banter between two people who are attracted to each other.

2

Exchange of playful or teasing remarks.

3

The action of degrading someone to the status of a mere object.

Objectification

4

Unwanted sexual attention. This is a type of sexual violence as it happens without consent.

Further Challenge:

What is the term the decoy definition is for?



Instructions: Reflect on your experience of being in school and the pressures you've experienced. In what way will university and work be better/worse?





To discuss after Scenario 1:

How do you know where the line is between flirting and sexual harassment at work?





To discuss after Scenario 2:

How do you know where the line is between flirting and sexual harassment at work?



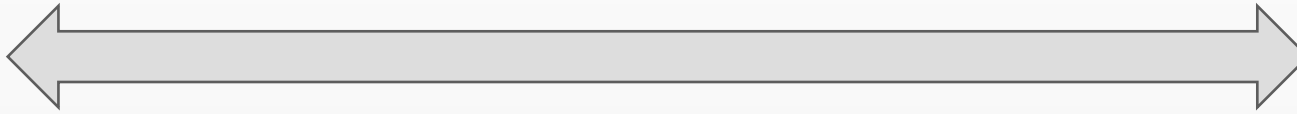


To discuss after Scenario 3:

How might Bethany's behaviour at work be seen as sexual harassment?



Least
Harmful



Most
Harmful

1. Discuss and rank the pictures from least to most harmful.
2. Justify your views on whether a particular issue causes more harm than another.
3. Decide as a pair where to draw the line between harmless banter and sexual violence.

Instructions:

Work in pairs and complete the tasks above and prepare to justify your views.

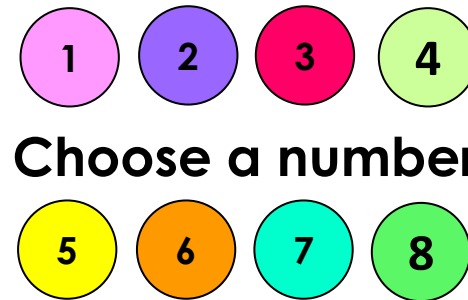


Why is sexual harassment morally wrong in your view?

What would be the best way to tell the difference between harassment and harmless flirting?

Why do you think that women are most commonly the victims of sexual harassment at work?

Why do you think sexual harassment is still such a problem in secondary schools?



Is sexual harassment at work a new thing, or is it just that we are more aware of it today?

How far do you agree that sexual harassment is a form of sexual violence?

Why might your boss get away with harassing you at work, even though you wouldn't let others treat you this way?

What advice would you give to a colleague who was being harassed at work?





STOP SEXUAL HARASSMENT IN THE WORKPLACE

WHAT DO TO

1

SAY SOMETHING

If it is safe, tell the person harassing you that their behaviour is unwelcome and you want it to stop.

2

REPORT IT

Let your employer know you are being harassed. It is the employer's responsibility to provide a safe environment.

3

DOCUMENT IT

Keep notes about what happened, when, where and who was involved. Save any messages or images received.

4

GET LEGAL ADVICE

Get advice on your rights and options.





VICTIM SUPPORT



08 08 16 89 111

<https://www.victimsupport.org.uk/crime-info/types-crime/sexual-harassment>

acas working
for everyone

Helpline [0300 123 1100](tel:03001231100)



<https://www.acas.org.uk/sexual-harassment/get-help-and-support>

NSPCC

Contact the NSPCC Helpline

You can contact the NSPCC Helpline by [calling 0800 800 5000](tel:08008005000), [emailing help@NSPCC.org.uk](mailto:help@NSPCC.org.uk) or [completing our report abuse online form](#).

childline

ONLINE, ON THE PHONE, ANYTIME

18 or under?

Childline offers free, confidential advice and support whatever your worry, whenever you need help.

