



## Child on Child Abuse Policy

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## CONTENTS

	Page
1. <a href="#">Context and Definition</a>	2
2. <a href="#">Responsibility</a>	4
3. <a href="#">Purpose of the Policy</a>	4
4. <a href="#">Framework and Legislation</a>	4
5. <a href="#">Abuse and Harmful Behaviour</a>	4
6. <a href="#">Types of Abuse</a>	5
6.1. <a href="#">Physical Abuse</a>	
6.2. <a href="#">Sexual Violence and Sexual Harassment</a>	
6.3. <a href="#">Bullying (including cyberbullying, prejudice-based and discriminatory bullying)</a>	
6.4. <a href="#">Online Bullying</a>	
6.5. <a href="#">Sexting (Sharing, Receiving or Forwarding Nude or Indecent Imagery Electronically)</a>	
6.6. <a href="#">Upskirting</a>	
6.7. <a href="#">Initiation or Hazing</a>	
6.8. <a href="#">Prejudiced Behaviour</a>	
6.9. <a href="#">Teenage Relationship Abuse</a>	
7. <a href="#">Expected Staff Action</a>	7
8. <a href="#">Recognising Peer Abuse</a>	8
9. <a href="#">Points to Consider</a>	9
9.1. <a href="#">What is the Age of the Children Involved?</a>	
9.2. <a href="#">Vulnerability of the Children Involved</a>	
9.3. <a href="#">Where did the incident or incidents take Place?</a>	
9.4. <a href="#">What was the Explanation by all Children Involved of what Occurred?</a>	
9.5. <a href="#">What is each of the Children's own Understanding of what Occurred?</a>	
9.6. <a href="#">Repetition</a>	
10. <a href="#">Next Steps</a>	10
10.1. <a href="#">For the Young Person who has been Harmed</a>	
10.2. <a href="#">For the Young Person who has Displayed Harmful Behaviour</a>	
10.3. <a href="#">After Care</a>	
11. <a href="#">Preventative Strategies</a>	11
12. <a href="#">Sources of Further Information</a>	15
13. <a href="#">Annex A – Risk Assessment</a>	17

## Child on Child Abuse Policy

### 1. Context and Definition

The School's duty is to ensure that safeguarding permeates all activity and functions. This policy therefore complements and supports many other policies (including our Safeguarding Children Policy (including Child Protection Policy), Staff Code of Conduct, Anti-Bullying Policy, Whistleblowing Policy, Relationships Education, Relationships and Sex Education (RSE) Policy, Electronic Devices in the Early Years Policy (RGS Springfield, RGS The Grange and RGS Dodderhill only), Rewards Behaviour and Sanctions Policy, Online Safety & Acceptable Use of Smart Devices Policy (including online safety)) and adheres to the statutory guidance Keeping Children Safe in Education issued by the Department of Education and updated September 2024. This list of relevant policies is not exhaustive, but it is accepted that, when undertaking development or planning of any kind, the School will consider safeguarding matters as part of this process.

*All staff should be aware that children can abuse other children at any age (often referred to as child-on-child abuse). And that it can happen both inside and outside of school or college and online. It is important that all staff recognise the indicators and signs of abuse and know how to identify it and respond to reports. (KCSIE September 2024)*

RGSW expects all staff and volunteers to maintain an attitude of 'it could happen here' where safeguarding is concerned. When concerned about the welfare of a child, staff should always act in the best interests of the child.

Child-on-child abuse is behaviour by an individual or group, intending to physically, sexually or emotionally hurt others. All staff should recognise that children are capable of abusing their peers and that it can happen inside or outside of school or online.

All staff should be clear as to the school or college's policy and procedures with regards to child-on-child abuse. 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 intimate personal relationships between children (sometimes known as 'teenage relationship abuse')
- physical abuse which can include hitting, kicking, shaking, biting, hair pulling, or otherwise causing physical harm
- sexual violence, such as rape, assault by penetration and sexual assault
- sexual harassment, such as sexual comments, remarks, jokes and online sexual harassment
  - Causing someone to engage in sexual activity without consent
  - Consensual and non-consensual sharing of nudes and semi-nudes images and/or videos
  - Upskirting
  - Initiation/hazing type violence and rituals.

This abuse can:

Be motivated by perceived differences e.g. on grounds of race, religion, gender, sexual orientation, disability or other differences

Result in significant, long lasting and traumatic isolation, intimidation or violence to the victim; vulnerable adults are at particular risk of harm

Children or young people who harm others may have additional or complex needs, for example:

Significant disruption in their own lives

Exposure to domestic abuse or witnessing or suffering abuse

Stopping violence and ensuring immediate physical safety is the first priority of any education setting, but emotional bullying can sometimes be more damaging than physical bullying. School staff, alongside their Designated Safeguarding Lead (DSL) and/or Deputy DSLs, have to make their own judgements about each specific case and should use this policy guidance to help.

