



Anti-Bullying Policy inc. Child on Child Abuse

Local

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Role Responsible: Exec Head

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Statement of intent

Humberstone Infant and Junior Academies recognises that children are vulnerable to and capable of abusing their peers. We take such abuse as seriously as abuse perpetrated by an adult. This includes verbal as well as physical abuse and online. Abuse to children by their peers will not be tolerated or passed off as “banter” or “growing up”.

“All staff should understand that even if there are no reports in their schools or colleges it does not mean it is not happening, it may be the case that it is just not being reported. As such it is important if staff have any concerns regarding child-on-child abuse they should speak to their designated safeguarding lead” (KCSIE Sept 2022 - paragraph 33)

Our school adopts a zero tolerance to sexual violence, harassment, bullying and harm between children and young people.

We are committed to a whole school approach to ensure the prevention, early identification and appropriate management of abuse within our school and beyond.

We understand the importance of identifying, recording and responding to **all** safeguarding concerns, regardless of their perceived severity. We understand that sexual violence and sexual harassment can occur between two children of any age and sex, from primary through to secondary stage and into colleges.

Our school prides itself on creating a safe environment for all pupils. We are committed to following statutory guidance on how schools should respond to all reports and concerns of child on child sexual violence and sexual harassment, including those that have happened outside of the school premises, and or online.

All our staff working with children are aware and maintain an attitude of ‘it could happen here’. Addressing inappropriate behaviour (even if it appears to be relatively innocuous) can be an important intervention that helps prevent problematic, abusive and/or violent behaviour in the future. This will also develop a culture of respect which is one of our school values. Anyone who knows that bullying or other forms of child on child abuse are happening has a responsibility to report it. This policy applies to all staff, governors and visitors to the school.

What is Child on Child Abuse?

All staff should be aware that children can abuse other children (often referred to as child on child abuse). And that it can happen both inside and outside of school or college and online.

Child on Child abuse is most likely to include, but may not be limited to

- bullying (including cyberbullying, prejudice-based and discriminatory bullying)
- abuse in personal relationships between peers
- physical abuse such as hitting, kicking, shaking, biting, hair pulling, or otherwise causing physical harm (this may include an online element which facilitates, threatens and/or encourages physical abuse)
- sexual violence, (this may include an online element which facilitates, threatens and/or encourages sexual violence)

- sexual harassment such as sexual comments, remarks, jokes and online sexual harassment, which may be standalone or part of a broader pattern of abuse
- causing someone to engage in sexual activity without consent
- consensual and non-consensual sharing of nude and semi-nude images and/or videos (also known as sexting or youth produced sexual imagery)
- Upskirting which typically involves taking a picture under a person's clothing without their permission

“It is essential that all staff understand the importance of challenging inappropriate behaviours between children, many of which are listed below, that are abusive in nature. Downplaying certain behaviours, for example dismissing sexual harassment as “just banter”, “just having a laugh”, “part of growing up” or “boys being boys” can lead to a culture of unacceptable behaviours, an unsafe environment for children and in worst case scenarios a culture that normalises abuse leading to children accepting it as normal and not coming forward to report it.” KCSIE Sept 2022 - paragraph 34

Bullying:

Bullying is not usually an isolated incident and involves a pattern of behaviour. The agreed definition of bullying is “A physical, psychological or verbal attack against an individual or group of individuals by a person, or group of persons, causing physical or psychological harm to the victim.” At Humberstone Infant/ Junior academies we refer to this as Several Times on Purpose

Everyone at Humberstone Junior/Infant Academy is made aware of the STOP message through PSHE lessons and assemblies:

Start

Telling

Other

People

Specific types of bullying can be:

Related to race, religion or culture, racial taunts, graffiti, gestures related to sexual orientation, name calling or insults e.g. “gay boy”

Related to disability/SEN, making fun, mimicking or picking on someone with SEN or with a mental or physical disability

Related to appearance or health e.g. “spotty”, “fatty”

Cyber bullying, intimidating or offensive emails, texts or communication via social media or through gaming which can include the use of images and video.

Relating to objects, e.g. damaged belongings or extortion

Vulnerable groups

We recognise that all children can be at risk of child on child abuse, however we acknowledge that some groups are more vulnerable. This can include: experience of abuse within their

family; living with domestic violence; young people in care; children who go missing; children with additional needs (SEN and/or disabilities); children who identify or are perceived as LGBT and/or have other protected characteristics under the Equalities Act 2010.