0800 1111

Contact Childline

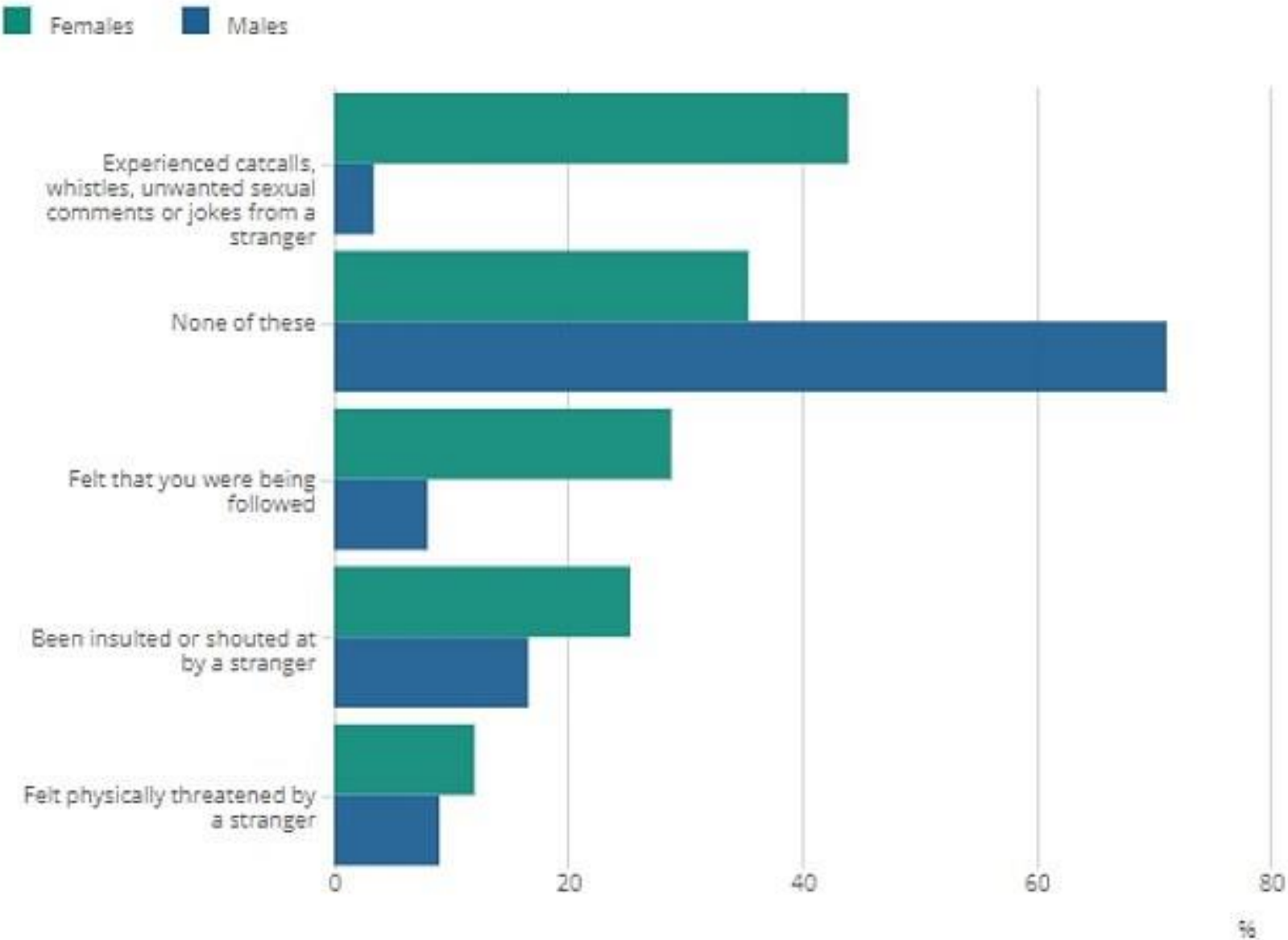
The Worker Protection (Amendment of Equality Act 2010) Act 2023 is due to come into force on 26 October 2024.

What will the position be following 26 October 2024?

Following a consultation on sexual harassment in the workplace in July 2021, the Government passed the Worker Protection (Amendment of Equality Act 2010) Act 2023 ("the Act") to introduce a new legislative duty on all employers to take reasonable steps to prevent sexual harassment of their employees in the workplace. While the legislation was initially drafted on the basis that employers would be under a duty to take "all reasonable steps" to prevent sexual harassment of their employees, this was diluted to require employers to take "reasonable steps" to prevent sexual harassment in the workplace.



Proportion of adults aged 16 to 34 years who experienced types of harassment, by sex, Great Britain, 2 to 27 June 2021



How should sexual harassment be stopped?



1. What is the bystander effect and how does this allow sexual violence to flourish.
2. What do you think is the best way to protect yourself and others from sexual violence?
3. Why do you think sexual harassment is a problem in crowded areas and online?



Instructions: Write full-sentence notes in response to the questions above.

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