



Chapel-en-le-Frith
High School

**Harmful Sexual Behaviours &
Peer on Peer Abuse Policy
(Addendum to Behaviour Policy)**

Approved by Governors Learning & Pastoral Committee: 15 November 2021, minute 15

Introduction

Chapel-en-le-Frith High School is committed to a whole school approach to identifying, tackling & responding to peer on peer abuse, sexual harm/violence and harassment.

This policy supports the guidance issued to Derbyshire schools, that helps understand, identify and provides tools to respond to problematic/harmful sexual behaviours in schools.

A child/student as described in the policy is a child and young person up until 18 years

The Context

This policy should be read in conjunction with:

- [Keeping Children Safe in Education. Statutory Guidance for schools and colleges](#) All staff in a school should be familiar with the relevant sections that deal with Child on Child Sexual Violence and Harassment.
- [Sexual Violence and Sexual Harassment between Children in Schools and Colleges.](#) DfE, latest guidance for HeadTeacher, Principals, Senior Leadership teams and designated safeguarding leads.
- The non-statutory UKCCIS guidance: [‘Sexting in schools and colleges: responding to incidents and safeguarding young people’](#) and [KSCB](#) guidance: “Responding to youth produced sexual imagery”
- The non-statutory guidance: [Sharing nudes and semi- nudes Advice for Education Settings. Working with Young People](#)
- [Teaching Online Safety in Schools, DfE 2019](#)
- [The Voyeurism Act, 2019 \(Section Up skirting\)](#)

We are committed to a whole school approach to ensure the prevention, early identification, and appropriate management of peer on peer abuse in our school and beyond.

In cases where peer on peer abuse is identified we will use the local safeguarding procedures as set out by the Derby and Derbyshire Safeguarding children partnership.

Some of these behaviours we will refer to other policies in school:

- The Safeguarding and Child Protection Policy;
- The Behaviour Policy;
- The Online Safety Policy;
- Responding to an online incident in school (flow chart);
- The Acceptable Use of the Internet and Electronic Communication Policy.

We recognise that peer on peer abuse can manifest itself in many ways such as:

- Child Sexual Exploitation;
- Sexting (youth produced digital imagery);
- Bullying- name calling, physical,
- Prejudiced behaviour- homophobic, disabilities;
- Cyber bullying & online abusive behaviour;
- Radicalisation;
- Abuse in intimate relationships, including teenage relationship abuse;
- Children who display sexually problematic/harmful behaviour, including sexual harassment;
- Gang association and serious violence- County Lines, initiation, hazing;
- Race hate and Racism.

Vulnerable Groups

We recognise that all children are at risk but that some groups are more vulnerable than others and includes:

- A child with additional needs and disabilities;
- A child living with domestic abuse;
- A child who is at risk of/suffering significant harm;
- A child who is at risk of/or is been exploited or at risk of exploited (CRE, CSE)
- A looked after child;
- A child who goes missing or is missing education;
- Children who identifies as or are perceived as LGBTQI+ and/or any of the protective characteristics;

Research tell us that girls are more frequently identified as been abused by their peers and more likely to experience unwanted sexual touching, and sexual harassment. They often are exploited into gangs and are victims of sexual violence when in gangs. However, we are aware as a school that these are behaviours not just confined to girls.

Boys are less likely to report intimate relationship abuse and may display other behaviour such as anti- social/criminal behaviours. Boys are more likely to be exploited /entrapped into gangs and subject to violence as a result of gang culture.

Bullying and Online bullying and behaviour

Peer on peer abuse, can happen online and through social media. This school will respond to this form of abuse, cyber bullying and related behaviour.

This school's Behaviour Policy relates to identifying, responding to and reporting this type of behaviour by students. We will take a robust approach and educate all our staff to help prevent and tackle this.

Chapel-en-le-Frith High School will use the flow chart outlined in **Annex A** to respond to any report of harmful sexual behaviour.

Responding to Racism

We acknowledge that Britain is a multi-racial and multi-faith country, and everyone has the right to have their culture and religion respected by others. Racist bullying is not just about the colour, it can be about your ethnic background or religion too.

We recognize that racism is illegal. We will, therefore, notify the police if we believe an offence may have been committed.

We will provide education in school about racism and its impact on children and their families and this will be taught as part of our Safeguarding curriculum. We will use a whole school approach of tackling and eradicating this type of behaviour.

