



Not
Equal Yet

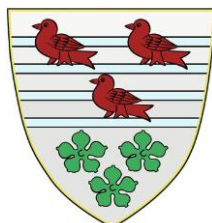
Empowerment in Action

A Comprehensive Toolkit for
Addressing Sexual Harassment

Welcome

Welcome to our Sexual Harassment Toolkit created by young people for young people and professionals. This toolkit is designed to empower and educate you about sexual harassment, providing the knowledge and resources needed to recognise, prevent, and address it.

Created in partnership with:



WHO ARE WE?



We are Her Voice Wales, a group of girls aged 13-18 from across the Vale of Glamorgan. We meet once a month to create a safe and supportive space where young people can develop the skills, knowledge, and confidence to become champions of equality in their own communities. Through discussion, activities, and projects, we aim to challenge stereotypes, change perceptions, and empower girls to stand up against gender inequality. Our mission is to inspire and equip young people to create a fairer, more inclusive society where everyone can thrive free from discrimination.

Our group has achieved significant recognition for our passion and dedication through various awards, milestones, and events. Through our We Don't Feel Safe campaign, we engaged with local councilors, connected with communities, presented our findings at the Senedd, and held a showcase event, leading to the rollout of the Safe Places Scheme in collaboration with the council. Our efforts were celebrated with a Welsh Government award, honoring the collaboration between youth workers and young people across the Vale of Glamorgan. Additionally, our campaign was featured in an S4C documentary, highlighting our work to create safer streets and stronger communities. Furthermore, we had the amazing opportunity to travel to New Zealand with Plan UK and Pembrokeshire youth service to learn and discuss the prevention of gender-based violence and stereotypes. Together, we're making a lasting impact and ensuring our voices are heard.



WHO ARE WE?



You Should Know: Empowering Young Women in Pembrokeshire

We are a group of young women from Tenby, Pembrokeshire, students at Ysgol Greenhill, working with our School-based Youth Worker from Pembrokeshire Youth Service. Launched in 2023, our group, "You Should Know," focuses on the safety of women and girls, our rights, Violence Against Women, Domestic Abuse and Sexual Violence (VAWDASV).

Our Achievements:

Over the past two years, we've created impactful video campaigns for White Ribbon Day, raising awareness about these critical issues. We've also designed and distributed business safety cards containing vital apps, contact numbers, and safe spaces. Our work extends to delivering healthy relationship sessions at a county safeguarding event and developing and leading VAWDASV workshops for Year 10 and 11 students at our school.

Collaborating annually with our school's boys' group, we've raised funds for local charities supporting VAWDASV and men's mental health through events like 10k runs, a Pen Y Fan climb, and raffles. We've also hosted a talk by the global movement, She Is Not Your Rehab, and participated in a Taith project, traveling to New Zealand to share best practices and expand our knowledge of VAWDASV. Additionally, we created posters for the 16 Days of Action.

Looking Ahead:

We're currently partnering with the Vale Youth Service – Her Voice to develop a toolkit addressing sexual harassment and empowering individuals to create positive change within their communities. Our fundraising efforts continue with a series of challenges, including a 13k run, 10k run, half marathon, open sea 1.2k swim, and a climb of Cadar Idris, all to benefit our chosen local charities.

Our boys' group is launching a podcast encouraging open conversations among men, and we're organizing a "Men Make It Safe" event for young men across Pembrokeshire. This event will provide access to support and knowledge, empowering them to stay safe and contribute to positive changes in their communities.



In This Toolkit...

What is Sexual Harassment

Clear definitions and examples to help you recognise different forms of sexual harassment.

Know Your Rights

The laws and rules that protect you from sexual harassment and keep you safe.

Consent and Boundaries

What consent is, why it is so important and how to set healthy boundaries.

Healthy Relationships

What abusive relationships look like, including different types of abuse, and exploring healthy relationships.

Bystander Intervention

How to use the bystander approach to help others if you see something wrong happening.

What You Can Do

Strategies to use if you experience sexual harassment or see someone else needing help.

Learning Recap Quiz

Take the quiz to see what you have learned about sexual harassment and consent.

Get Support

Contact details and information for organisations in Wales that can help if you need it.



Sexual Harassment?