## 2. Responsibility

Keeping Children Safe in Education (KCSiE) 2024, states that:

“Governing bodies and proprietors should ensure that their child protection policy includes:

- procedures to minimise the risk of child-on-child abuse
- the systems in place (and they should be well promoted, easily understood and easily accessible) for children to confidently report abuse, knowing their concerns will be treated seriously
- how allegations of child-on-child abuse will be recorded, investigated, and dealt with
- clear processes as to how victims, perpetrators and any other children affected by child-on-child abuse will be supported
- a recognition that even if there are no reported cases of child-on-child abuse, such abuse may still be taking place and is simply not being reported
- a statement which makes clear there should be a zero-tolerance approach to abuse, and it should never be passed off as “banter”, “just having a laugh”, “part of growing up” or “boys being boys” as this can lead to a culture of unacceptable behaviours and an unsafe environment for children
- recognition that it is more likely that girls will be victims and boys perpetrators, but that all child-on-child abuse is unacceptable and will be taken seriously, and
- the different forms child-on-child abuse can take.”

It also emphasises that the voice of child must be heard:

“Governing bodies and proprietors should ensure they facilitate a whole school or college approach to safeguarding. This means involving everyone in the school or college, and ensuring that safeguarding, and child protection are at the forefront and underpin all relevant aspects of process and policy development. Ultimately, all systems, processes and policies should operate with the best interests of the child at their heart. Where there is a safeguarding concern, governing bodies, proprietors and school or college leaders should ensure the child’s wishes and feelings are taken into account when determining what action to take and what services to provide.”

Our policy applies to all staff, part-time and full-time, permanent or temporary, Governors and volunteers working in the four RGS schools, hereafter referred to as ‘the School’ or ‘RGSW’ or ‘We’. The School believes that safeguarding and promoting the welfare of children is **everyone’s responsibility**. Everyone that comes into contact with children has a role to play in identifying concerns, sharing information and taking prompt action. In order to fulfil this responsibility effectively, everyone should make sure that their approach is child centred and that they consider at all times what is in the best interests of the child.

Child on Child Abuse is referenced in our Safeguarding and Child Protection Policy. The sensitive nature and specific issues involved with child-on-child abuse necessitate separate policy guidance. At RGSW we continue to ensure that any form of abuse or harmful behaviour is dealt with immediately and consistently to reduce the extent of harm to the young person, with full consideration of the impact on that individual child’s emotional and mental health and well-being.

## 3. Purpose of Policy

The purpose of this policy is to explore the many forms of child-on-child abuse. The policy also includes a planned and supportive response to the issues.

At RGSW we have the following policies in place that should be read in conjunction with this policy:

- Safeguarding Children Policy (including Child Protection Policy)
- Staff Code of Conduct
- Anti-Bullying Policy (including cyberbullying, prejudice-based and discriminatory bullying)
- Whistleblowing Policy
- Relationships Education, Relationships and Sex Education (RSE) Policy
- Electronic Devices in the Early Years Policy (RGS Springfield, RGS The Grange and RGS Dodderhill only)
- Rewards Behaviour and Sanctions Policy
- Online Safety & Acceptable Use of Smart Devices Policy (including online safety)

#### 4. Framework and Legislation

This policy is supported by the key principles of the Children's Act, 1989 that the child's welfare is paramount. Another key document is [Working Together 2023](#), highlighting that "Anyone working with children should see and speak to the child, listen to what they say, observe their behaviour, take their views seriously, and work with them and their families and the people who know them well when deciding how to support their needs. Practitioners should also be aware that children may find it difficult to always speak about what they need, what is happening to them or what has happened to them. ([Working Together 2023:14](#)) This is echoed by Keeping Children Safe in Education 2024 through ensuring procedures are in place in schools to hear the voice of the child.

#### 5. Abuse and Harmful Behaviour

It is necessary to consider:

- what abuse is and what it looks like;
- how it can be managed;
- what appropriate support and intervention can be put in place to meet the needs of the individual;
- what preventative strategies may be put in place to reduce further risk of harm.

Children are vulnerable to abuse by their peers. Such abuse should be taken as abuse by adults and should be subject to the same child protection procedures.

Abuse is abuse and should never be tolerated or passed off as 'banter' or 'part of growing up'. It is important to consider the forms abuse may take and the subsequent actions required.

Staff should not dismiss abusive behaviour as normal between young people and should not develop high thresholds before taking action.

Staff should be aware of the potential uses of information technology for bullying and abusive behaviour between young people.

Staff should be aware of the added vulnerability of children and young people who have been the victims of violent crime (for example mugging), including the risk that they may respond to this by abusing younger or weaker children.