Child on child abuse in the community

Humberstone Junior/Infant Academy expects all of its pupils to behave in an acceptable manner at all times including out of school hours. Child on Child abuse can happen both inside of and outside of school and online. Conduct that threatens the safety and wellbeing of pupils, staff or members of the community will not be tolerated wherever it occurs. The Executive Headteacher and Heads of School have the power to regulate the behaviour of pupils off site. Parents will always be kept informed at every stage when an incident of child on child abuse is reported as taking place out of school hours or off the school premises.

Child on child on school trips, residential and off site

When out of school for trips/activities/clubs' members of staff should refer to the policies and procedures to safeguard and protect the children as they would do in school. All children will sign to say they abide by an agreed code of conduct before taking part in a residential experience.

Child on child abuse of a pupil by a pupil of another school

The Executive Head teacher or relevant member of SLT will report the incident to the Head teacher of the school involved and inform the local community officer if the incident is serious.

Abuse of a member of staff and adult bullying in the school community

All staff have the same rights of protection from bullying and abuse as any citizen in a public place. They can report the matter to the police and also the Executive Head teacher who will investigate and apply appropriate consequences in line with the school's code of conduct and disciplinary policy. This is equally true for both direct and indirect bullying (e.g. cyber bullying out of school via intimidating or abusive texts or emails or on social media platforms.) All staff receive training on the school code of conduct and will be expected to sign to say they have read and understood the expectations.

Signs and indicators of child on child abuse

A child may indicate by signs or behaviour that he or she is being bullied or abused by their peers depending on their age and emotional maturity. These signs and behaviours could indicate other problems but should be investigated. Adults should be aware of these possible signs and that they should investigate if a child:

Sign and indicators of bullying/ child on child abuse

- Increased absences from school or lack of engagement with certain activities
- Unexplained physical injuries
- Mental health issues - signs of stress
- Becoming more withdrawn - lack of self esteem
- Avoidance or anxiety around certain areas of school or activities or times

- Changes in behaviour
- Becoming angry - harmful towards others

Adults including Parents

Employees of the Trust need to be aware that child on child abuse is a high-profile issue and must be taken seriously. All staff should be clear as to the school's policy and procedures with regard to child on child abuse and the important role they have to play in preventing it and responding where they believe a child may be at risk from it. Annual training will be provided to ensure all staff are aware of how to deal with bullying and other forms of child on child abuse and how to follow school procedures. This policy will be publicly available on the school website to staff, parents and pupils, alongside the behaviour policy. It will be reviewed regularly to ensure that systems are effective.

Procedures for parents

If you think that your child is being bullied or is involved in child on child abuse as either the victim or the perpetrator, reassure them of your support and contact your child's class teacher in the first instance, or the school office straightaway by phone, email or in person. This will be passed onto the Heads of school or the behaviour mentor who will keep you informed of process.

Whole school approach to Prevention

Humberstone Infant and Junior School actively seeks to raise awareness of and prevent all forms of peer on peer abuse, bullying and sexual violence and harassment for our pupils. Humberstone Infant and Junior Schools have systems in place that are well promoted, easily understood and easily accessible for children to confidently report abuse, sexual violence and sexual harassment. **Children know their concerns will be treated seriously, and that they can safely express their views and give feedback.**

Prevention child on child abuse in our school

- Educating all Trustees, the Senior Leadership Team, staff and volunteers, pupils and parents about this issue. This includes training for Governors, Senior Leadership Team, staff and volunteers
- Educating children about the nature and prevalence of child on child abuse and specifically sexual violence and harassment, within lessons (RSE, RSE, PSHE, MCT) and the wider curriculum (Community Circles).
- There is a focus on healthy relationships that will help children who are experiencing or witnessing unhealthy relationships know where to seek help and report abuse. Health Education addresses important aspects such as mental wellbeing.
- Encouraging positive and cooperative behaviour in school through a clear behaviour policy and consistent consequences which aim to reduce the likelihood of bullying occurring
- Whole school assemblies and community circles including whole school engagement with anti-bullying week
- Ensuring that the school environment does not allow places where bullying can go

