

# R espect

Every member of our community has the right to learn and work in a safe and caring environment in order to realise their true potential. We are a community which values respect and positive relationships. School should be a place of tolerance where everyone is free from harassment, humiliation, intimidation and abuse. We have a **zero-tolerance** approach to abuse. It is never to be passed off as “banter”, “just having a laugh”, “part of growing up” or “children being children”; we know that this approach can lead to a culture of **unacceptable behaviours** and an unsafe environment for our children and young people. We recognise that it is **more likely** that girls will be victims and boys perpetrators, but **all** child on child abuse is unacceptable and is taken seriously. We will ensure that no child or young person is ever made to feel ashamed for making a report. Harrogate Grammar School is committed to safeguarding and promoting the welfare of **all** of our Pupils. This is the responsibility of **everyone** who works at, and for, the school. To safeguard our students, staff consider, at all times, what is in the best interests of the child. Staff work with ‘professional curiosity’ and are encouraged to have an attitude that *‘it **could** happen here.’*

## How do we safeguard our pupils?



**Policy and guidance** – this includes Keeping Children Safe in Education 2022, as well as RKLTS Safeguarding and Child Protection, Respectful Relationships and Behaviour and Bullying and Harassment policies.



**Culture** – respectful relationships and exceptionally good behaviour for learning. Everyone feels safe, supported and that they belong



**Training** – we ensure that all staff understand the definitions of sexual harassment and sexual violence, including online sexual abuse, and can identify early signs of peer-on-peer sexual abuse and consistently uphold standards in their responses to sexual harassment and online sexual abuse



**Curriculum** - a carefully sequenced, age appropriate, RSHE curriculum that specifically includes sexual harassment and sexual violence, including online. This is supported by high-quality training for teachers delivering RSHE.



**Review** - routine record-keeping and analysis of child on child abuse, sexual harassment, and sexual violence, including online, to identify patterns, intervene early to prevent abuse and to update policy and practice

## What is unacceptable behaviour?

**Sexual harassment** - this is ‘unwanted conduct of a sexual nature’ that can occur online and offline, both inside and outside of school. This may include:

- × Sexual comments, such as: telling sexual stories, making lewd comments, making sexual remarks about clothes and appearance and calling someone sexualised names
- × Sexual “jokes” or taunting
- × Physical behaviour, such as deliberately brushing against someone, interfering with someone’s clothes and displaying pictures, photos or drawings of a sexual nature
- × Grabbing bottoms, breasts and genitalia, pulling down trousers, flicking bras and lifting up skirts
- × Sharing consensual and non-consensual nude and semi-nude images and/or videos
- × Sharing of unwanted explicit content; upskirting
- × Sexualised online bullying
- × Unwanted sexual comments and messages, including, on social media
- × Sexual exploitation; coercion and threats.

**Sexual violence** – This refers to offences under the Sexual Offences Act 2003. Children can, and sometimes do, abuse their peers in this way, both inside and outside of school/college

## What should you do if you witness or experience it?

Any report will be taken seriously. All staff will reassure victims of abuse that they are being taken seriously and will be supported. Children and young people should never be made to feel ashamed or that they are creating a problem by reporting abuse, sexual violence, or sexual harassment.

If you witness or experience it:

- ✓ Don’t ignore it
- ✓ Challenge it
- ✓ Report it
- ✓ Use REACH Out
- ✓ Speak to a Year Manager, Line Manager, member of SLT or one of the Designated Safeguarding Leads.



The Designated Safeguarding Leads are:

- **Tim Milburn**, Deputy Headteacher – [milburnt@hgs.rklt.co.uk](mailto:milburnt@hgs.rklt.co.uk)
- **Carly Jackson**, Assistant Director of VI Form - [jacksonc1@hgs.rklt.co.uk](mailto:jacksonc1@hgs.rklt.co.uk)
- **Ben Twitchin**, Director of VI Form - [twitchinb@hgs.rklt.co.uk](mailto:twitchinb@hgs.rklt.co.uk)
- **Nik Mason**, Assistant Headteacher: Director of Upper School – [mason@hgs.rklt.co.uk](mailto:mason@hgs.rklt.co.uk)
- **Kristin Smith**, Assistant Headteacher: Director of Lower School – [smithks@hgs.rklt.co.uk](mailto:smithks@hgs.rklt.co.uk)