



"Now listen to me if you follow my ways
you will be happy too." Proverbs 8

Inappropriate Sexual Behaviour, Harassment and Violence Between Children Policy

Context

In April 2021, the government asked Ofsted to undertake an immediate review of safeguarding policies in state and independent schools and colleges in relation to sexual abuse (Harassment and Violence). The catalyst for the above was the information emerging from testimonials submitted to the web site 'Everyone's Invited' which provided a place where victims, mostly in schools, were encouraged to share and record their experiences of sexual assault and abuse. As of 31 March 2021, over 11,000 testimonies had been submitted.

The Ofsted review looked at the extent and severity of the issue and how to ensure schools have appropriate processes in place to allow pupils to report sexual abuse concerns freely, knowing these will be taken seriously and dealt with swiftly, sensitively and appropriately.

In turn, the above prompted a wide ranging review and reappraisal of Pocklington Infant School safeguarding policies and procedures. Accompanying this was a revision of the recording and review process using CPOMS, and profile raising across school and staff. This was formalised in the Annual Staff Safeguarding Briefing in September 2021 and planned follow up staff training, as well as the review of the PSHE and RSHE Policy. The aims being;

to develop an improved awareness of the profile of such behaviours

- to identify themes and any patterns,
- to develop and implement a specific transparent process for the sharing of concerns that reassures children and parent, carers and all stakeholders that allegations will be taken seriously and investigated with requisite support in place and due regard to the sensitivity of information shared.

As a result, Pocklington Infant School adopts a whole school approach underpinned by **zero tolerance** of inappropriate sexual behaviour, harassment and violence. In so doing, our school adheres to the principles outlined in Keeping Children Safe in Education (KCSiE 2021) (DfE), Part 5. Pocklington Infant School places overriding emphasis upon this responsibility which will extend to information received covering alleged incidents and behaviours across the school community, in and out of school, in person and online.

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The following protocol aims to explicitly outline the whole school strategy to support concerns and our ongoing commitment to create a safe, happy and positive learning environment for all members of our school community.

Strategic Planning

- Safeguarding Training and Annual Updates for all staff and governors, including specific reference to inappropriate sexual behaviour.
- Dedicated Pocklington Infant School Policy developed and in place - 'Inappropriate Sexual Behaviour, Harassment and Violence between Children Policy 2021'.
- This interfaces with other key safeguarding and behaviour policies and outlines the school wide approach to reporting and managing concerns. It is published on the school website and available to all parents, carers and stakeholders.
- All members of staff to be provided with further training to support 'whole school' approach and ensure any incidents are managed consistently and in line with the school safeguarding and behaviour procedures.
- ELSA trained pastoral staff identified to provide targeted work and support for both victims and pupils presenting with sexually harmful behaviours towards peers.
- Children are consulted on regular basis re healthy relationships, positive social interactions and mental well-being in an age appropriate manner.
- Designated Safeguarding Lead (DSL) to ensure Governing Board receive termly updates on concerns and reported cases of inappropriate sexual harassment, harm and violence between children.

Prevention

- Personal, Social, Health and Economic Education (PSHE), including the teaching of Relationships, Sex and Health Education (RSHE). We use the following curriculum - Big Talk Education, HeartSmart as well as assemblies and class circle times. With key focus on every child being able to recognise and form healthy relationships and to know what to do if a relationship does not feel safe or healthy.
- Children are taught from an early age how to seek help for themselves or their friends and the importance of telling an adult if they are ever worried or upset about anything. Worry Monsters are used for individual children, as appropriate.

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- Reinforcement by all staff of 'zero tolerance' and the need to challenge any unacceptable behaviours.
 - Use of Brooks 'Traffic Light' system to identify age appropriate/inappropriate sexual behaviour.
 - NSPCC resources, in particular 'PANTS' Underwear Rule (Privates are private. Always remember your body belongs to you. No means no. Talk about secrets that upset you) are also used to support pupils understanding of the topic.

Identification and Reporting

- All staff to be vigilant and report any concerns, disclosures or inappropriate sexual behaviours immediately.
- Dedicated Pastoral Staff to ensure support is available, as necessary, throughout the school day.
- CPOMS category created. Staff record the scale and context within the text box of a CPOMS report - this enables us to identify any contextual safeguarding concerns.

Support for Concerns

- All reports of inappropriate sexual behaviour, harassment and violence between children managed and supported through DSL/DDSL with immediate consideration of any safeguarding concerns, safety planning and support.
- Parents and carers to be kept as fully informed as possible throughout process, with due regard to confidentiality on case by case basis.
- DSL/DDSL to make referrals to Safeguarding and Partnership Hub, Early Help and Prevention Team and Humberside Police if necessary.
- Support for victim and perpetrator with consideration of multi-agency support, including referral to the School Nurse/Health Visitor if appropriate.
- Regular review process by DSL/DDSL, to ensure concerns do not re-emerge and that support needs are continually re-evaluated, including contacts home with resulting updates.

Disability Equality Impact Assessment

This policy has been written with reference to and in consideration of the school's Disability Equality Scheme. Assessment will include consideration of issues identified by the

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involvement of disabled children, staff and parents and any information the school holds on disabled children, staff and parents.

Any questions or concerns regarding this policy should be made to the Headteacher and Designated Safeguarding Lead, Dr Lynn Bartram

Approved July 2022