Hate crime

Hate crimes happen because of race, gender identity, religion, sexual orientation and disability.

Hate crimes can include:

- physical attacks - physical assault, damage to property, offensive graffiti, neighbour disputes and arson
- threat of attack - offensive letters or emails, abusive or obscene telephone calls, groups hanging around to intimidate you and unfounded, malicious complaints
- verbal abuse or insults - harassment over the phone, by text or face to face, abusive gestures and remarks, bullying and threats

Hate crime can happen anywhere - at home, school, work or on the street. It can be frightening for the victim and witnesses. Hate crime can happen in school. It is an offence and we will notify the police if we believe an offence may have been committed.

Sexual Harm, Violence and/or Sexual Harassment

Sexual harm, violence and sexual harassment can occur between two children of any age or gender; this can either be a group of children sexually assaulting or sexually harassing a single child or group of children. We recognise that this behaviour can take place in a school or any setting where students are together.

The impact of this behaviour on children can be very distressing having an impact on academic achievement and their emotional health & wellbeing.

All behaviour takes place on a spectrum. Understanding where a student's behaviour falls on a spectrum is essential to being able to respond appropriately to it.

In this policy we recognise the importance of distinguishing between healthy, problematic and sexually harmful behaviour (HSB).

As a school therefore, pastoral staff have been trained to use the Brook Traffic Light Tool to identify harmful sexual behaviours in children and young people.

In some cases, we may also use the Lucy Faithful Traffic light Tool, Hackett's Continuum, and the AIM model 2016 (Carson). These are nationally recognised and acclaimed tools to assist in determining healthy, problematic and harmful sexual behaviours in children and young people.

We will use the HSB Flow Chart in **Annex A** to determine 'next steps' and where necessary produce an 'In-School' Health, Wellbeing and Safety Support Plan, or an 'In-School' Risk HSB Management Plan depending on the outcomes of assessing risk in each individual case.

Using tools like this will help us:

- Decide next steps and make decisions regarding safeguarding children;
- Assess and respond appropriately to sexual behaviour in students;
- Understand healthy sexual development and distinguish it from problematic/harmful behaviour;
- Assist with communicating with parents about the concerns we have about their child/children;
- Assist with communicating with our partners and agencies about the concerns we have regarding a student in the school.

Action following a report of Sexual Harm, Violence and/or Sexual Harassment

All staff have received training to ensure that if they should see or hear of any sexual behaviour they will stop the behaviour immediately; report the behaviour to the Designated Safeguarding Lead and make a written record of the incident. The Pastoral Team will record on CPOMS and log all subsequent actions.

All students have received guidance on how to report incidents of harmful sexual behaviour and in using the 'Callitout' email address. Students have also received further education in this area through specific lessons within the Learning for Life curriculum.

We will speak to the student to establish their view about what happened and why, what understanding they have, what responsibility they take for their actions, and their willingness/ability to work on their behaviours.

We will speak to the student/s who has been targeted to establish the impact on them of the behaviour. How the other student/s managed to get in a position to carry out the behaviour, how they are feeling about the other student now, and what support they require.

This will only be to ascertain clarification; any further investigation may have to be undertaken by the statutory agencies.

We will contact the parents of those involved and share the information.

Following an incident, we will use the HSB Flow Chart to consider:

- The wishes of the victim in terms of how they want to proceed
- The safeguarding of the alleged perpetrator
- Making a police complaint. This is especially important in the context of sexual violence and sexual harassment;
- The nature of the alleged incident(s) e.g. the intention, mitigating circumstances AND Including: whether a crime may have been committed and consideration of harmful sexual behaviour;
- The ages of the students involved;
- The developmental stages of the students involved;
- Any power imbalance between the students concerned. For example, is the alleged abuser significantly older, more mature or more confident? Does the victim have a disability or learning difficulty?
- If the alleged incident is a one-off or a sustained pattern;
- Are there ongoing risks to the victim, other students, siblings, adult students or school staff; or other related issues in the wider context?