Sexual harassment is when someone does or says something sexual that makes you feel **uncomfortable, unsafe, embarrassed, or upset**. It can happen anywhere—at school, work, or in public spaces.

Examples include:

Unwanted comments about your body or appearance.

Catcalling (shouting or making comments at someone in the street). Touching you without your permission. Sharing sexual pictures or messages without your consent.

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According to Welsh Government sexual harassment may be defined as ‘unwanted verbal, non-verbal or physical conduct of a sexual nature which has the purpose or effect of violating the recipient’s dignity, or of creating an intimidating, hostile, degrading, humiliating or offensive for the recipient.’



Sexual Harassment Scenario Discussion

Objective: To help participants recognise sexual harassment.

How it works: Create a safe place for participants to discuss each scenario.

SCENARIO 1: Alex and Jamie. Alex is at school and notices that Jamie often makes comments about their appearance, such as “You look hot today” or “Nice legs.” Alex feels uncomfortable but isn’t sure how to respond.

How might Alex feel in this situation?

What can Alex say or do to address Jamie’s comments?

How can bystanders support Alex?

SCENARIO 2: Jordan and Taylor During a group project, Taylor keeps touching Jordan’s shoulder and back, even after Jordan has asked Taylor to stop. Jordan feels uneasy and distracted.

How can Jordan assertively communicate their discomfort to Taylor?

What steps can Jordan take if Taylor doesn’t stop?

What role can the teacher or group members play in resolving this situation?

SCENARIO 3: Casey receives repeated unwanted messages from a classmate on social media, asking for personal photos and making suggestive comments. Casey feels harassed and doesn’t know how to make it stop.

What actions can Casey take to address the online harassment?

How can Casey report the behaviour to the platform and seek help from trusted adults?

What can peers do to support Casey?



SCENARIO 4: Lorna A group of students starts spreading false rumours about Lorna, claiming they have been involved in sexual activities. Lorna feels humiliated and isolated.

How can Lorna address the rumours and seek support?
What impact can spread false rumours have on someone's mental health?
How can peers help stop the spread of rumours and support Lorna?

SCENARIO 5: Cameron During lunch, Cameron makes a sexual joke about another student's body. The joke makes the targeted student feel embarrassed and uncomfortable.

Why are sexual jokes harmful, even if they are meant to be funny?
How can the targeted student respond to the joke?
What can bystanders do to show support and discourage such behaviour?

SCENARIO 6: Sam Sam's friends are pressuring them to send a revealing photo to someone they like. Sam feels uncomfortable but doesn't want to disappoint their friends.

How can Sam assertively say no to their friends?
What are the risks of sharing revealing photos?
How can Sam seek support from trusted adults or friends who respect their boundaries?



Know Your Rights

In Wales, the **Equality Act 2010** protects you from sexual harassment. You have the right to feel safe and be treated with respect wherever you are. If someone harasses you, it is not your fault, and *the law is there to help you*. Schools, employers, and public places must take steps to stop harassment and protect you.

New Rules to Keep You Safe

From October 2024, new laws are making it harder for sexual harassment to happen, especially in workplaces. Employers and leaders (like teachers or managers) must:

1. **Find Risks:** Look at situations where harassment might happen and fix them.
2. **Set Clear Rules:** Have policies to explain what harassment is and how to report it.
3. **Train Staff:** Teach people about respectful behaviour and what to do if harassment happens.
4. **Provide Safe Reporting:** Create private ways for you to speak up if something happens.

Catcalling & Street Harassment The **Protection from Sex-based Harassment in Public Act 2023** makes things like catcalling and following someone illegal. If someone harasses you in public, they could face *fines or even prison time*. This law helps protect everyone and sends a clear message that **harassment is not okay**.



Understanding Consent and Boundaries

What is Consent? Consent means agreeing to something. It's about giving your *clear and enthusiastic permission* for something to happen, like holding hands, hugging, or more.

To give consent, you need

to:

- Be sure you want to say yes. Be able to say no if you don't want to. Be old enough and in the right state of mind to make the decision (this means not being pressured, drunk, or confused).

Key Rules About Consent It's Your Choice: Nobody has the right to force you to do something you don't want to do.

It Can Change: You can say yes to something, then decide to stop or change your mind at any time.

It's Ongoing: Consent isn't a one-time thing. Just because you said yes to one thing doesn't mean you're saying yes to everything.