The alleged perpetrator is likely to have considerable unmet needs as well as posing a significant risk of harm to other children. Evidence suggests that such children may have suffered considerable disruption in their lives, may have witnessed or been subjected to physical or sexual abuse, may have problems in their educational development and may have committed other offences. They may therefore be suffering, or be at risk of suffering, significant harm and be in need of protection. Any long-term plan to reduce the risk posed by the alleged perpetrator must address their needs.

#### 6. Types of Abuse

There are many forms of abuse that may occur between peers and this list is not exhaustive. Each form of abuse or prejudiced behaviour is described in detail along with some advice and support on specific

actions to be taken for some categories. In addition, there is general advice for staff responding to such incidents in Section 7. Expected Staff Action, below.

### 6.1 Physical Abuse

This may include hitting, kicking, nipping/pinching, shaking, biting, hair pulling, or otherwise causing physical harm to another person. There may be many reasons why a child harms another and it is important to understand why a young person has engaged in such behaviour, including accidentally, before considering the action or punishment to be undertaken. Any such action or punishment will be in accordance with that detailed in the School's Rewards, Behaviour and Sanctions policy but where there are any concerns about a child's welfare, the DSL will always be informed in the first instance.

### 6.2 Sexual Violence and Sexual Harassment

This must always be referred immediately to the DSL.

The DSL will follow the guidance in Part Five, KCSIE 2024: Child-on-child sexual violence and sexual harassment.

*Sexual violence and sexual harassment can occur between two or more children of any age and sex, from primary through to secondary stage and into college. It can occur also through a group of children sexually assaulting or sexually harassing a single child or group of children. Sexual violence and sexual harassment exist on a continuum and may overlap; they can occur online and face-to-face (both physically and verbally) and are never acceptable.  
(KCSIE Sept 2024)*

Sexually harmful behaviour from young people is not always contrived or with the intent to harm others. There may be many reasons why a young person engages in sexually harmful behaviour, and it may be just as distressing to the young person who instigates it as to the young person it is intended towards. Sexually harmful behaviour may include:

- Inappropriate sexual language
- Inappropriate role play
- Sexual touching
- Sexual assault/abuse.

Staff should be aware of the importance of:

- Making clear that there is a zero-tolerance approach to sexual violence and sexual harassment; it is never acceptable and it will not be tolerated;
- Not tolerating or dismissing sexual violence or sexual harassment as 'banter', 'part of growing up', 'just having a laugh' or 'boys being boys';
- Challenging physical behaviour (potentially criminal in nature), such as grabbing bottoms, breasts and genitalia, pulling down trousers, flicking bras and lifting up skirts. Dismissing or tolerating such behaviours risks normalising them
- Not recognising, acknowledging or understanding the scale of harassment and abuse and/or downplaying some behaviours related to abuse as it can lead to a culture of unacceptable behaviour, an unsafe environment and in worst case scenarios a culture that normalises abuse leading to children accepting it as normal and not coming forward to report it;
- Understanding that all of the above can be driven by wider societal factors beyond the school and college, such as everyday sexist stereotypes and everyday sexist language.

### 6.3 Bullying (including cyberbullying, prejudice-based and discriminatory bullying)

Bullying is unwanted, aggressive behaviour among school aged children that involves a real or perceived power imbalance. The behaviour is repeated, or has the potential to be repeated, over

time. Both young people who are bullied and those who bully others may have serious, lasting problems.

In order to be considered bullying, the behaviour must be aggressive and include:

- An Imbalance of Power: Young people who bully use their power—such as physical strength, access to embarrassing information, or popularity—to control or harm others; Power imbalances can change over time and in different situations, even if they involve the same people;
- Repetition: bullying behaviours happen more than once or have the potential to happen more than once.

Bullying includes actions such as making threats, spreading rumours, attacking someone physically or verbally or for a particular reason e.g. size, hair colour, gender, sexual orientation, and excluding someone from a group on purpose.

#### 6.4 Online Bullying

Online Bullying is the use of technology (social networking, messaging, text messages, e-mail, chat rooms etc.) to harass threaten or intimidate someone for the same reasons as stated above.

Online bullying can take many forms, including:

- Abusive or threatening texts, emails or messages
- Posting abusive comments on social media sites
- Sharing humiliating videos or photos of someone else
- Stealing someone's online identity
- Spreading rumours online
- Trolling – sending someone menacing or upsetting messages through social networks, chatrooms or games
- Developing hate sites about another person
- Prank calls or messages
- Group bullying or exclusion online
- Anonymous messaging
- Encouraging a young person to self-harm
- Pressuring children to send sexual messages or engaging in sexual conversations

#### 6.5 Sexting (Sharing, Receiving or Forwarding Nude or Indecent Imagery Electronically)

The term 'sexting' relates to the sending of indecent images, videos and/or written messages with sexually explicit content; these are created and sent electronically. They are often 'shared' via social networking sites and instant messaging services. This must always be referred immediately to the DSL who will follow the **Sharing nudes and semi-nudes: how to respond to an incident (overview) (updated March 2024)** <https://www.gov.uk/government/publications/sharing-nudes-and-semi-nudes-advice-for-education-settings-working-with-children-and-young-people/sharing-nudes-and-semi-nudes-how-to-respond-to-an-incident-overview>

. Taking and sharing of nude photos of under 18s is a criminal offence.