Whilst the school establishes the facts of the case:

- The alleged abuser will be removed from any classes or areas they share with the victim;
- We will consider any reasonable steps to ensure the safety and protection of the alleged abuser, victim and all other students we have a duty to safeguard;
- We will consider how best to keep the victim and alleged abuser/s at a reasonable distance apart on school premises, including transport to and from the school;
- We will use the recommended In School HSB Risk Management Plan if assessed as appropriate;
- We will use a Victim Support Plan.

These actions are in the best interests of the students involved and should not be perceived to be a judgment on the guilt of the alleged abuser/s.

Responding to an incident/disclosure

Where abuse or violence, including sexual harm and/or sexual harassment, has taken place outside of school e.g. on school transport, off site during lunchtimes, or in the local community involving one or more of our students; we will investigate and take action around the conduct of the student/s. We will also consider if we should notify the police if we believe an offence may have been committed.

Where behaviour between peers is abusive or violent, including sexual harm or sexual harassment within the school; we will use our procedures as set out by the schools child protection and safeguarding policy, and the procedures as set out by the local Childrens Safeguarding Partnership. This will mean a referral to the police and a referral to Childrens' Social Care Services.

All staff understand that all concerns must be reported to the Designated Safeguarding Lead; however, we acknowledge that anyone can make a referral.

We will record all instances of bullying, prejudice, violence and sexual violence and related incidents involving peers. This will include racism and racist bullying. We will inform parents of this.

Our CPOMS records will show what actions have been taken and any outcomes. We will produce these for an OFSTED inspection if requested and we will also demonstrate how we have tackled any of these incidents to prevent recurrence.

Reporting

Any incident of racism, race hate or incitement to hate will be reported to the police if it is believed an offence may have been committed.

Any incident of alleged or an actual incident of sexual harm, violence and/or sexual harassment will be reported to the police if it is believed an offence may have been committed. In all cases consideration is given to reporting the matter to Children Social Care Services.

There are circumstances in some cases of sexual harassment/touching which dependent upon age and understanding/age of criminal responsibility, (e.g. one-off incidents), which we may decide that the child/ren concerned are not in need of Early Help or statutory intervention.

In these situations, it would be appropriate to handle the incident internally, for example by utilising the behaviour and bullying policies, providing pastoral intervention and support.

We may also decide that some child/ren involved do not require Statutory Interventions; however, they may benefit from Early Help.

Early Help means providing support as soon as a problem emerges, this can be at any point in a child's life. We will decide if an early help approach will benefit a student following any outcome of assessment that we may use. This may mean the development of a safety and support plan as part of the early help process.

Providing Early Help is more effective in promoting the welfare of child/ren than reacting later. This school acknowledges that an Early Help Assessment can be useful to address non- violent harmful sexual behaviour and may prevent escalation of sexual violence.

Sanctions

We will consider the sanctions available to use as school in reference to our Behaviour Policy.

We recognise disciplinary actions rarely resolve issues of peer on peer abuse and this school will consider all courses of action and intervention.

We recognise that emotions and feelings can run high, and we will endeavour to respond to concerns from any student, other students, parents and the local community.

We will ensure all necessary parties including the parents are informed and kept up to date. We will listen to any concerns and will work to attempt to resolve these.

Role of Governors

The governors' resources and pastoral committee receive regular detailed reports on the school's safeguarding work, these reports would include incidents of sexual harassment, sexual abuse or peer on peer abuse. These reports, and behaviour reports to governors' learning and pastoral committee, allow governors to ensure that school policies are applied correctly and equitably. The reports also allow governors to monitor trends.

Link governors for safeguarding and senior governors are always available to support the headteacher and senior DSL in making decisions in difficult cases.

Multi-Agency Working

This school will work with our partners and agencies; Childrens Social Care, the Police, Youth Offending Service, Health and CAHMS.

We recognise that we will be invited to share information, being a part of local partnerships and local partnership groups to help identify risk and issues both within the school and in our local community.

Our local point of contact will be the chair of our local group and the Head of Service for our locality (Derbyshire)

Prevention and Training

Chapel-en-le-Frith High School is always working hard to create a culture where peer on peer abuse does not happen.

We are aiming to create an ethos of good and respectful behaviour, and this should extend to all areas of the school and in a school day, including travelling to and from school.

We through curriculum teaching, learning and events and activities will provide education and guidance to students on what constitutes peer on peer abuse in a number of formats and where help can be sought both in, and out of school.

