Harmful Sexual Behaviour Policy

'Let your roots grow down into him, and let your lives be built on him'

Colossians 2:7

DATE	REVIEW DATE	COORDINATOR	NOMINATED GOVERNOR(s)
1st September 2026	September 2027	Emma Gilbert	David Armitage

(**Including child-on-child sexual harassment and sexual violence)**

Purpose

- The school recognises that harmful sexual behaviour may be happening but not reported and that it increasingly occurs online involving image sharing, coercion, exploitation and anonymous abuse.
- The purpose of this policy is to set out the school's approach to preventing, identifying and responding to child-on-child harmful sexual behaviour (HSB), including sexual harassment and sexual violence, whether occurring online or offline.
- This policy forms part of the school's safeguarding framework and should be read alongside other relevant policies.
- The school adopts a zero-tolerance approach to harmful sexual behaviour in line with national safeguarding guidance (see list below)

Scope

This policy applies to:

- All learners, staff, volunteers and governors
- Behaviour occurring within and outside school where it impacts the school community

Legislative and National Context

This policy reflects national guidance including:

Keeping Children Safe in Education (KCSIE)

Working Together to Safeguard Children (DfE)

Violence Against Women and Girls (VAWG) strategy (UK Government)

Ofsted Review of Sexual Abuse in Schools and Colleges.

Sharing Nudes and Semi-Nudes: Advice for Education Settings

DfE guidance on Relationships, Sex and Health Education

Roles and Responsibilities

- Governors provide strategic oversight, ensure annual review of this policy and monitor safeguarding trends.
- Senior Leaders promote a culture of respect and equality and ensure consistent implementation and staff training.
- The Designated Safeguarding Lead (DSL) leads responses to incidents, ensures safeguarding procedures are followed, completes or oversees risk assessments, liaises with external agencies and ensures the school understands local referral pathways and specialist support available for all children involved.
- All staff must challenge inappropriate behaviour, report concerns immediately to the DSL and respond to disclosures in a calm and supportive manner.

Policy Statement

The school will ensure that:

- A whole-school safeguarding approach is taken to preventing harmful sexual behaviour
- All reports are taken seriously and responded to promptly
- Children making reports are listened to, taken seriously, supported and protected
- Children alleged to have displayed, or displaying, harmful sexual behaviour receive appropriate safeguarding and educational support
- Incidents are managed in line with safeguarding and statutory procedures
- Patterns and trends are monitored to inform prevention strategies
- Sexual harassment and harmful sexual behaviour are never dismissed as “banter”, “part of growing up” or an inevitable part of school life

Prevention and Education

The school will ensure that:

- High-quality Relationships and Sex Education (RSE) is delivered
- Learners are taught about consent, respectful relationships and healthy boundaries, including coercive and controlling behaviour and abuse within intimate relationships
- Online safety education addresses digital sexual abuse, coercion and image-based harm
- Sexist language, misogyny and harmful gender stereotypes are actively challenged
- Learners are encouraged to be safe and responsible bystanders and report issues they see
- Reporting systems are accessible, appropriate and clearly communicated

Reporting and Responding

The school will ensure that:

- Multiple reporting routes are available and understood
- All incidents are recorded securely in line with safeguarding and data security procedures

- Risk assessments are completed where appropriate
- The safety and wellbeing of those affected is prioritised
- External specialist agencies are involved where required
- The wishes and feelings of children involved are considered when deciding how to respond, while recognising that safeguarding responsibilities may require information to be shared
- Police and children's social care are involved where appropriate, in accordance with local safeguarding arrangements

Support and Risk Management

The school will ensure that:

- Victims receive appropriate pastoral and safeguarding support
- Children alleged to have displayed, or displaying, harmful sexual behaviour receive appropriate safeguarding, educational and specialist support
- Support and risk management consider the needs and safety of all children involved, while prioritising the protection of the child who has experienced harm
- Risk assessments are dynamic and regularly reviewed
- Supervision and safety planning are proportionate and protective

Online Harmful Sexual Behaviour

Online harmful sexual behaviour—including sexual harassment, coercion, non-consensual image sharing, sexualised bullying and AI-generated or manipulated sexual content—will be treated as a safeguarding concern and managed in accordance with KCSIE and relevant national guidance. The school will preserve evidence where appropriate, avoid unnecessary viewing or sharing of harmful content and use specialist reporting or removal services where required.

Training and Review

The school will ensure that:

- DSLs receive appropriate specialist safeguarding training
- All staff respond appropriately to reports and understand reporting procedures
- Governors receive appropriate training to support oversight training

This policy is reviewed annually and updated in response to legislative changes, national guidance, local safeguarding arrangements, identified trends or emerging risks