RELATIONSHIPS AND SEX EDUCATION



Sex, the Law & Consent

Monday, 22 September 2025



Sexual Harassment & Stalking

LEARNING OUTCOMES

Knowledge, Skills

& Actions







To define the terms stalking and harassment

To explore the differences between flirting and sexual harassment

To understand the laws surrounding Stalking and Harassment (PHA 1997, EA 2010 & PFA 2012)

NEW VOCABULARY >

Stalking, Harassment, Flirting, Criminal, Protection from Harassment Act 1997



What does the term flirting mean?
What does the term harassment mean?
What does the term stalking mean?



GROUND



Be open and honest

No Personal Comments

Discussions must be about

'general situations'

You don't have to say things about yourself if you don't want to

It's OK to be embarrassed

by a topic but don't show that you are embarrassed through silliness

Be Respectful

Listen & don't interrupt others

Only 1 person talking at a time

Use the agreed appropriate Language (Avoid slang terms)



DEALING WITH SENSITIVE TOPICS

SAFEGUARDING YOUR
WELFARE & HAVING YOUR
INTERESTS AT HEART

There are **no stupid questions**It's OK to get things wrong





Don't Make Assumptions

about people's values, attitudes, behaviours, life experiences or feelings

Be Non-Judgemental
No put-downs. Challenge
the opinion, not the
person

Conversations on sensitive topics stay in the classroom unless it is a safeguarding issue

Enjoy the lesson, challenge your perceptions and understand how to seek further advice and support



Sexual Harassment & Stalking



BASELINE CONFIDENCE CHECKER



TOR ELF WATER					
BEFORE THE LESSON	NOT		CONFIDENT		VERY
Knowledge, Skills & Actions	1 0 2	3 🂝 4	5 🌳 6	7 🌳 8	9 10
I can define stalking and sexual harassment					
I know how the law responds to stalking and harassment			Britis Control of the	Some Constant Constan	7
I know the differences between flirting and sexual harassment					
Complete a base	line assessmer	•	/OU KEY [***]		



Complete a baseline assessment of where you think you are at for this lesson (Discuss or complete sheet)

2 Minutes

I'm not confident at all on this topic

A little confident

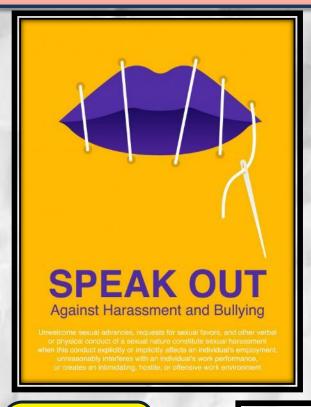


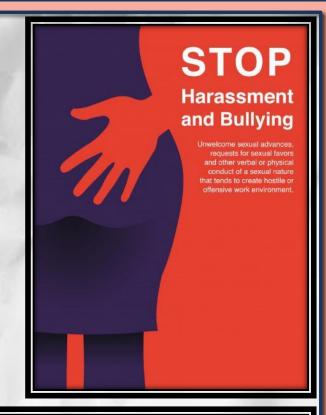














Task

What are the messages in these campaign posters?

What do they not show?



Sexual harassment in the work place

Sexual harassment is a form of unlawful discrimination under the **Equality Act 2010**

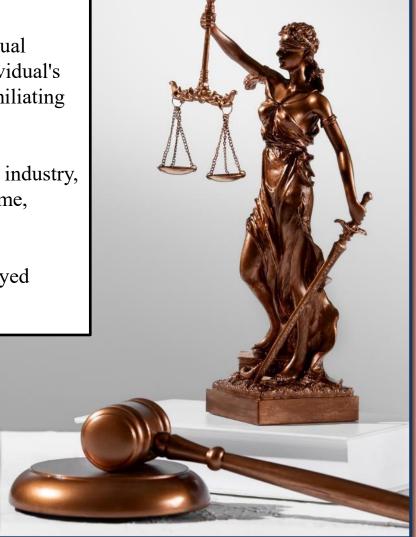
Sexual harassment is defined as unwanted conduct of a sexual nature, which has the purpose or effect of violating an individual's dignity, or creating an intimidating, hostile, degrading, humiliating or offensive environment for them.