It Works Both Ways: Both people need to agree. If someone doesn't seem sure or says no, that's not consent.



Why is consent so important?

Why is Consent Important?

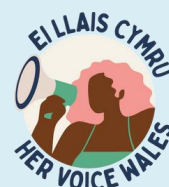
It Respects Boundaries: It shows you care about the other person's feelings and comfort. **It's About Safety:** Without consent, actions can hurt someone emotionally or physically.

It's the Law: In the UK, doing anything sexual without consent is a crime.

Consent is Never Given When:

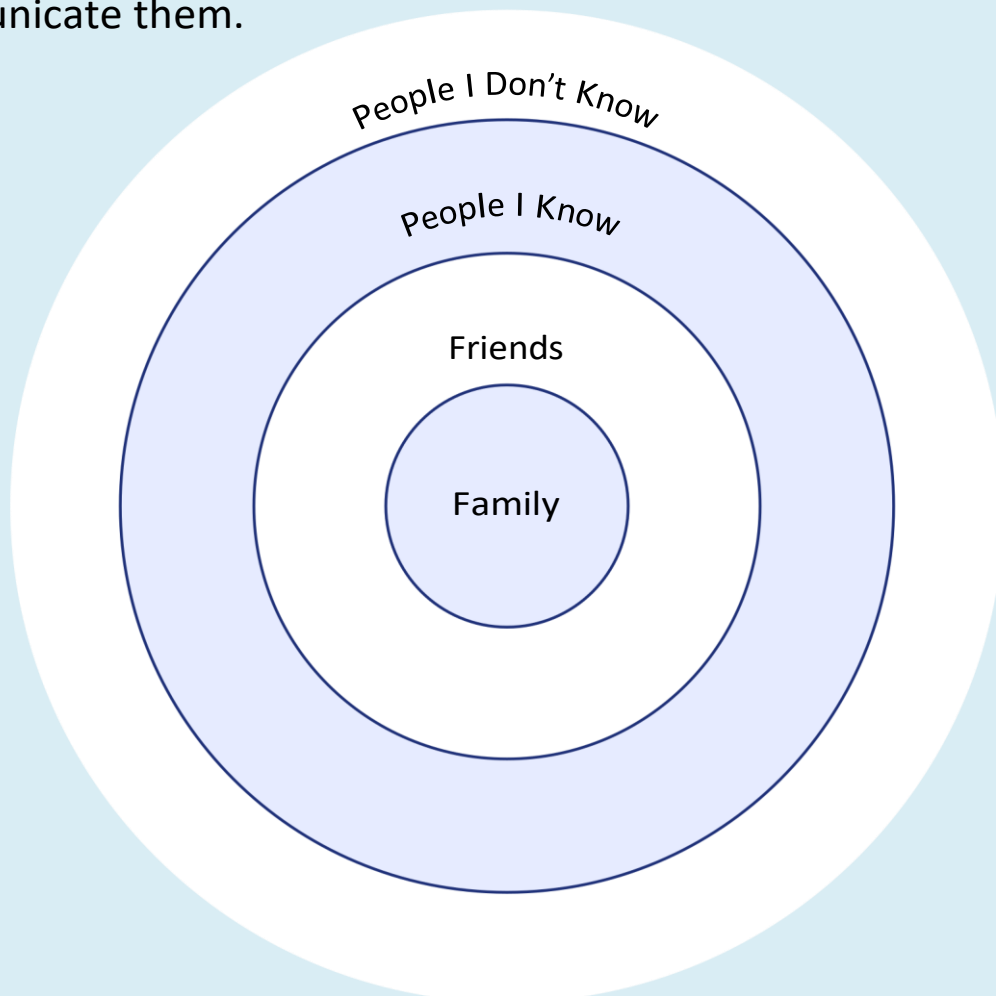
Someone says no or doesn't respond. They're being pressured, threatened, or forced. They're asleep, unconscious, or too drunk to decide. They're under the legal age (16 in the UK).

Remember Consent is about *communication*, respect, and making sure everyone feels safe and comfortable. It's not just important—it's essential! If you're ever unsure, it's always okay to stop and ask.



