

Child-on-Child Sexual Violence and Sexual Harassment



GLEBE HOUSE
SCHOOL & NURSERY
HUNSTANTON

This policy was updated in September 2025.

Review is due for the beginning of September 2026.

All changes from previous documents and sections have been highlighted yellow.

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This policy initiated - ABS
Policy written by - ABS
Policy to be updated on an annual basis.
(Delete if not applicable) This policy is currently under review

Change Log – for 2025/2026

This is a new format for 2025/2026

Policy on Child-on-Child Sexual Violence and Sexual Harassment

(Reviewed September 2025 – Independent School Standards & KCSIE 2025 aligned)

1. Introduction

This policy is an addition to the **Safeguarding and Child Protection Policy**. It should be read alongside:

- *Keeping Children Safe in Education (KCSIE) 2025*
- *Working Together to Safeguard Children 2023*
- *The Sexual Offences Act 2003*
- *Independent School Standards Regulations 2014 (Part 3: Welfare, health and safety of pupils)*
- Norfolk County Council safeguarding guidance

Principle: Sexual violence and sexual harassment between children will never be tolerated, excused, or treated as “banter” or “growing up”. All concerns will be taken seriously, investigated, and responded to appropriately. The welfare of the victim is paramount.

2. Definitions

Sexual Violence

As defined under the *Sexual Offences Act 2003*:

- **Rape** – intentional penetration without consent.
- **Assault by penetration** – intentional sexual penetration with body part/object without consent.
- **Sexual assault** – intentional sexual touching without consent.

Consent

Consent means agreeing by choice, with the freedom and capacity to make that choice. Consent may be withdrawn at any time. Children under 13 can never legally consent.

Sexual Harassment

Unwanted conduct of a sexual nature that violates a child’s dignity or creates an intimidating, hostile, degrading, humiliating, or offensive environment. Examples include:

- Sexual comments, taunts, or “jokes”
- Unwanted physical contact or interference with clothing
- Sharing of sexual images (“sexting”), coercion, or online harassment

3. Scope

- Applies to all pupils (EYFS, Prep, and Senior), staff, governors, volunteers, and visitors.
- Covers incidents that occur in school, on trips, online, or outside school where pupils are involved.

4. Principles

- All children are entitled to education free from harm.
- Victims will be supported and protected.
- Alleged perpetrators will also be safeguarded and supported while investigations take place.
- Confidentiality and anonymity will be carefully considered but never promised absolutely.
- Reports will be handled sensitively, in line with safeguarding procedures.

5. Responding to Reports

- **Immediate Response:** Victims are reassured and listened to. Disclosures are recorded factually. No confidentiality is promised.
- **DSL Role:** The Designated Safeguarding Lead (DSL) takes the lead, consulting Norfolk Children's Services, the LADO, and/or the police.
- **Parents/Carers:** Normally informed unless doing so places the child at further risk.
- **Recording:** Incidents are logged on the safeguarding system and retained per ISSR and Data Protection Act 2018.

6. Online Incidents

Online sexual violence and harassment (e.g. image sharing, sexting, coercion) will be treated with equal seriousness. We act in line with our **Online Safety Policy** and **Anti-Bullying Policy**. Evidence will be preserved and passed to police where required.

7. Confidentiality and Anonymity

- Confidentiality cannot be guaranteed. Information will be shared on a "need to know" basis.
- Victims' anonymity will be protected wherever possible, including managing rumours and social media misuse.

8. Risk Assessment

The DSL will conduct a written risk assessment considering:

- The victim's needs
- The alleged perpetrator's needs
- Other pupils and staff
- School environment (classrooms, transport, residential)

Risk assessments will be updated regularly and will inform safeguarding, disciplinary, and support actions.

9. Action Following a Report

Each case will be considered individually. Options include:

- Managed internally** – through pastoral support and behaviour policy (for low-level harassment).
- Early Help** – coordinated with Norfolk services to prevent escalation.
- Referral to children's social care** – if a child is harmed, at risk of harm, or in immediate danger (s17/s47).
- Police involvement** – mandatory for rape, assault by penetration, sexual assault, or illegal image creation/sharing.

10. Interaction with Criminal Processes

- The school will support victims, alleged perpetrators, and witnesses during investigations.
- Bail or RUI conditions will be respected and supported.
- Disciplinary measures may run alongside criminal processes, provided they do not compromise investigations.

11. Outcomes and Support For Victims

- Emotional support via school counsellor, pastoral staff, and external agencies (e.g. sexual violence services).
- Physical space to withdraw if needed.
- Protection from bullying and harassment, including online.
- Alternative provision considered if requested by the victim.

For Alleged Perpetrators

- Safeguarding support and education.
- Disciplinary action in line with the **Behaviour Policy**.
- External referral if concerns exist about their welfare or risk of exploitation.

Shared Classes

- Victim and alleged perpetrator will not normally be placed in the same classes.
- Timetables, movement, and transport arrangements may be altered.
- Permanent exclusion considered in serious cases (rape, assault by penetration).

12. Working with Parents and Carers

- Both sets of parents/carers will usually be informed and engaged, unless this increases risk.
- Meetings will clarify safeguarding, risk assessments, and educational arrangements.
- Support agencies will be signposted.

13. Safeguarding Other Children

- Witnesses to sexual violence will also be safeguarded.
- Preventative action will address potential bullying, harassment, or peer pressure.
- Social media misuse will be sanctioned under the **Behaviour and Anti-Bullying Policies**.

14. Preventative Education

Through our **PSHCE curriculum, assemblies, and visiting speakers**, we educate pupils on:

- Healthy, respectful relationships and consent
- Equality, stereotypes, and gender roles
- Body confidence and self-esteem
- Harmful sexual behaviour and the law
- Reporting concerns and accessing support

15. Governance and Oversight

- The **Governing Body/Proprietor** has oversight of this policy and ensures compliance with ISSRs and KCSIE 2025.
- The DSL reports safeguarding data, including child-on-child sexual violence/harassment incidents, to governors regularly.
- The policy is reviewed annually or following changes in law/guidance.

16. Linked Policies

- Safeguarding and Child Protection Policy
- Behaviour and Anti-Bullying Policies
- Online Safety Policy
- Staff Code of Conduct
- PSHCE Policy