#### 6.6 Upskirting

The Voyeurism Offences Act (2019), which is commonly known as the Upskirting Act, came into force on 12<sup>th</sup> April 2019. Upskirting typically involves taking a picture under a person's clothing without them knowing, with the intention of viewing their genitals or buttocks to obtain sexual

gratification, or cause the victim humiliation, distress or alarm. It is a criminal offence. Anyone, of any gender, can be a victim. This must always be referred to the DSL who will follow the [Government Further Information](#).

### **6.7 Initiation or Hazing**

Hazing is a form of initiation ceremony which is used to induct newcomers into an organisation such as a private school, sports team etc. There are a number of different forms, from relatively mild rituals to severe and sometimes violent ceremonies. The ceremony welcomes newcomers by subjecting them to a series of trials which promote a bond between them. After the hazing is over, the newcomers also have something in common with older members of the organisation, because they all experienced it as part of a rite of passage. Many rituals involve humiliation, embarrassment, abuse, and harassment.

### **6.8 Prejudiced Behaviour**

The term prejudice-related bullying refers to a range of hurtful behaviour, physical or emotional or both, which causes someone to feel powerless, worthless, excluded or marginalised, and which is connected with prejudices around belonging, identity and equality in wider society – for example, disabilities and special educational needs, ethnic, cultural and religious backgrounds, gender, home life, (for example in relation to issues of care, parental occupation, poverty and social class) and sexual identity.

### **6.9 Teenage Relationship Abuse**

Young people can also experience domestic abuse within their own intimate relationships. This form of peer-on-peer abuse is sometimes referred to as 'teenage relationship abuse'. Depending on the age of the young people, this may not be recognised in law under the statutory definition of 'domestic abuse' (if one or both parties are under 16). However, as with any child under 18, where there are concerns about safety or welfare, child safeguarding procedures should be followed and both young victims and young perpetrators should be offered support. Teenage relationship abuse is a pattern of actual or threatened acts of physical, sexual, and/or emotional abuse, perpetrated by an adolescent (between the ages of 13 and 18) against a current or former partner. Abuse may include insults, coercion, social sabotage, sexual harassment, threats and/or acts of physical or sexual abuse. The abusive teen uses this pattern of violent and coercive behaviour, in a heterosexual or same gender relationship, in order to gain power and maintain control over the partner. This abuse may be child sexual exploitation.

## **7. Expected Staff Action**

Staff should consider the seriousness of the case and make a quick decision as to whether to inform the DSL immediately, before taking any further in-school actions. Staff will talk to the children in a calm and consistent manner. Staff will not be prejudiced, judgemental, dismissive or irresponsible in dealing with such sensitive matters. Staff will always take action that is in the best interests of the child and in accordance with the School's policies, and in particular the advice and guidance given in the Safeguarding Children Policy (including Child Protection Policy) and the Staff Code of Conduct.

## **8. Recognising Child-on-Child Abuse**

An assessment of an incident between peers should be completed and consider:

- Chronological and developmental ages of everyone involved;
- Difference in their power or authority in relation to age, race, gender, physical, emotional or intellectual vulnerability;
- All alleged physical and verbal aspects of the behaviour and incident;
- Whether the behaviour involved inappropriate sexual knowledge or motivation;
- What was the degree of physical aggression, intimidation, threatening behaviour or bribery;



- The effect on the victim;
- Any attempts to ensure the behaviour and incident is kept a secret;
- The child or young person's motivation or reason for the behaviour, if they admit that it occurred;
- Whether this was a one-off incident or longer in duration.

It is important to deal with a situation of child-on-child abuse immediately and sensitively. It is necessary to gather the information as soon as possible to get the true facts. It is equally important to deal with it sensitively and think about the language used and the impact of that language on both the children and the parents when they become involved. Avoid language that may create a 'blame' culture and leave a child labelled.

### 8.1 Taking Action

- Always take complaints seriously
- Gain a statement of facts from the pupil(s)
- Assess needs of victim and alleged perpetrator
- Consider referral to Police or Social Care
- Contribute to multi-agency assessments
- Convene a risk management meeting
- Record all incidents and all action taken

### 8.2 Recording Sexualised Behaviour

- Be clear, explicit and non-avoidant, and avoid vague statements or euphemisms
- Record as soon as possible, as you can quickly forget or confuse detail
- Follow the prompts on your safeguarding and child protection recording form
- Use proper names for body parts but record exactly any language or vocabulary used by the child.
- Use the child's exact words in quotation marks.
- Note where and when the incident happened and whether anyone else was around.