Boundary Mapping Workshop

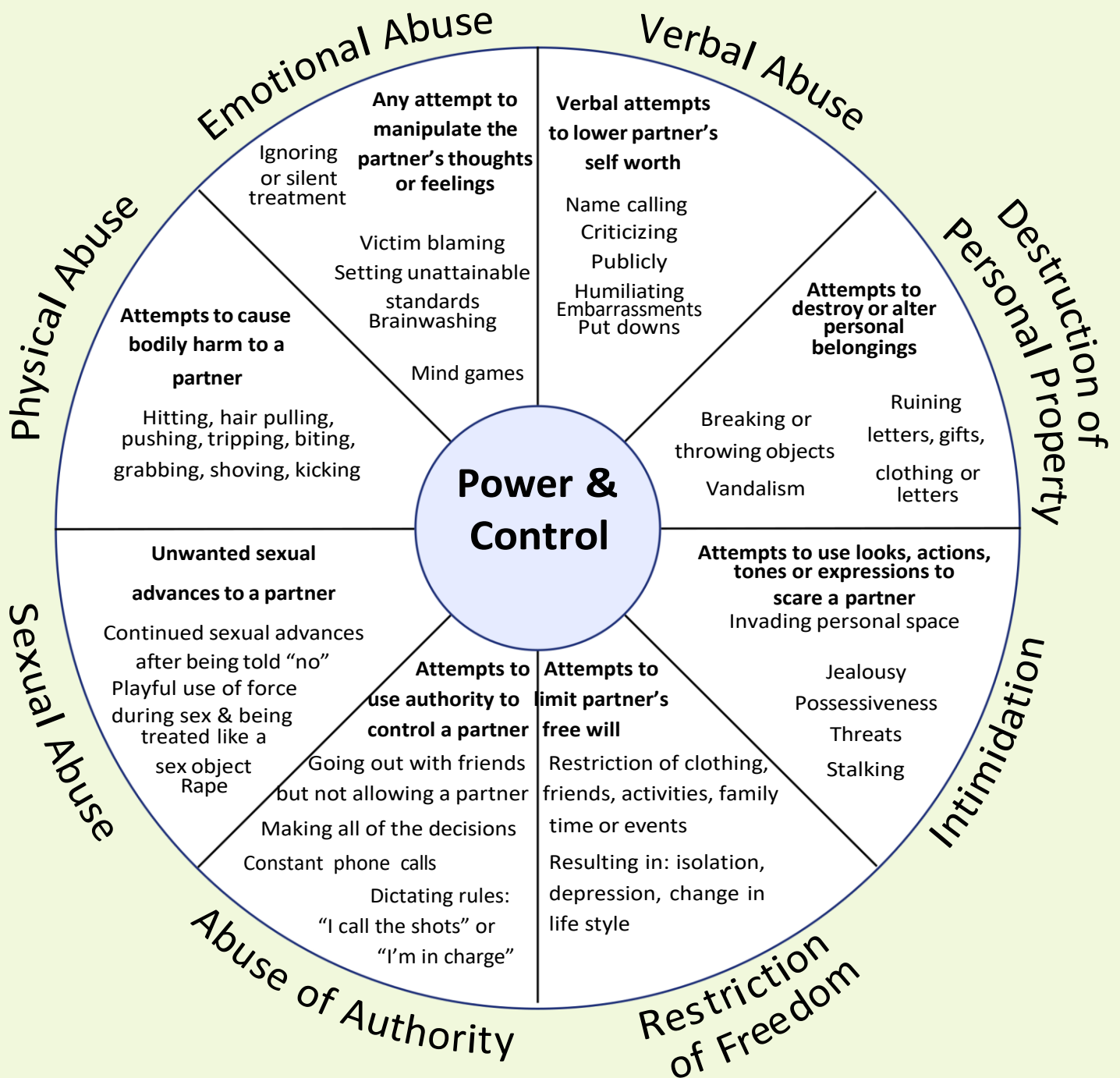
Objective: To visualize and discuss personal boundaries. **How it works:** Provide each participant with a large sheet of paper and markers. Ask them to draw a series of concentric circles. In the innermost circle, they write things they are comfortable sharing with close friends and family. In the outer circles, they write things they are comfortable sharing with acquaintances or strangers. This helps them understand different levels of boundaries and how to communicate them.