The Act applies to all employers, regardless of their size or industry, and covers all types of workers, including full-time, part-time, temporary, and contract workers.

It also applies to job applicants, volunteers, and self-employed individuals who work for any employer.

Did you know?

Employers have a legal duty to prevent sexual harassment in the workplace, and they can be held liable for acts of sexual harassment committed by their employees, unless they can show that they took reasonable steps to prevent it.



Harassment and the law

The Protection from Harassment Act 1997 is a law that was enacted to provide legal protection to individuals who are being harassed or stalked.

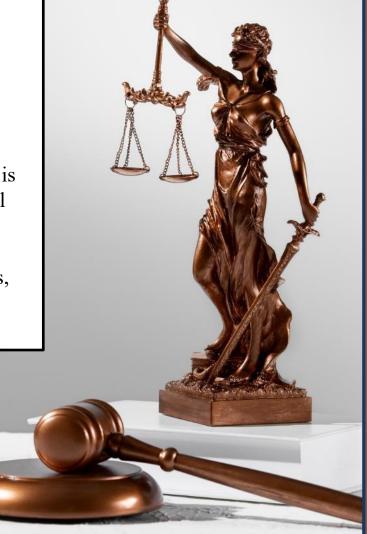
The Act criminalizes behaviour that causes harassment, alarm or distress to another person, and makes it a criminal offence punishable by imprisonment, a fine or both.

Under the Act, harassment is defined as a course of conduct that is targeted at a specific person, and which causes that person to feel harassed, alarmed or distressed.

This can include behaviour such as unwanted phone calls, emails, letters, texts or social media messages, as well as following, watching, or loitering near a person's home or workplace.

Did you know?

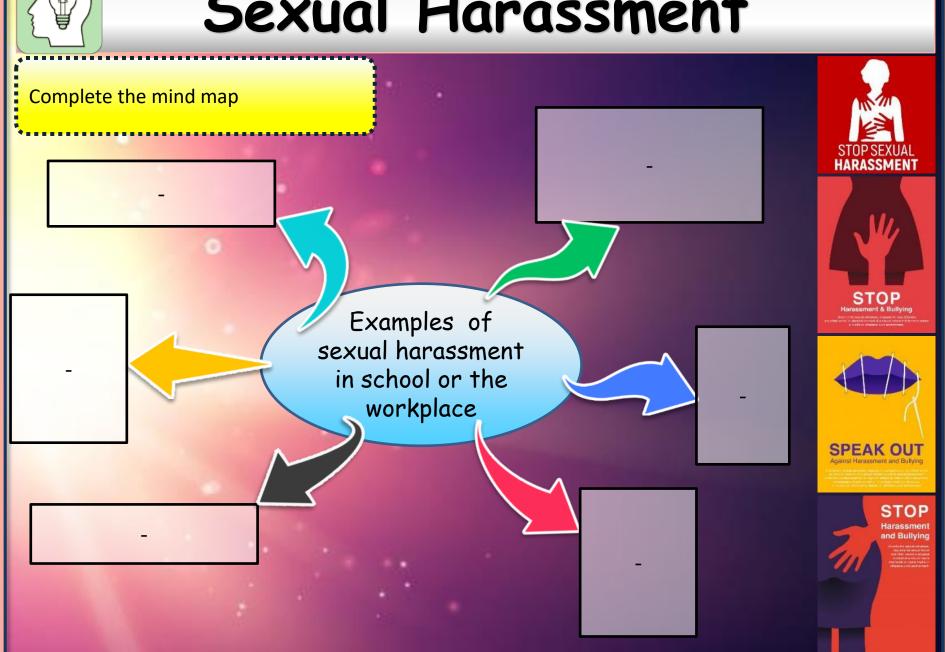
The Act does not just apply to individuals, but also to organizations and companies. If an organization is found to have harassed an individual, it can be held liable and fined.