### 8.3 Gather the Facts

Speak to all the young people involved separately, gain a statement of facts from them and use consistent language and open questions for each account. Ask the young people to tell you what happened. Use open questions, 'where, when, why, who'. (What happened? Who observed the incident? What was seen? What was heard? Did anyone intervene?). Do not interrogate or ask leading questions.

### 8.4 Consider the Intent

Has this been a deliberate or contrived situation for a young person to be able to harm another?

### 8.5 Decide on your Next Course of Action

If you believe any young person to be at risk of significant harm, you must report to the DSL immediately; they will follow the School's Safeguarding and Child Protection Policy.

If Worcestershire Children's Social Care Services (or the Local Authority area which is managing the case - some RGSW pupils live in other Local Authority areas), and/or the police intend to pursue this further, they may ask to interview the young people in school or they may ask for parents to come to school to be spoken to. It is important to be prepared for every situation and the potential time it may take.

### 8.6 Informing Parents or Carers

The best way to inform parents or carers is in person. The nature of the incident and the type of harm or abuse a young person may be suffering can cause fear and anxiety to parents or carers, whether their child is the child who was harmed or who harmed another. If the pupil is over 13 years of age and has said that they do not want to share the information with their parents then we will use the 'Gillick test' and 'Fraser' guidelines: [NSPCC Link to Gillick competency and Fraser guidelines.](#)

In all circumstances, where the risk of harm to the child is evident then the School should encourage the young person to share the information with their parent or carer and the School will support the young person with this, considerate of the fact that they may be frightened to share the information that they are being harmed in any way.

## 9. Points to Consider

### 9.1 What is the Age of the Children Involved?

How old are the young people involved in the incident and is there any age difference between those involved? In relation to sexual exploration, children under the age of 5, in particular children aged between 1 and 4 years old who are learning toileting skills may show a particular interest in exploration at around this stage. This, however, should not be overlooked.

### 9.2 Vulnerability of the Children Involved

Some young people may face additional barriers to telling someone because of their vulnerability, disability, sex, ethnicity and/or sexual orientation.

### 9.3 Where did the Incident or Incidents take Place?

Did the incident take place inside or outside of school or online? Was the incident in an open, visible place to others? If so, was it observed? If not, is more supervision required within this particular area?

### 9.4 What was the Explanation by all Children Involved of what Occurred?

Can each of the young people give the same explanation of the incident and also what is the effect on the young people involved? Is the incident seen to be bullying for example, in which case regular and repetitive? Is the version of one young person different from another and why?

### 9.5 What is each of the Children's own Understanding of what Occurred?

Do the young people know/understand what they are doing? E.g. do they have knowledge of body parts, of privacy and that it is inappropriate to touch? Is the young person's explanation in relation to something they may have heard or been learning about that has prompted the behaviour? Is the behaviour deliberate and contrived? Does the young person have understanding of the impact of their behaviour on the other person?

### 9.6 Repetition

Has the behaviour been repeated to an individual on more than one occasion? In the same way it must be considered, has the behaviour persisted to an individual after the issue has already been discussed or dealt with and appropriately resolved?

## 10. Next Steps

Once the outcome of the incident(s) has been established it is necessary to ensure future incidents of abuse do not occur again and consider the support and intervention required for those involved.

### 10.1 For the Young Person who has been Harmed

What support they require depends on the individual young person. It may be that they wish to seek counselling or one-to-one support with a member of the Pastoral Team who can act as a Mentor. It may also be that they feel able to deal with the incident(s) on their own or with support of family and friends; in which case it is necessary that this young person continues to be monitored and offered support should they require it in the future. If the incidents are of a bullying nature, the young person may need support in improving peer groups/relationships with other young people, or some restorative justice work with all those involved may be required.

Other interventions may be considered, including for example a visiting speaker addressing a whole class or Year Group on bullying, relationship abuse etc, but it should be noted that this would be in addition to such topics being addressed as part of the School's PSHCE programme and that are regularly re-visited through our various Assemblies and Tutorial Programme.

### **10.2 For the Young Person who has Displayed Harmful Behaviour**

It is important to find out why the young person has behaved in such a way. It may be that the young person is experiencing their own difficulties and may even have been harmed themselves in a similar way. In such cases support such as one to one mentoring or counselling may also be necessary.

Particular support from identified services may be necessary through an Early Help referral and the young person may require additional support from family members. Once the support required to meet the individual needs of the young person has been met, it is important that the young person receives a consequence for their behaviour. This may be in the form of restorative justice e.g., making amends with the young person they have targeted if this has been some form of bullying. In the cases of sexually harmful behaviour, it may be a requirement for the young person to engage in one-to-one work with a particular service or agency (if a crime has been committed this may be through the police or youth offending service). If there is any form of criminal investigation ongoing it may be that this young person cannot be educated on site until the investigation has concluded. In which case, the young person will need to be provided with appropriate support and education elsewhere.