Setting boundaries is essential for maintaining our mental health and well-being. Boundaries help us define our limits and ensure that our needs are prioritised. By establishing clear boundaries will empowers us to build healthier relationships and maintain a sense of control over our lives.



Teens Experiencing Abusive Relationships Power and Control Wheel



The Power and Control Wheel is a visual tool that shows the different types of abuse that can happen in unhealthy relationships.

Abuse isn't just physical it can take many forms. The wheel demonstrates how teen dating relationships can involve many types of unhealthy dynamics, highlighting the various patterns of unhealthy behavior that may arise. This tool can aid discussions about teen relationships, guide interventions, and prompt important conversations about promoting healthy dynamics among teenagers.

Verbal Abuse – Insults, yelling, threats, or constant criticism.

Emotional Abuse – Manipulation, gaslighting, or making someone feel worthless.

Restriction of Freedom – Controlling where someone goes, who they talk to, or what they do.

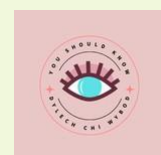
Intimidation – Using fear, threats, or aggressive behaviour to gain control.

Destruction of Property – Breaking or damaging someone's belongings to scare or punish them.

Abuse of Authority – Using status, money, or power to control a partner.

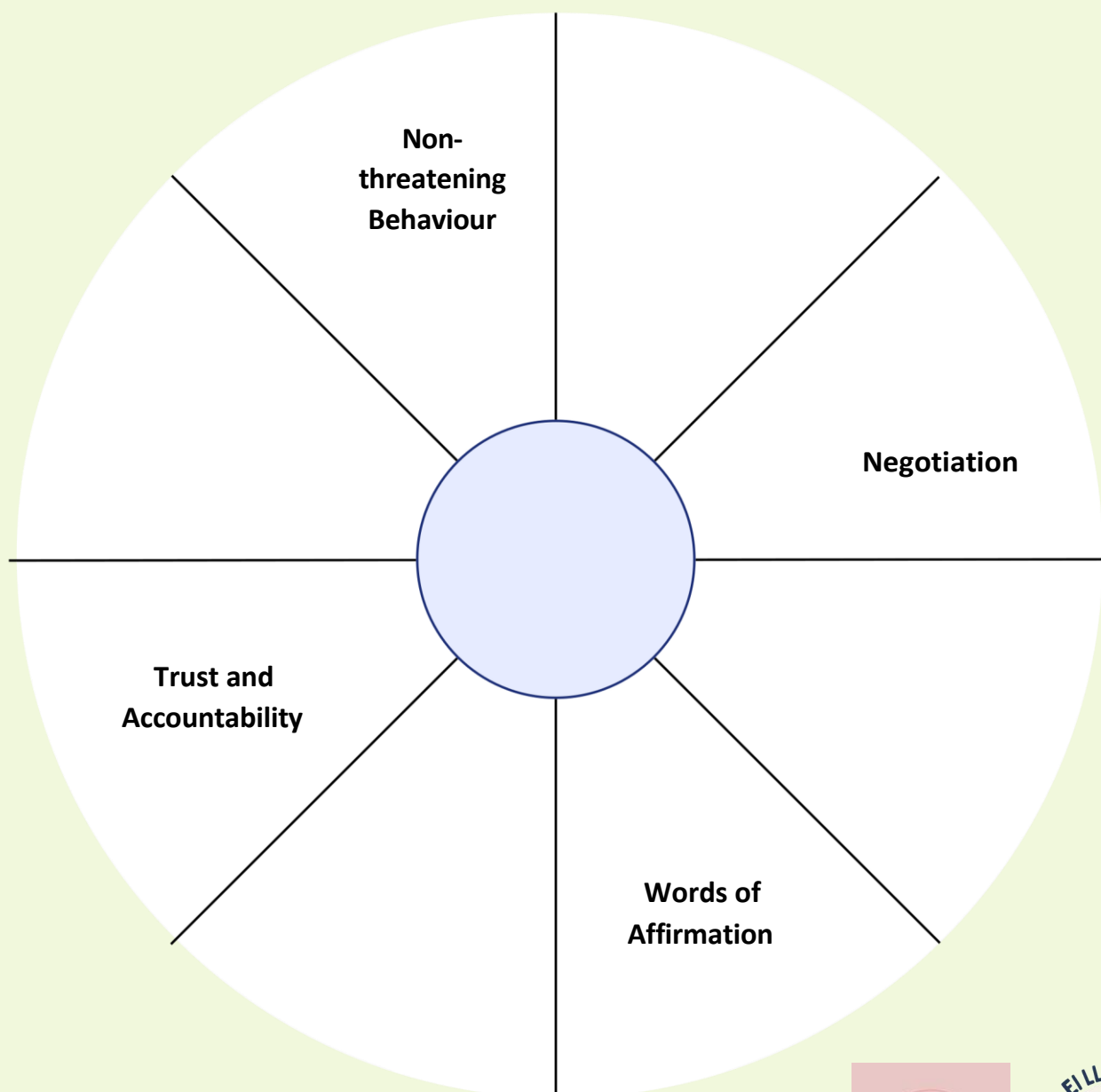
Sexual Abuse – Pressuring or forcing someone into sexual activities without consent.

