







Mental capacity: means having the ability to understand information and make decisions about your life. It can also mean the ability to communicate decisions about your life.

Controlling Behaviour

Controlling behaviour is an action or set of actions intended to make someone dependent and subordinate by restricting their access to independence-enabling resources, money, freedom of movement, health, and physical capabilities.

Coercive Behaviour

Coercive behaviour is an action or series of actions that causes someone to feel powerlessness, fear, and loss of autonomy, and is intended to control, isolate, and harm the victim.



People who are “personally connected” include:

Partners

Former partners

Family members

Individuals who share parental responsibility for a child

There is no requirement for the person being abused and the person abusing them to live in the same household.

Duty of Care

QAHE is expected to act responsibly to safeguard the health, safety, and welfare of its students while performing its general duty of care to provide educational and pastoral services to the standard of an ordinarily competent institution.

Grooming

Grooming is the gradual process that a person in a position of authority uses to persuade someone to do things that they may not find comfortable and to reduce their likelihood of objecting to or reporting abusive behavior:



Reporting Party

The Reporting Party is the person(s) who witnessed or was subject to the alleged incident of harassment, sexual misconduct or relationship abuse.

Sexual Misconduct

A wide range of impermissible and unwanted sexual behaviours fall under the category of sexual misconduct. It covers all types of sexual violence, such as penetration without consent, sexual abuse (including online and image-based abuse), non-consensual sexual touching, sexual harassment (unwanted sexual behaviour that violates your dignity; makes you feel intimidated, degraded, or humiliated; or creates a hostile or offensive environment), stalking, abusive or degrading sexual comments, among a wide range of other behaviours.

Stalking

A particular form of harassment known as stalking involves a pattern of intrusive, unwanted, fixated, or obsessive behaviour that instils fear or distress. Online and in-person stalking are both possible.

Victimisation

Treating someone unfavourably because they have filed a claim or complaint of discrimination, assisted another person in filing a complaint (under the Equality Act), or made a disclosure (whistle-blower) under the









All staff

Bullying and Harassment training

Referrals and maintaining professional boundaries training (in-house)

Students

Voluntary sessions delivered by the Welfare team are offered on:

- **Healthy Relationships**
- **Consent**
- **Sexual Health/abuse**
- **Safeguarding at QAHE**

Voluntary Sessions delivered by external teams

- **Personal Safety- University Police Liaison teams**
- **Self Defence - Awareness and First Reactions- Martial Arts
Instructors**

QAHE may conduct an environmental investigation with staff and/or students within a department or faculty when there are numerous reports of unacceptable behaviour to better understand the p . ng ~ Ê



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**QA Safeguarding
Dignity at Work
Screening and Vetting Policy**