

HSLC Protocol for Inappropriate Sexual Behaviour, Harassment and Violence between Children

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, are 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, and whether 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, seriously and appropriately. This is linked to the Government's wider 'Tackling Child Sexual Abuse Strategy' published in January 2021.

In turn the above prompted a wide ranging immediate review and reappraisal of Hornsea School and Language College (HSLC) interlinked policy and procedures and approach to supporting student behaviour and related expectations. Accompanying this was a revision of recording and review process using CPOMS and profile raising across school and staff. This was formalised in the annual staff safeguarding briefing and planned follow up staff CPD training as well as the review of the RSE curriculum and supporting 'gap analysis'. The aim being to develop an improved awareness of the profile of such behaviours at HSLC, identify themes and any patterns, develop and implement a specific transparent process for the sharing of concerns that reassured students 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, HSLC adopts a whole school approach underpinned by zero tolerance of inappropriate sexual behaviour, harassment and violence. In so doing, school adheres to the principle outlined in Keeping Children Safe in Education (KCSiE 2021) (DfE), Part 5. HSLC places overriding emphasis upon this responsibility which will extend to information received covering alleged incidents and behaviour(s) across the school community, in and out of school, in person and online.

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

- Specific HSLC school policy developed and in place – 'Inappropriate Sexual Behaviour, Harassment and Violence between Children Policy 2021'. This interfaces with other key HSLC Policies and outlines the school wide approach to managing concerns.
- Inappropriate Sexual Behaviour, Harassment and Violence between Children to be included within the HSLC Strategic Plan to underpin whole school approach to concerns and support of concerns
- School Council to work with SLT link and DSL towards ensuring that policy and protocols for Inappropriate sexual behaviours are clear and transparent as well as being accessible by all members of the school community
- New 'HSLC Champion' identified to support targeted work for pupils presenting with sexually harmful behaviours towards peers. Identified member of staff to complete specialist accredited training with DVAP and to promote reporting through The Big Red Button.

- DSL to ensure SLT and Governing Body receive termly updates on concerns and reported cases of Inappropriate sexual harassment, harm and violence between children.

Prevention

- RESPECT agenda
- Targeted briefings for SEND pupils by Learning Support Manager/Safeguarding and Welfare Manager
- RSE curriculum
- Dedicated policy for Inappropriate Sexual Behaviour, Harassment and Violence between Children
- Annual student survey
- Reinforcement by all staff of 'zero tolerance' and need to challenge any unacceptable behaviours

Identification and reporting

- Big Red Button – shared with all members of the school community as well as strong, consistent message heavily publicised throughout the school via pupil briefings, bespoke labels in planners, posters throughout school and on large screens. Big Red Button accessible through school website and Edulink
- Dedicated non teaching Pastoral and Student Support Teams to ensure support is available throughout the school day
- All members of the Pastoral Team, Student Support Team, Teaching Staff and members of the Learning Support Team provided with training through the National College to support 'whole school' approach to ensure any incidents are managed consistently in line with the school ethos and RESPECT agenda.
- CPOMS category created to enable understanding of the scale and context of behaviours of concern and to develop an understanding of themes that may identify 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.
- DSL to work with SLT and Progress Leaders to consider whether placement in The Bridge needs to be considered for any alleged perpetrators for duration of any resulting investigation (Police, Children's Social Care)
- DSL/DDSL to make referrals to SaPH, EHLP and Humberside Police if necessary.
- Child centred approach to support for victim with consideration of multi agency support, including referral to the School Nurse.
- Regular review process through DSL/DDSL to ensure concerns do not re-emerge and that support needs are continually re-evaluated, including contacts home with resulting updates.
- Data provided to SLT as part of SLT KPI's that documents incidents, prevalence and context of inappropriate sexualised behaviours, violence and harassment

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