



*St Mary's Catholic Primary School*

## *Sexual Harassment Policy 25-28*

*Safeguarding Governor: Mrs Deborah Brimson*

## *Sexual Harassment Policy for Primary Schools*

### **Policy Statement**

At St Marys, we are committed to providing a safe and nurturing environment for all our pupils and staff. Sexual harassment in any form is unacceptable and will not be tolerated. We strive to educate our pupils and staff about the importance of respect and the necessity of fostering a culture where everyone feels safe and valued. This policy also applies to all third-party visitors and contractors on site at any time.

### **Purpose**

The purpose of this policy is to:

1. Define sexual harassment.
2. Establish clear procedures for reporting and addressing incidents.
3. Implement a preventative education programme for pupils and staff.
4. Comply with the requirements of the 2014 National Curriculum in England and expectations from Ofsted.

### **Definition of Sexual Harassment**

Sexual harassment is defined as unwanted behaviour of a sexual nature that violates a person's dignity and creates an intimidating, hostile, degrading, or humiliating environment. This includes, but is not limited to:

- Unwanted physical contact.
- Sexual comments or jokes, including those made in person, in writing, or through digital means.
- Inappropriate sharing of sexualised images or materials.
- Coercive pressures for sexual favours or propositions.
- Comments on clothing or body that are of a sexual nature.
- Victimisation for rejecting unwelcome sexual advances.

### **Legal Framework**

This policy complies with:

- The Equality Act 2010 (including updates from 2024) which protects individuals from discrimination, harassment, or victimisation based on protected characteristics.
- The Children Act 1989 (upholds the welfare of children).
- The Education Act 2002 (gives schools a duty to ensure the safety, well-being and education of pupils).

### **Reporting Procedures**

1. **Raise Awareness:** All staff will receive mandatory training on recognising and addressing sexual harassment. This includes understanding the implications of harassment between staff members, and the impact on pupil welfare.
2. **Confidential Reporting:**
  - Staff members may report incidents confidentially using CPOMS, the school's safeguarding reporting system, to their line manager, the school's designated safeguarding lead (DSL), or through an anonymous reporting process established within the school.
  - Pupils are encouraged to report harassment incidents witnessed between staff members through CPOMS as described above.
  - Parents and guardians are encouraged to report concerns via CPOMS to ensure prompt addressing of issues.

- In cases where concerns are raised around the conduct of the headteacher, please contact the Chair of Governors at 07875524320.
3. **Recording and Investigation:**
- All reports will be documented and investigated fairly and promptly. An investigation will be initiated within 48 hours of a report being made.
  - Cases involving staff on staff harassment will be addressed in accordance with internal disciplinary policies, ensuring confidentiality and sensitivity throughout the process.
  - An incident report form will be maintained, tracking all incidents and resolutions while safeguarding the identity of all parties involved.

#### Preventative Education

1. **Curriculum Integration:**

- Education on sexual harassment, respectful relationships, and consent will be integrated into RSHE (Relationships, Sex, Health and Economic education) lessons and training for staff, emphasising professional conduct.
- Age-appropriate materials will be used to facilitate discussions about boundaries and respect among students and staff.

2. **Workshops and Training:**

- Regular workshops and seminars led by external organisations may be conducted for staff on recognising and preventing all forms of harassment.
- Ongoing professional development in safeguarding measures and maintaining positive behaviour in the workplace will be mandatory.

3. **Parent and Guardian Engagement:**

- Parent information sessions will be held to address the prevention of sexual harassment and discuss how to approach these topics at home, fostering an understanding of the school's policies.

#### Support for Victims and Perpetrators

1. **Counselling Services:**

- Provide access to school counselling services for victims of harassment to ensure their emotional and psychological well-being. This support will be confidential and tailored to individual needs.

2. **Restorative Practices:**

- Implement restorative conversations for individuals found to be at fault, allowing for reflection on their behaviour and understanding of its impact on others. This may include mediation where appropriate.

3. **Follow-up Support:**

- Regular follow-up meetings with both victims and perpetrators will be conducted to ensure ongoing support and monitoring of the situation.

#### Monitoring and Review

- The school will periodically review this policy and its implementation to ensure effectiveness, adapting it in response to emerging trends or feedback.
- Incident reports will be analysed annually to identify patterns and inform future staff training and awareness campaigns.

#### Accountability

All staff members are responsible for modelling and encouraging appropriate behaviour. The leadership team will ensure that this policy is actively promoted and implemented across all levels in the school. Any staff member who feels that they have been harassed must report it without fear of reprisal, and all concerns will be treated seriously and investigated thoroughly.

#### Relationship to Ofsted Expectations

According to Ofsted's current inspection framework, schools are expected to demonstrate:

- Effective leadership and management to support a safe learning and working environment for all.
- A culture of vigilance in preventing and addressing bullying and harassment.
- Engaging the school community in promoting diversity, respect, and proactive measures against discrimination and harassment.

#### Conclusion

This policy is a commitment to ensuring that St Mary's provides a safe and respectful environment for all. We believe in the importance of education in prevention and seek the cooperation of the entire school community in combating all forms of harassment.

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*Review Date: Creation and implementation May 2025*

*Reviewed by: Laura Concannon and Safeguarding committee Governors*

*Next Review Date: May 2026*