It may be that the behaviour that the young person has displayed may continue to pose a risk to others, in which case an individual risk assessment may be required. This should be completed via a multi-agency response to ensure that the needs of the young person and the risks towards others are measured by all of those agencies involved, including the young person and their parents. This may mean additional supervision of the young person or protective strategies if the young person feels at risk of engaging in further inappropriate or harmful behaviour. The School may also choose to issue a sanction as a consequence, such as an Internal or External Suspension for a period of time, to allow the young person to reflect on their behaviour and the young person may be guided and supported with, for example, some sessions with a specific member of the Pastoral Team.

### **10.3 After Care**

It is important that following the incident the young people involved continue to feel supported and receive help even if they have stated that they are managing the incident. Sometimes the feelings of remorse, regret or unhappiness may occur at a much later stage than the incident. It is important to ensure that the young people do not engage in any further harmful behaviour either towards someone else or to themselves as a way of coping (e.g. self-harm). For this reason, regular reviews with the young people following the incident(s) are imperative.

## 11. Preventative Strategies

Child-on-child abuse can and will occur on any site even with the most robust policies and support processes. It is important to develop appropriate strategies to proactively prevent child-on-child abuse. We recognise and acknowledge that even if there are no reported cases of child-on-child abuse, such abuse may still be taking place and is simply not being reported. We therefore understand how important it is to foster a culture in which staff are fully informed of the School's and wider societal expectations. We also acknowledge the School's responsibility to educate pupils so that they can recognise abuse. We also work to give pupils the self-confidence to feel able to speak to a trusted adult in School if they have any concerns for themselves or another young person. The School is committed to engaging with pupils about healthy relationships and giving them the opportunity to voice any concerns that they may have about the culture in the School, as well as being confident that we will act to address these as appropriate.

This School has an open environment where young people feel safe to share information about anything that is upsetting or worrying them. There is a strong and positive PSHCE curriculum that tackles such issues as prejudiced behaviour and gives children an open forum to talk things through rather than seek one on one opportunities to be harmful to one another. The School makes sure that 'support and report' signposting is available to young people.

Staff will not dismiss issues as 'banter' or 'growing up' or compare them to their own experiences of childhood. Staff will consider each issue and each individual in their own right before taking action.

Young people are part of changing their circumstances and, through school council and pupil voice for example, we encourage young people to support changes and develop 'rules of acceptable behaviour'. We involve pupils in the positive ethos in school; one where all young people understand the boundaries of behaviour before it becomes abusive.

The School actively seeks to raise awareness of and prevent all forms of child-on-child abuse by:

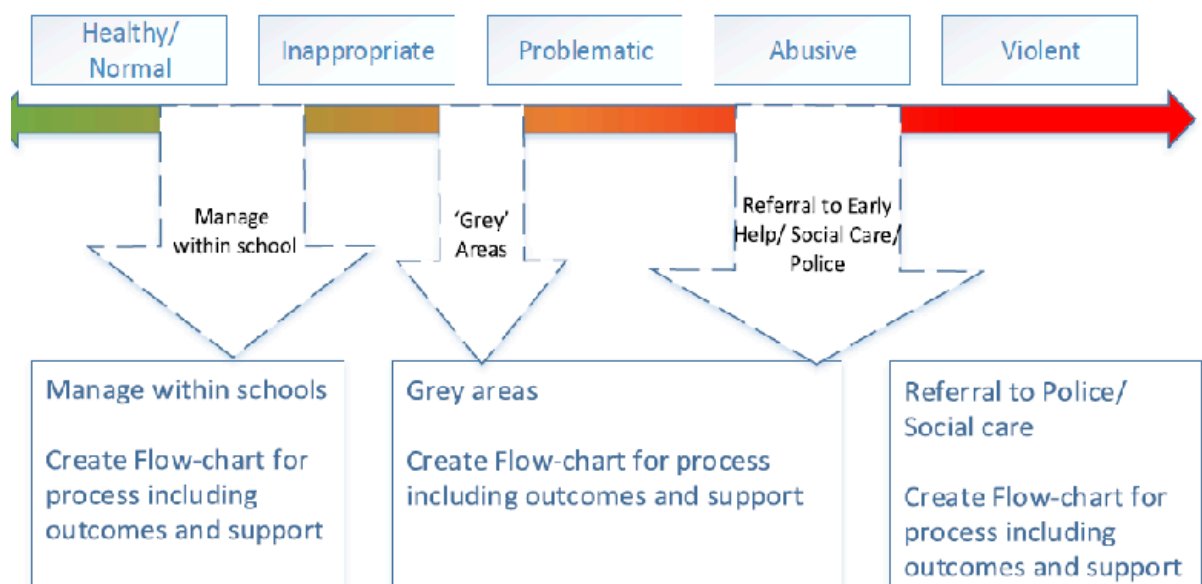
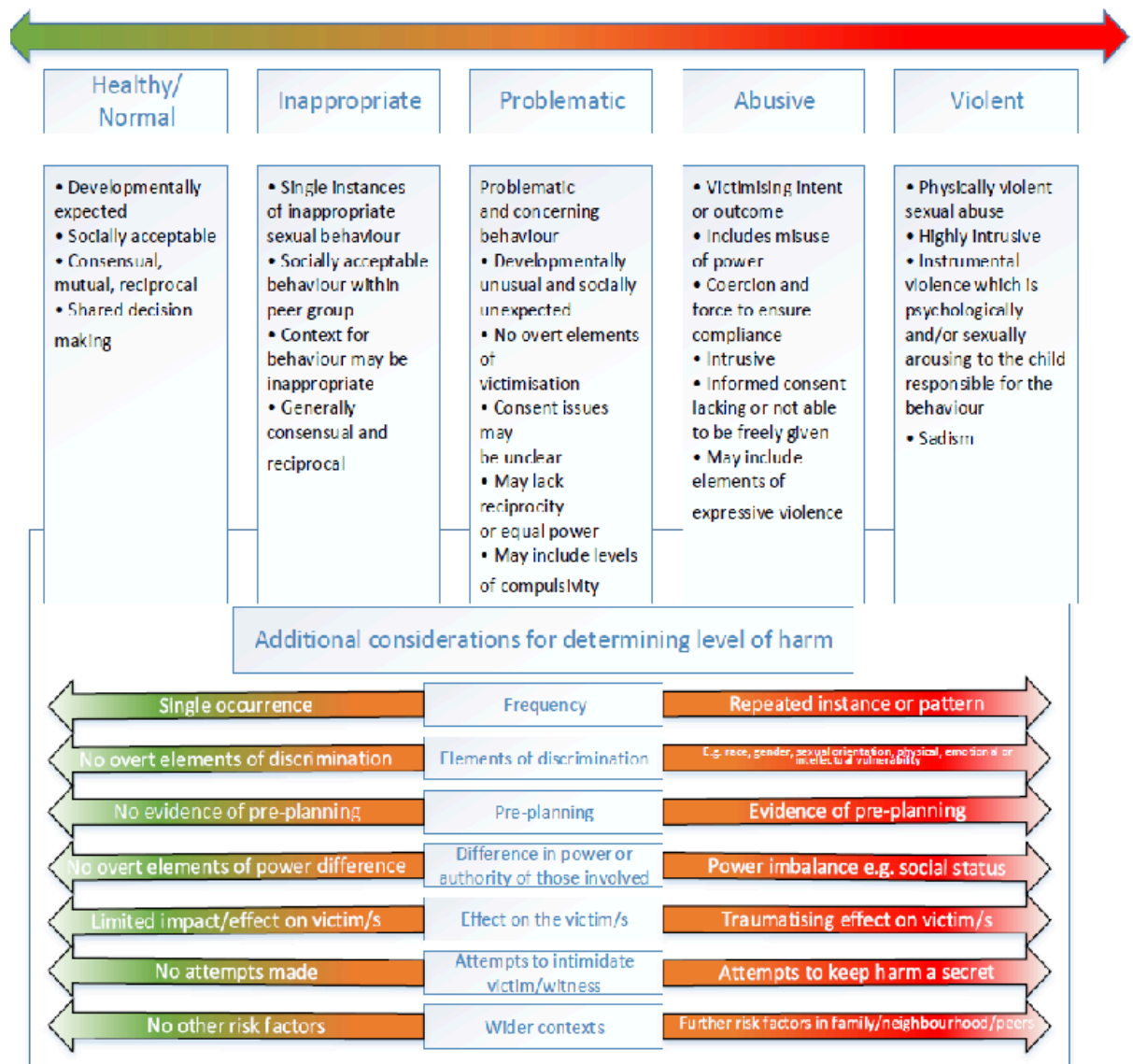
- Educating all Governors, Senior Leadership Team, staff and volunteers, pupils and parents about this issue. This includes:
  - training all Governors, Senior Leadership Team, staff and volunteers on the nature, prevalence and effect of peer-on-peer abuse, and how to prevent, identify and respond to it. This includes (a) Contextual Safeguarding; (b) the identification and classification of specific behaviours; and (c) the importance of taking seriously all forms of child-on-child abuse (no matter how low level they may appear) and ensuring that no form of child-on-child abuse is ever dismissed as horseplay or teasing. Training includes case studies which the staff design themselves;
  - educating children about the nature and prevalence of child-on-child abuse via PSHCE and the wider curriculum. For example, by addressing gender inequality in a statistics class, or by reviewing literature in an English class which addresses bullying and its effect on mental health. 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. They are regularly informed about the School's approach to such issues, including its zero-tolerance policy towards all forms of child-on-child abuse.
  - engaging parents on this issue by:
    - (a) talking about it with parents, both in groups and one to one;
    - (b) asking parents what they perceive to be the risks facing their child and how they would like to see the School address those risks;

- (c) involving parents in the review of School policies and lesson plans; and
- (d) encouraging parents to hold the School to account on this issue.