Physical Abuse – Hitting, pushing, or causing physical harm.



Healthy Relationship Workshop

The aim of this activity is to learn about healthy and unhealthy relationships. To do this, you will fill each section with a positive behaviour, that leads to a healthy relationship. Below are some of our own examples.



Know the Bystander Intervention Strategy

The bystander approach is all about **helping others when you see something wrong happening**. Imagine you're at school and you see someone being bullied. Instead of just watching, you can do something to help.

Here are some simple steps you can take:

Notice: Pay attention to what's happening around you. If you see someone being treated badly, that's your cue to act. Recognise: Understand that what you're seeing is wrong and that the person needs help.

Decide: Make a choice to do something about it. You have the power to make a difference!

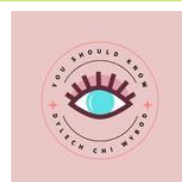
Act: Use one of the 5Ds to help...

1. **Distract:** Create a distraction to interrupt the situation. For example, you could ask the person being bullied to come with you to do something fun.
2. **Delegate:** Get help from someone else, like a teacher or another friend.
3. **Document:** If it's safe, record what's happening so you can show it to an adult later
4. **Delay:** Check in with the person being bullied afterward to see if they're okay and offer support.
5. **Direct:** If it's safe, directly tell the bully to stop.

By using these steps, you can help create a safer and kinder environment for everyone. Remember, even small actions can make a big difference!

Right to be youth (2024) <https://righttobe.org/youth/>

#WalesWontStandBy



Bystander Bingo Workshop

Objective: To teach participants how to intervene safely in situations of harassment.

How it works: Find flashcards with different bystander intervention strategies (e.g., direct intervention, distraction, seeking help) in pack describing different scenarios.

Read out scenario cards, discuss, which strategy will work best, encourage group discussion around the impact of the different strategies.

Bystander Intervention Strategies

1. Direct Intervention: Confront the harasser directly.
2. Distraction: Create a distraction to defuse the situation.
3. Delegate: Seek help from someone in authority.
4. Document: Record the incident if it's safe to do so.
5. Delay: Check in with the person being harassed after the incident.
6. Group Intervention: Intervene as a group to show support.
7. Humour: Use humour to lighten the situation and defuse tension.



Keeping Yourself Safe Around Alcohol

Alcohol Doesn't Cause Sexual Assault, But It Can Play a Big Role. Studies show that around half of sexual assaults on college or university campuses involve someone drinking, whether it's the victim, the perpetrator, or both. These assaults are more likely to happen at parties, bars, and other places where alcohol is present.

Alcohol and Sexual Assault: What You Should Know

Sexual assaults involving alcohol most often happen between people who know each other casually like acquaintances rather than in romantic relationships. Alcohol is linked to increased aggression which can make dangerous situations even riskier.

Alcohol and Violence in Relationships

Research shows that alcohol can increase the chances violence, making heated situations worse. Some perpetrators use alcohol to excuse their actions or avoid responsibility.

Sexual Harassment on Nights Out because of Alcohol.

Drinkaware (2025) found:

72% of young people (18-24) who drink at bars, clubs, or pubs have seen sexual harassment on a night out.

79% of women say they expect inappropriate comments, touching, or behavior—either toward them or their friends.

63% of women and 26% of men say they've personally experienced some form of sexual harassment.

Drinkaware is working to stop unwanted drunken sexual harassment.