We will ensure that all our students know who to talk to, how to receive advice and help within the school. We will be able to signpost children to relevant local and national helplines and websites.

Management of the Policy

We will ensure all our staff, governors, volunteers are trained in the awareness and response to all forms of bullying, all forms of peer on peer abuse, racism and race hate and including any local issues and concerns in the wider context (Contextual Safeguarding).

In addition, we will ensure all our staff, governors and volunteers are aware of this policy and the supporting guidance, in order that they are clear regarding their role and responsibilities.

The School Designated Safeguarding Lead will take on a lead responsibility to ensure all staff are trained in the use of the available assessment tools, including the use of Health, Wellbeing and Safety Support Plans, the 'In School' Risk Management Plan and the 'Victim/s Support Plan.

The Link Safeguarding Governor in the school will act to oversee and audit any training activity which takes place and activities in relation to this policy.

The governing body should undertake an audit activity to help assess the effectiveness of the school and its processes in tackling all forms of peer on peer abuse.

We will ensure that parents are made aware of this policy and its availability on the school website.

Dealing with reports of Sexual Abuse

REPORT RECEIVED
(from the victim or third-party)
[Onsite, offsite or online]

Victim reassured
[see checklist below]

- ✓ taken seriously and kept safe
- ✓ confidentiality not promised
- ✓ listen to the victim, non-judgementally
- ✓ record the disclosure (facts as reported) on green safeguarding form
- ✓ two staff present if possible (one being a DSL, and PGS)
- ✓ victim informed about referral to other agencies (if victim does not give consent to share, DSL's can still lawfully share in order to protect the child from harm and to promote the welfare of children (Sexual Violence and Sexual Harassment paragraph 43)
- ✓ parents of victim informed

Anonymity
In the cases of sexual violence there is a legal protection of the victim's identity. Remember that this also includes sharing on social media and discussion amongst students in the school.

Definitions

Sexual Violence
Rape
Assault by penetration
Sexual assault

Sexual Harassment
Unwanted conduct of a sexual nature, including sexual remarks, sexual taunts, physical behaviour or online

Record-keeping
Record **ALL** concerns, discussions, decisions and reasons for decisions on **CPOMS**

Considerations
(Sexual Violence, Sexual Harassment and Harmful Sexual Behaviours)
Immediately: Consider how to support the victim **and the alleged perpetrator**

- wishes of the victim
- nature of the alleged incident
- ages of the children
- development stage of the child
- any power imbalance?
- one-off, or part of a pattern of behaviour?
- any ongoing risks?
- other related issues and wider context

MANAGE INTERNALLY
One-off incidents which the school believes that the child(ren) are not in need of early help or statutory intervention, which would be appropriate to deal with internally under the school's behaviour policy or anti-bullying policy.
Use Brook Traffic Light Tool

EARLY HELP
Non-violent Harmful Sexual Behaviours
Use Brook Traffic Light Tool
(see Harmful Sexual Behaviours Framework NSPCC)

SOCIAL CARE
All incidents where a child has been harmed, is at risk of harm, or is in immediate danger.
Social care staff will decide next steps. Be ready to use the escalation policy if needed

POLICE
ALL incidents of rape, assault by penetration, or sexual assault MUST be referred to the Police.
Discuss next steps with the police, for example, disclosing information to other staff, informing alleged perpetrator and their parents

RISK ASSESSMENT
Case-by-case basis

RISK ASSESSMENT
(immediately)
Do NOT wait for outcome of referral before protecting victim
Emphasis on victim being able to continue normal routines

SAFEGUARD AND SUPPORT VICTIM AND (ALLEGED) PERPETRATOR
(see separate page)

SAFEGUARD AND SUPPORT VICTIM AND (ALLEGED) PERPETRATOR
(see separate page)

DISCIPLINARY MEASURES TAKEN
(see school's Anti-Bullying Policy and Positive Behaviour Policy)

DISCIPLINARY MEASURES TAKEN
(may be undertaken based on balance of probabilities, unless prejudicial or unreasonable)
Ensure actions do not jeopardise the investigation
School to work closely with police and

CRIMINAL PROCESS ENDS

- **Conviction or Caution:** follow behaviour policy, consider PEx. If student remains in school, place on behaviour management plan, make clear expectations, keep separate, consider victim's wishes.
- **Not Guilty:** support victim and alleged perpetrator