Sexual Harassment



SORTING Flirting or Sexual Harassment ACTIVITY **Sexual Harassment Flirting NOT SURE** Wanted Unwanted Makes you feel **Feels degrading** Is fun for both people awkward attention attention Feel trapped and you Is non-threatening Feels bad and Feels ok and nice A power imbalance and feels equal cannot escape negative Is legal Can ruin self-esteem Is fun for just one Is complimentary Is one-sided of receiver person Is illegal

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Stalking & Harassment

The Protection of Freedoms Act 2012 created two new offences of stalking by inserting new sections in the Protection from Harassment Act 1997.

Acts which can be associated with stalking are:

- Following a person
- Contacting, or attempting to contact, a person by any means
- Publishing any statement or other material relating or appearing to relate to a person, or appearing to originate from a person
- Monitoring the use by a person of the internet, email, or any other form of electronic communication
- Loitering in any place (whether public or private)
- Interfering with any property in the possession of a person
- Watching or spying on a person

Did you know?

Sexual harassment is a form of unlawful discrimination under the Equality Act 2010



Punishment

The specific punishment for stalking and harassment varies depending on the severity of the offense and the circumstances of the case.

For harassment, the punishments may include:

- A fine of up to £2,500 (or up to £5,000 for harassment involving racial or religious aggravation)
- A community order
- Up to 6 months imprisonment

For stalking, the punishments may include:

- A fine of up to £5,000
- A community order
- Up to 5 years imprisonment

Fear of violence involved with harassment or stalking can carry a maximum of ten years imprisonment and/or a fine

Did you know?

If a person is acquitted the courts can still apply a restraining order





Male being stalked by a female



I'm Terrified My Stalker Will Kill
Me | This Morning

Task: Pick one or two coloured hats and answer all the related questions







What facts do I know? What else do I need to know? What do I want to know?

INFORMATION



How do I feel about this? What don't I like about this? What do I like about this?



Can something be done? New ideas? What are the solutions/ suggestions?



What thinking is needed?
Next steps?
Where are we now?



What is wrong?
Is it safe?
Can it be done?

FEELINGS CREATIVITY

THINKING

JUDGEMENT

Sexual harassment or not?

Asking someone out on a date if you like them



Writing sexual messages about people in public places



Rubbing up against someone in a sexual way



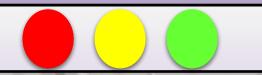
Pulling at someone's clothing, and brushing past someone



Asking someone about their sex life



Wolf whistling at someone in the street



Flirting with someone



Making sexual jokes and gestures towards someone



Giving someone a hug which they don't want and makes them feel uncomfortable



Task

Green (Safe): Not sexual harassment Amber: I'm not sure if it is (it depends)

Red: (Sexual harassment)

SUPPORT & HELP

Your Idea:

TELL THEM TO STOP!
BE ASSERTIVE WITH THEM

Record the behaviour, take screen shots, collect evidence

Your Idea:

What should you do if you are getting unwanted attention?

Tell a trusted adult

Get advice from charities such as Childline

Contact the police

Tell someone at school, ask your friends for advice

Romeo and Juliet are a new couple after linking for a few months. When they are alone they like to kiss with tongues a lot, and both enjoy it. Romeo really wants to do more than just kiss, and so the next time they're alone together, he tries to slide his hand under Juliet's top and touch her nipple. She pulls it back down and says, "no," but keeps kissing Romeo.

After a short while he tries again, and Juliet gives the same response. Romeo then tries to slide his hand slowly up her thigh. Juliet pushes him off, stops kissing him, and says, "I'm going home" and leaves.

Task

- 1. Is this sexual harassment?
- 2. Why is consent important?
- 3. What advice would you give Romeo and Juliet?





Impact of stalking on the victims



Murdered by her stalker - BBC Stories

Task: Pick one or two coloured hats and answer all the related questions







What facts do I know? What else do I need to know? What do I want to know?

