

Ripley St Thomas Church of England Academy

Addendum to the Child Protection and Safeguarding Policy

The following addendum should be considered in conjunction with our child protection and safeguarding policy. The full policy can be found on the school's website. This addendum has been added to our policy to clarify and explain specific aspects of unacceptable sexualised behaviour. In the full policy this type of behaviour would predominantly but not exclusively be considered in the peer on peer abuse section.

SEXUAL ABUSE, VIOLENCE AND SEXUAL HARASSMENT

The risks to the welfare and wellbeing of children and young people can take many forms which we address in our child protection and safeguarding policy. However, recent reports have demonstrated that sexual abuse, violence and harassment are at an unacceptable level and we are committed to ensuring that Ripley's established procedures clearly support pupils who may be targeted or fall victim to such conduct. It has led to these matters being given the spotlight they deserve in through the 'Everyone's Invited' movement.

In this addendum we will highlight what we mean by sexual abuse and harassment and ensure our children, young people, staff and wider Ripley school community understand what it is and how they can raise concerns about such behaviour.

We will never accept sexual harassment or violence. We will endeavour to work with victims and wider safeguarding partners to take action to stop it.

Teachers and others working in schools are in positions of trust so it is vital that we play a part in supporting those who may have been subjected to sexual harassment or violence, but also that we do not do anything which would undermine our own duty to safeguard and promote the welfare of those children and young people in our care.

Sexual Harassment

Sexual harassment is unwanted conduct of a sexual nature. It can apply to anyone regardless of their identified sex, gender or sexual orientation. It can include:

- comments such as telling sexual stories, making lewd comments, making sexual remarks about clothes and appearance and calling someone sexualised names;
- jokes of a sexual nature or taunting somebody in a sexual way;
- engaging in unwanted behaviour such as deliberately brushing against someone, interfering with someone's clothes and displaying pictures, photos or drawings of a sexual nature;
- online sexual harassment by sharing sexual images and videos without consent, messages of a sexualised nature, bullying comments, comments on social media platforms or being exploited in a sexualised way with coercion or threats against the person.

Sexual violence

Sexual violence includes the offences which are created under the law¹ to deter and hold accountable those who engage in prohibited activity. They are some of the most serious acts which our society has put in measures to address. We want to be clear here with everybody what these acts of sexual violence are and to be able to enable you to recognise when you should raise these with a trusted adult:

Rape: A person (A) commits an offence of rape if: they intentionally penetrate the vagina, anus or mouth of another person (B) with their penis, B does not consent to the penetration and A does not reasonably believe that B consents.

Assault by Penetration: A person (A) commits an offence if: s/he intentionally penetrates the vagina or anus of another person (B) with a part of her/his body or anything else, the penetration is sexual, B does not consent to the penetration and A does not reasonably believe that B consents.

Sexual Assault: A person (A) commits an offence of sexual assault if: they intentionally touch another person (B), the touching is sexual, B does not consent to the touching and A does not reasonably believe that B consents.

Consent

Consent is a fundamental part of understanding sexual harassment and violence. We want to be clear here what consent is so it may be understood whether sexual harassment or violence has taken place.

Consent is about having the **freedom and capacity to choose**. Consent to sexual activity may be given to one sort of sexual activity but not another, e.g. to vaginal but not anal sex or penetration with conditions, such as wearing a condom. In addition, you may wish to participate in some conversations but not those of a sexual or sexualised nature.

Consent can be withdrawn at any time. Someone consents to vaginal, anal or oral penetration only if they agree by choice to that penetration and has the freedom and capacity to make that choice.

It is important to highlight here that the law governs when someone can give consent. You are deemed able to give consent only from the age of 16.

Who can engage in sexual harassment or violence

Anyone can engage in sexual harassment or violence including fellow pupils, students and adults.

If you feel that you are being, or have been, subjected to sexual harassment or violence you should feel able and safe to speak with a trusted adult here at school.

If you want to speak, we are here to listen and help. At school, you have the following ways in which you can speak about your experiences and be heard:

¹ Sexual Offences Act 2003

- pupils can speak to any trusted adult. This could be a progress tutor, progress leader, school nurse, chaplain, subject teacher, member of senior leadership team, member of support staff
- report incidents through the Wellbeing Line 07935029991
- send information via a Ripley email to trusted adult
- talk to your tutor about your concerns and report any incidents
- use the dedicated NSPCC Helpline. Report Abuse in Education can be contacted by phone on 0800 136 663, or by emailing help@nspcc.org.uk

Awareness

In addition to this addendum we will work with our school community to raise awareness of unacceptable and unwanted conduct, violence and the importance of consent. We will do this by:

- Committing to maintaining a robust safeguarding culture at Ripley
- Ensuring staff have training and are updated on safeguarding issues regularly. Specifically in this area to:
 - better understand the definitions of sexual harassment and sexual violence, including online sexual abuse;
 - identify early signs of peer-on-peer sexual abuse;
 - consistently uphold standards in their responses to sexual harassment and online sexual abuse
- Conducting worship and delivering assemblies to reiterate the Ripley community's expectations and culture
- Ensuring we have a comprehensive Relationships and Sex Education policy (RSE) based on the DfE's statutory guidance. This includes sexual harassment and sexual violence and online abuse (reviewed regularly).
- Ensuring staff are informed and trained to be able to deliver RSE curriculum
- Ensuring we have a relevant and comprehensive child protection and safeguarding policy that is reviewed at least annually.
- Routine record keeping and analysis of sexual harassment and sexual violence, including online, identifying patterns and intervening early to prevent abuse. Record keeping of individual incidents will be recorded on CPOMS. An overview of sexualised incidents will be reported to Governors on the termly dashboards.
- A behavioural approach, including sanctions when appropriate, to reinforce a culture where sexual harassment and online sexual abuse are not tolerated.
- The DSL will consider contextual safeguarding information and work closely with the Lancashire LSP. This will enable Ripley to be informed of the support available to children and young people who are victims or who perpetrate harmful sexual behaviour.
- Ripley will provide support for the DSL and DDSs by ensuring they have time in timetables to engage with LSPs, prepare staff training and attend relevant training themselves.