Maryland Collaborative to Reduce drinking problems (2016)

Drinkaware (2025 <https://www.drinkaware.co.uk/news/three-quarters-of-young-people-have-witnessed-sexual-harassment-while-out-drinking>)



What Have You Learned?

What is consent?

- A) An agreement between people to engage in an activity.
- B) A verbal contract outlining exactly what activities will take place.
- C) A conversation between partners about preferences and desires.

Answer: A) An agreement between people to engage in an activity.

When should you ask for consent?

- A) The first time you engage in an activity.
- B) Every time you engage in an activity.
- C) The first time you engage in an activity with someone new.

Answer: B) Every time you engage in an activity.

Which of the following indicates giving consent?

- A) "Yes, I want to."
- B) "I'm not sure."
- C) "I guess if you really want to."

Answer: A) "Yes, I want to."

Can a person who is drunk give consent?

- A) Yes
- B) No

Answer: B) No

What should you do if someone withdraws their consent during an activity?

- A) Continue because they initially agreed.
- B) Stop immediately.
- C) Try to convince them to continue.

Answer: B) Stop immediately.

Is silence a form of consent?

- A) Yes
- B) No

Answer: B) No



What is a bystander intervention strategy?

- A) Ignoring the situation.
- B) Directly confronting the harasser.
- C) Joining in with the harassment.

Answer: B) Directly confronting the harasser.

What should you do if you see someone being harassed?

- A) Walk away and pretend you didn't see it.
- B) Create a distraction to defuse the situation.
- C) Record the incident and share it online.

Answer: B) Create a distraction to defuse the situation.

Why is it important to respect boundaries?

- A) To avoid getting into trouble.
- B) To maintain healthy relationships and mutual respect.
- C) Because everyone else does it.

Answer: B) To maintain healthy relationships and mutual respect.

What is an example of a non-verbal cue that someone might not be comfortable?

- A) Smiling and nodding.
- B) Avoiding eye contact and looking uncomfortable.
- C) Actively participating and engaging.

Answer: B) Avoiding eye contact and looking uncomfortable.



Sexual Harrassment First Aid

Recognise

- Understand what sexual harassment is. It can be unwanted touching, comments, or messages that make you feel uncomfortable or scared.

Stay Safe

- If you feel threatened or unsafe, move to a safe place where there are other people, like a classroom, the school office, or a friend's house. Avoid being alone. Stay with friends or trusted adults.

Speak Up

- Tell the person to stop - If you feel safe doing so, firmly tell the harasser that their behavior is not okay. Use clear language - Say something like, "Stop. I don't like that."

Get Help

- Talk to a trusted adult - This could be a teacher, school counsellor, parent, or guardian. Report it -
- Many schools have specific procedures for reporting harassment. Follow these steps to ensure the issue is addressed.



Document

- Write it down: Keep a record of what happened, including dates, times, and details of the incident. Save evidence: If
- you receive unwanted messages or emails, save them as evidence.

Support Others

- Be an ally: If you see someone else being harassed, support them by using the bystander approach:
 - Distract: Create a distraction to interrupt the situation.
 - Delegate: Get help from someone else. Document:
 - Record the incident if it's safe to do so. Delay: Check in
 - with the person afterward to offer support. Direct: If
 - it's safe, directly tell the harasser to stop.

Self-Care

- Talk about your feelings: Share your experience with someone you trust. Seek professional help: If you're feeling overwhelmed, consider talking to a counselor or therapist.



Where to Get Support

Welsh Women's Aid

029 2054 1551

welshwomensaid.org.uk

New Pathways

01685379310

newpathways.org.uk

Rape crisis

08085002222

rapecrisis.org.uk

Victim support

0300 303 0161

victimsupport.org.uk

RAINN

08006564673

rainn.org

Survivors Network

01273203380

survivorsnetwork.org.uk

Barnardo's

barnardos.org.uk

Childline

0800 1111

childline.org.uk

SARSAS

01823 324944

sarsas.org.uk

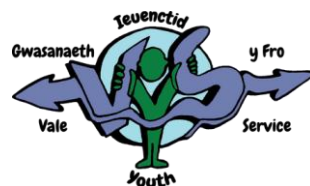
South Wales Victim Focus

0300 30 30 161

southwalesvictimfocus.org.uk



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