INFORMATION



How do I feel about this? What don't I like about this? What do I like about this?



Can something be done? New ideas? What are the solutions/ suggestions?



What thinking is needed?
Next steps?
Where are we now?



What is wrong?
Is it safe?
Can it be done?

FEELINGS CREATIVITY

THINKING

JUDGEMENT

THOUGHTS & FEELINGS

What Do You Think?



"Sexual harassment mainly happens to girls. Boys like the attention"

Talking Points



I think that ...

I don't think... is right because...

My opinion is...

I would argue the same because...

I disagree with... because...

Building on what... said. I think...

An alternate way of looking at this is...

I sort of agree, however....

I would challenge what.. said because ...

Do you agree or disagree? Why?

Can you add to the statement?

Do you have a question about the statement?

Would you like to challenge what is being said?

Do you have an alternative idea?





REVIEW YOUR LEARNING OUTCOMES

AFTER THE LESSON Knowledge, Skills & Actions I can define stalking and sexual harassment CONFIDENT CONFIDENT CONFIDENT CONFIDENT 2 3 4 5 6 7

I know the differences between flirting and sexual harassment

I know how the law responds to

stalking and harassment

Complete the confidence checker of where you think you are at for this lesson

(Discussion or complete sheet)

3 Minutes

VERY

10

I'm not confident at all on this topic

A little confident







HOMEWORK SUGGESTION





DUE DATE

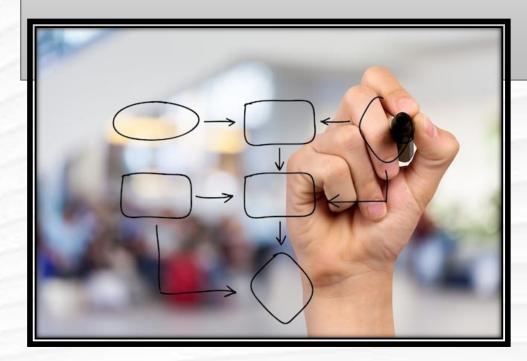
It must be submitted by..

Hand / Google Classroom



Homework Explained

Create a flow chart of the steps to take when someone is being stalked or experiencing sexual harassment. Make sure to include multiple things they can do, in case the previous suggestion doesn't work.







IMPORTANT INFORMATION

2 Minutes



FOR MORE INFORMATION ABOUT THE TOPICS COVERED IN THIS UNIT WE WOULD ADVISE ONE OF THE BELOW:

SPEAK TO YOUR PARENTS/GUARDIANS, HEAD OF YEAR,
A TRUSTED ADULT OR FRIEND.

IF YOU HAVE ANY CONCERNS ABOUT YOURSELF OR SOMEONE YOU KNOW.
IT IS IMPORTANT TO SPEAK UP AND TELL SOMEONE!

SPECIFIC FURTHER INFORMATION ON THIS TOPIC CAN BE FOUND HERE:

- □ https://www.acas.org.uk/index.aspx?articleid=6078 ACAS What is sexual harassment
- □ https://www.childline.org.uk/info-advice/ info on topics including friends, relationships & sex
- □ https://www.victimsupport.org.uk/crime-info/types-crime/sexual-harassment Victim Support Website
- https://www.met.police.uk/advice/advice-and-information/rsa/rape-and-sexual-assault/how-to-report-rape-and-sexual-assault/ Met Police Website for Reporting Sexual Assault and Rape

 RELATIONSHIPS

SEEKING SUPPORT



REFLECTION PLENARY



A problem I overcame today was...

Before I only knew...
now I also know...

The key words for this lesson were...

I'm really proud of the way I have...

Today I have tried to...

The most important thing I have learnt today is...

I used to feel ... but I now feel ...

Before I would have done...
Now I will ...

Next lesson I would like to...

A question I would like to ask is...

I would like to learn more about...

I know if I need further support or help I could speak to.... or contact...

I now know I can supported others by...

One thing I didn't realise was... this will help me to...

2 Minutes



