

Tackling and Preventing Sexual Harassment within NASUWT

NASUWT has played an integral role in developing and framing the TUC Policy Statement on **Tackling and Preventing Sexual Harassment**.

NASUWT is committed to ensuring that its structures, policies and systems are fully compliant with the TUC Policy Statement and best practice model.

Our Statement of Principles

1. NASUWT believes sexual harassment (and the cultures that enable it) is unacceptable and morally wrong. Sexual harassment is a health and safety issue and has a real and detrimental impact on individuals – overwhelmingly women – in our workplaces and in our union. It has no place in NASUWT, at work, or in the wider trade union movement.
2. NASUWT recognises the intersectional impacts of sexual harassment, particularly on Black, disabled, migrant, LGBT+ and younger workers, and we will ensure that our work addresses the experiences of workers with these characteristics.
3. Sexual harassment is not inevitable. It can be prevented through practical action, including workplace policies and collective bargaining, to protect workers and members against harassment and transform workplace and organisational cultures. We will take appropriate action to build positive cultures of prevention within our union.
4. Tackling and preventing sexual harassment in NASUWT, as well as in our members' workplaces, is our priority. We will lead by example and we will commit to properly resource and support culture change across our trade union structures by the senior leadership of our union.
5. NASUWT staff, activists and members must be safe, equal and have dignity in trade union workplaces. This is not only our legal responsibility, but our moral duty. It is vital that we uphold decent standards of behaviour. There must be no tolerance of sexual harassment, or any form of discrimination, that serves only to weaken our union or our movement.
6. We believe victims/survivors and support them to make reports, should they wish to. This means that all reports, including historical reports, should be taken seriously, supported by fair, robust, transparent and independent processes of investigation (meaning either external or those who are involved in the investigation are independent from the case or incident being investigated).
7. No-one should suffer a detriment for reporting incidents of sexual harassment or supporting a colleague or member to do so. Staff and members must have access to safe, confidential reporting routes and support throughout any reporting or investigation process.
8. We do not silence victims/survivors or anyone reporting incidences of harassment, victimisation, or discriminatory behaviour.

Our Actions

NASUWT will take a range of actions to demonstrate our commitment to these principles and will report on progress regularly.