

Sexual harassment and violence action plan - July 2021

In light of the Ofsted review of sexual abuse in schools and colleges, Kettlethorpe High School intends to review the work and procedures currently in place to safeguard our pupils. We intend to achieve a culture of zero-tolerance, which is preventative rather than reactionary and supports our pupils in their development to recognise signs and behaviours which may accumulate into sexual violence. We plan to foster an environment which equips our pupils with the confidence to report any sexual assault or harassment, and that that pupil feels safe throughout any investigation.

We intend to achieve this through the following summary.

RSHE Curriculum

The RSHE content embedded into the PSHE tutor scheme at Kettlethorpe High School is currently under review to ensure that lessons equip pupils with the knowledge and understanding of sexual violence, behaviours, and harassment. The purpose of the lessons is to prevent sexual harassment and assault through an understanding of appropriate and lawful behaviours and consequences of one's actions. The RSHE content aims to encourage healthy and respectful relationships and challenge attitudes that can grow into disrespect and sexual violence in open discussion forums. The intent is also for pupils to be equipped with the skills to identify sexual violence and harassment and have the confidence to report this whilst having a coherent understanding of the process of investigation.

The PSHE and RSHE Co-Ordinator, Shereen Keddy, has attended professional development training including *Sexual Assault Training* and *RSHE Approach Training* in June 2021. From this, an intended programme of study has been developed which will cover the following themes through each year group. Please note that this knowledge is embedded into schemes which support the necessary prior knowledge to fully understand sexual assault and harassment. For example, being safe online and mental wellbeing.

Year	Content
7	Understanding consent in all relationships and building skills to say no; this can include strangers, family, friendships, and romantic relationships. Age of consent is also explained, along with FGM and CSE. Pupils are taught about privacy, their rights and responsibility when it comes to their body.
8	Understanding views on body image and privacy, including media, imagery, and responsibility. Pupils investigate the impact of social media, including image sharing, morals, and consent. Pupils are introduced to the law of taking nudes and semi nudes.
9	Understanding consent and safety within a relationship whilst building the skills to recognise unhealthy / toxic behaviours. This also discusses sexting, revenge porn, as well as peer on peer abuse and pressure. Criminal responsibility is introduced, including how to keep each other safe and when behaviour crosses the line to criminal behaviour. Understanding responsibility in staying safe when having sex, including consent and contraception. Delivered by an outside agency, Spectrum.

10	Understanding the emotional and physical impact of sex. This includes topics of family choice, pornography, consent, and pleasurable sex, CSE, sexual assault and harassment, as well as sex and the law. Laws include consent, abortion, forced marriage and domestic and sexual abuse.
11	Understanding behaviour and actions when attending parties and using alcohol or drugs. Keeping safe around other people and maintaining good sexual health. Ideas around consent, pressure, abuse and sexual harassment are covered again.

As well as the development of a carefully sequenced RSHE curriculum, Kettlethorpe High School has planned a Drop Down Day on **Friday 21st January, 2022** whereby all pupils will participate in activities and workshops to build a thorough understanding of consent. Activities will be planned for every year group which are age appropriate and support each pupil's understanding of their rights and responsibilities around consent.

High Quality Training

Professional development and safeguarding training has been planned into the annual calendar. These sessions will be delivered to all staff to support the safeguarding of pupils under current legislation responsibilities. It will define key terminology and clearly outline responsibility and procedures when dealing with a sexual harassment or assault accusation. The current dates for these planned sessions are:

- **Monday 6th September** (INSET day)
Safeguarding training on Safer Working Practice provided by Wakefield Safeguarding Children Partnership, delivered by the Designated Safeguarding Lead, Mel Mumby.
- **Monday 29th September** (Staff twilight)
Safeguarding training along with a session on sexual assault and harassment, and sharing nudes and semi-nudes, which will be delivered by the Designated Safeguarding Lead, Mel Mumby and PSHE/RSHE Co-Ordinator, Shereen Keddy. The governing body are invited to this training, given the updated SVSH guidance in September 2021.
- **Friday 8th October** (INSET day)
LGBTQIA+ training with a focus on keeping LGBT+ pupils safe and a refresher on sexual assault and harassment delivered by the PSHE/RSHE Co-Ordinator, Shereen Keddy. This will include informing the pupils who they can speak to in school about these issues.
- **Friday 15th October** – all staff to have completed online training on Sexual Bullying <https://learning.anti-bullyingalliance.org.uk/couRSHE/6093/couRSHE-11-sexual-bullying>, Mel Mumby
- **Friday 22nd October** (Pupil cohort)
Pupil voice activity on safety to include Sexual Violence to be carried out and collated by PSHE/RSHE Co-Ordinator, Shereen Keddy.
- **Friday 22nd October** (RSHE Parental consultation evening – statutory requirement)

Parental voice activity on safety to include Sexual Violence to be carried out and collated by PSHE/RSHE Co-Ordinator, Shereen Keddy.

- **Wednesday 19th January** (Twilight, all staff)
Safeguarding training delivered by the Designated Safeguarding Lead, Mel Mumby. A session to reaffirm the safeguarding expectations for all staff at Kettlethorpe High School.

Further to the implemented training, materials will be made available for all staff throughout school to instil and embed a culture of no tolerance. This will include tackling pupils' language and behaviours which could lead to inappropriate sexual behaviours, identifying safeguarding concerns and thoroughly understanding the safeguarding procedures in school when dealing with sexual harassment or assault. Training will highlight vulnerable groups, such as SEN and those who identify with the LGBTQIA+ community. All staff will also be educated on the impact of culture /ethnicity and how this will determine if a sexual assault is reported or not.

Language

As evidenced from the Ofsted Review, a particular area of concern is the language used by pupils to discuss sexual themes which may go undetected from staff. Contemporary slang terms can be often spoken, using ordinary words with a sexual connotation, most likely generated from social media or popular culture.

The generation of slang terms is something that will remain ongoing however, to try and combat this and ensure that conversations are in line with our zero-tolerance culture, we intend to regularly communicate this language with all staff and ensure they understand a potential undertone or risk associated with key words or phrases. We will encourage teachers to report any new words or phrases picked up amongst pupils and share this amongst the rest of the staff.

We feel that by understanding terminology used by our pupils it will support staff in tackling inappropriate behaviour and highlight potential safeguarding scenarios.

Listen and Respond

Kettlethorpe High School intends to review its safeguarding procedures to ensure that all pupils feel safe and confident to report a sexual assault or harassment. Through the use of the RSHE curriculum, wider curriculum content, assemblies and Drop Down Days, we want to inspire a culture of safety and zero tolerance, where pupils feel that a report of sexual violence will be investigated. As part of this culture, we intend to lay out a clear pathway...

- Pupils feel they have been listened to
- Pupils feel safe to be in school

- Using pupil voice to gather an understanding of the school culture (including separate sex/gender groups)
- Using all staff voice to evaluate confidence levels
- Using parent voice to collect information about their understanding of sexual harassment
- From September 2021 the use of CPOMS will be modified to accurately track and monitor incidents of sexual violence
- Use of the Harmful Sexual Behaviours toolkit to gain insight into pupil and parent thoughts about harmful sexual behaviours

Glossary of key terms and phrases

Acronym	What it stands for
FGM	Female genital mutilation
LBGTQIA+	Lesbian, gay, bisexual, transgender, questioning, intersex and asexual.
CSE	Child sexual exploitation
RSHE	Relationships and sex education
CCE	Child criminal exploitation