unnoticed or children to be unsupervised

- Focus on the playground: more activities, improvement of the playground environment, extra training for lunchtime supervisors
- Peer support systems of the playground e.g. Playground Helpers, Year 6 buddies for Year 3 pupils
- Analysis of data of reported incidents to identify and trends or training needs
- Supervision of pupils through CCTV system. (Juniors)
- Actively celebrate and valuing Inclusion, diversity and difference within the school community and curriculum
- Supporting members of our school team by ensuring incidents are reported and treated both confidentially and seriously
- Parents flyers and further information on bullying and cyberbullying available on the school website
- Pupils are frequently told what to do if they witness or experience such abuse, the effect that it can have on those who experience it and the possible reasons for it, including vulnerability of those who inflict such abuse. This includes online abuse.
- Children are regularly informed about the school's approach to such issues, including its zero-tolerance policy towards all forms of child on child abuse sexual violence and harassment.
- Engaging parents on this issue by talking about it with parents, asking parents what they perceive to be the risks facing their child and how they would like to see the school address those risks. Involving parents in the review of school policies through regular workshops and meetings and through the school websites
- Ensuring that all child sexual violence and harassment issues are fed back to the school's safeguarding team so that they can spot and address any concerning trends and identify pupils who maybe in need of additional support. These concerns will be recorded on CPOMS and will be routinely discussed by the safeguarding team.
- Challenging the attitudes that underlie such abuse (both inside and outside the classroom). •
- Working with Governors, Senior Leadership Team, all staff and volunteers, pupils, and parents to address equality issues, to promote positive values, and to encourage a culture of tolerance and respect amongst all members of the School community.
- Responding to all reported cases of child sexual violence and harassment promptly and appropriately •
- Provide an open and safe culture and encourage children to talk about their worries in age and stage appropriate ways, e.g. with MHFA and class worry box. PHSE lessons
- Children are made aware of the processes to raise their concerns or make a report and how any report will be handled. This includes processes when they have a concern about a friend.

Response to a Report

We take all reports seriously and will reassure the victim that they will be supported and kept safe. This will be in all cases including if the abuse took place away from school, is not recent and/ or is online.

Pupils must feel that they have confidence in us.

1. INCIDENT
2. REPORTED
3. INVESTIGATED BY MEMBER OF STAFF

All our staff will be trained to manage a report.

Staff will not promise confidentiality as the concern will need to be shared further (for example, with the designated safeguarding lead, social care and parents) staff will however only share the report with those people who are necessary to progress it.

A written report will be made as soon after the interview as possible recording the facts as presented by the child or adult who is reporting.

Where the report includes an online element, we will follow advice on searching, screening and confiscation. The staff will not view or forward images unless unavoidable and only if another member of staff (preferably the DSL) is present.

The DSL will be informed as soon as possible.

The victim does not give consent to share information, staff may still lawfully share it, if it can be justified to be in the public interest, for example, to protect children from harm and to promote the welfare of children. -

The Executive Head teacher has overall responsibility to ensure incidents of bullying are recorded. Information on recorded incidents will be made available to the Trust Board as part of Safeguarding reporting.

Action Taken following a report

Action taken will take into consideration the following:

The nature of the alleged incident(s), including whether a crime may have been committed and consideration of harmful sexual behaviour.

The ages and vulnerabilities of the children involved/the developmental stages of the children involved.

Any power imbalance between the children. For example, is the alleged perpetrator significantly older, more mature, or more confident? Does the victim have a disability or learning difficulty?

If the alleged incident is a one-off or a sustained pattern of abuse.

Are there ongoing risks to the victim, other children, adult students or school staff, and other related issues and wider context?

Incidents will be recorded in the Bullying/Child on Child folder using the appropriate forms.

An investigation will take place as soon as is practicable. Relevant notes will be included with the report form

Appropriate sanctions will be issued in line with the above

Further intervention (additional external support may be sought for perpetrator and6 victim such as SEMH, School Counsellor, Behaviour Mentor)

Exclusion procedures may begin if deemed appropriate

At any point during this process if the incident is thought to be severe such as physical or extreme verbal abuse, or to involve sexual harassment or sexual abuse further agencies such as the Police, Social Care may be involved or advice sought.

Where bullying affects adults, they are advised to speak to someone they trust, where possible someone on the leadership team. This must be reported to the Executive Head teacher. If the accusation is against the Executive Headteacher the Chair of the Trust Board should be informed. They are also advised to contact their union and Human Resources for help and advice. A representative may attend any meetings with the member of staff who is the alleged victim.

Complaints

The school works, wherever possible, in partnership with parents to ensure a collaborative approach to meeting pupils' needs. All complaints are taken seriously. If there are any complaints relating to the bullying these will be taken up with the Head of School or Executive Head teacher. The Chair of Directors may be involved if necessary. Further details can be found in the school's Complaint policy on the website.