

PEER-ON-PEER ABUSE:

SEXUAL VIOLENCE, SEXUAL HARASSMENT AND HARMFUL SEXUAL BEHAVIOUR– a snapshot of activity

Beal High School is committed to safeguarding and promoting the welfare of children and young people. We place high expectations on all staff and volunteers to share in this commitment. Beal High School is dedicated to ensuring that children and young people are valued, respected, listened to and taken seriously especially with regard to their safety and wellbeing.

This summary document should be read in conjunction with our Safeguarding and Child Protection Policy which is available on our website and can be accessed by following [this link](#). The following is also in accordance with Keeping Children Safe in Education ([KCSIE 2020](#)) and the [DfE guidance document](#) - Sexual Violence and Harassment between children and schools, May 2018,

TEACHING, LEARNING & ASSESSMENT

Curriculum design which includes input from outside agencies:

- Healthy and respectful relationships is a topic taught in Year 7-10 RSE/PSHE curriculum (details of our PSHE curriculum can be found [here](#))
- All contextual safeguarding issues are taught to our students via PSHE/Tutor time and the assembly programme.
- Different types of bullying (including cyberbullying), the impact of bullying, responsibilities of bystanders to report bullying and how and where to get help is taught in all year groups as part of our PSHE curriculum and assembly/tutor time programme.
- **Anti-bullying week** recognised and taught via our tutor time programme with resources provided by the Diana award and the anti-bullying alliance.
- Anti-bullying ambassadors trained by the Diana award.
- **Worth It**, a student mentoring organisation has trained Year 9-13 student mentors who are now our wellbeing ambassadors for the whole school.
- **Safer Internet week** (February) – How to stay safe online and promote the safe and positive use of digital technology is taught within our PSHE and ICT curriculum in Key Stage 3.
- Respectful relationships and consent - what constitutes sexual harassment and sexual violence is taught within our PSE/RSE curriculum
- All staff are expected to create an ethos of good behaviour in and out of the classroom and not to pass off peer-on-peer abuse, inappropriate language/behaviour as “banter”– staff training on Assertive Discipline plan and statutory safeguarding training.
- Extended study days for trainees on prejudice, tackling prejudiced based bullying in terms of protected characteristics.
- Our NQT programme includes training on challenging unconscious bias and ensuring a diverse curriculum including guidance on tackling unconscious bias
- All departments ensure a **Calibre** curriculum with a focus on ensuring their curriculum and approach is based on equality
- **Schools officer** lessons on being safe online, grooming and the law around sexting. Our schools officer will also work with students alongside their families
- **Lifeline Mentoring (REWT team)** – preventative work carried out with individuals or groups at risk of anti-social behaviour

- **Redbridge Drama Centre** – “Cat Call” – Year 9: raising awareness about Misogyny, Derogatory Language and inappropriate behaviour.
- **E-safety training** led by the 2 Johns (booked in again for Thursday 9th September) – all year groups, staff and parent training.

SAFEGUARDING

Any allegation of peer-on-peer abuse, sexual harassment and sexual violence will be dealt with in line with DfE guidance and [KCSIE](#):

- Staff are expected to challenge any form of derogatory or sexualised language or behaviour and are vigilant to issues that particularly affect different genders, for e.g. sexualised or aggressive touching towards female/male pupils.
- Staff have been trained to share any safeguarding concerns raised about a child and must report this to the DSL/DDSL. This is to ensure the child receives appropriate support.
- Children who are victims of sexual violence and sexual harassment (online or offline) will likely find the experience stressful and distressing. This kind of behaviour is never acceptable. It is important that all victims are taken seriously and offered appropriate support.
- Reports will be managed on a case by case basis and all staff dealing with these allegations are trained to refer reports to the Designated Safeguarding Lead (DSL) and Deputy Safeguarding Leads (DDSL) who know how to manage reports of this nature
- The DSL/DDSL will make an immediate risk assessment, taking into account: the victims’ need for protection and support, the needs of the alleged perpetrator(s) and all other children involved, particularly if they are aware of the incident
- The DSL/DDSL will decide as soon as possible whether to manage the case internally or take a multi-agency approach by referring to social services, or report to the police.
- Decisions are always made in the best interests of the pupil’s safety and welfare
- In making this decision, the DSL/DDSL will consider the following:
 - Victims’ wishes in terms of how the report should proceed;
 - The nature of the alleged incidents, including whether a crime may have been committed;
 - The ages and developmental stages of all children involved;
 - Whether the alleged incident forms part of a pattern of abuse;
 - Ongoing risks, to any member of the school community.
- Notifying parents/carers: We will discuss any concerns about a child with the child’s parents/carers. We will normally notify the parents of all the children involved, unless we believe that notifying the parents would increase the risk to the child.
- There will be an ongoing response made by the school, which will be decided on a case by case basis. Support will be provided to the victim

PERSONAL DEVELOPMENT, BEHAVIOUR & WELLBEING

Examples of preventative and restorative action:

- Support sought from Children’s Social Care, specialist sexual violence services and the police
- We work in partnership with our Safer School Officer in school
- Our Wellbeing and Pastoral teams are a knowledgeable and responsive group of staff that are there specifically to support students that disclose incidents of this nature
- Referral to Wellbeing team, school counselling service/CAMHS for ongoing support with social, emotional, mental health needs.

- Work in partnership with the Redbridge Educational Wellbeing Team (REWT), the Educational Psychology service and New Rush Hall to support with social, emotional and mental health needs of our students.
- The school takes every reasonable measure to ensure that students continue to study. This could include using separate on-site provision or tuition services which provide respite for students, whilst maintaining their educational progress.
- Close contact and collaboration with our Education Welfare Service if attendance is affected and to support families
- Early intervention programme with Lifeline mentoring team - Aimed at supporting students who are at risk of exclusion from school. Focus is on making the correct decisions and building self- esteem, building positive relationships with peers and adults alike.
- Use of Parent Support Advisors (PSA's), mentors/SEND Deputy Heads of Year in each year group
- Trained Emotional Literacy Support Assistants (ELSA) working in the school
- Free phone numbers for helplines in planners and displayed around the school, in classrooms. The following helpline for victims of abuse has been shared with staff, students and parents: NSPCC helpline, Report Abuse in Education on 0800 136 663 or email help@nspcc.org.uk
- Students signposted to Kooth online counselling service

LEADERSHIP & MANAGEMENT

Contribution to local and community action to tackle Peer on Peer Abuse:

- Close liaison with local secondary schools/the REWT team and the Behaviour and Inclusion team in Redbridge – sharing information and resources
- Participating in the Secondary Heads - Sexual harassment/Everyone's Invited working group
- Close liaison with local police – sharing information and resources
- Representation on Secondary Headteacher Board – submissions for police support
- Representation on the Redbridge Inclusion Panel
- Liaison with Director of People -London Borough of Redbridge