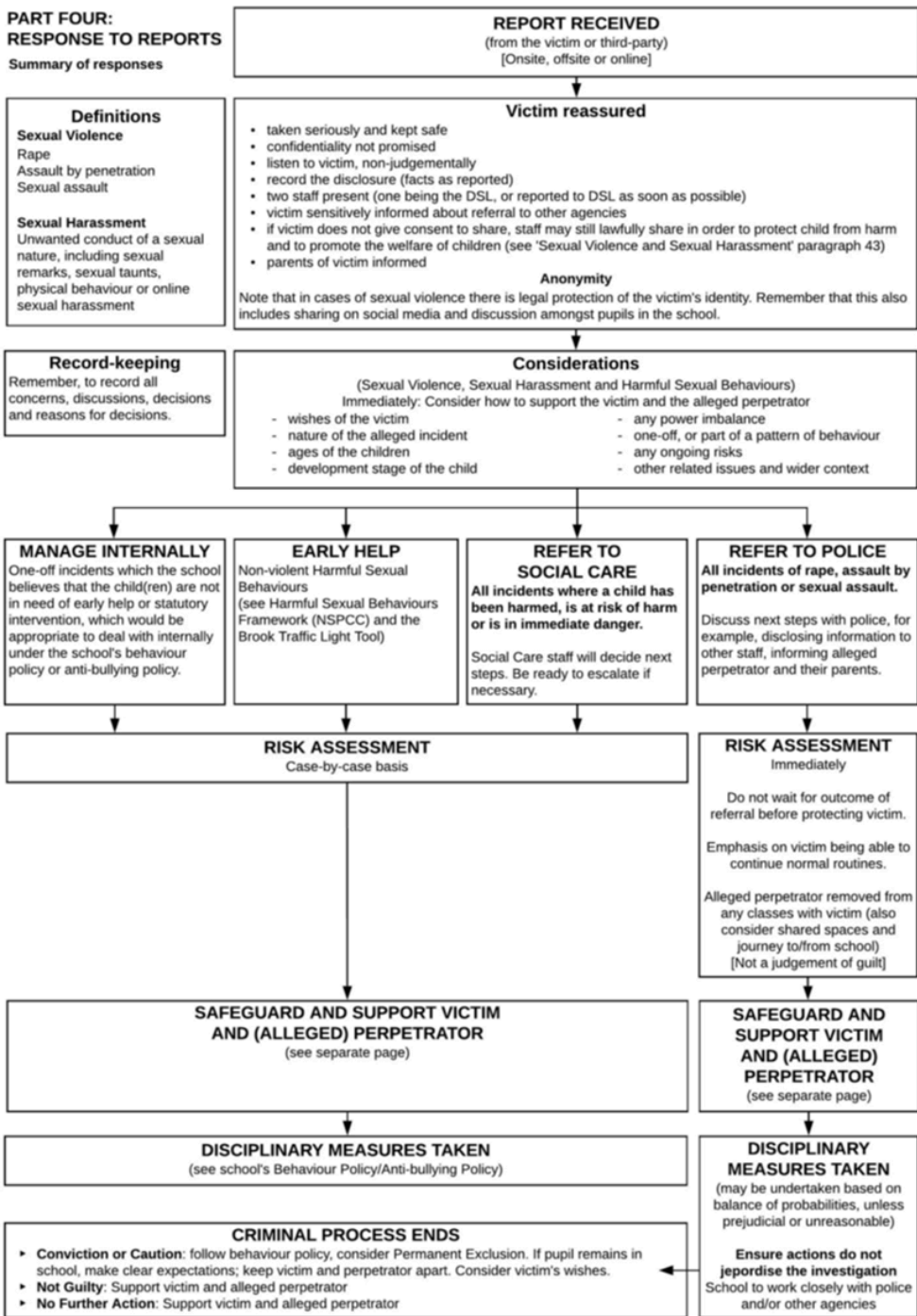
- ensuring that all child-on-child abuse issues are fed back to the School's safeguarding team so that they can spot and address any concerning trends and identify pupils who may need additional support. This is done by way of engendering a culture in which staff feel able to raise concerns about pupils with the safeguarding team at any appropriate time in the week, confident that they will be listened to, advised and that concerns will be dealt with promptly and appropriately.
- 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;
- inviting appropriate external speakers to further educate and inspire pupils;
- creating conditions in which our pupils can aspire to and realise safe and healthy relationships;
- creating a culture in which our pupils feel able to share their concerns openly, in a non-judgmental environment, and have them listened to; and
- responding to cases of child-on-child abuse promptly and appropriately.

The School will always consult with up-to-date advice from recognised and respected organisations like the NSPCC. In particular the [Harmful Sexual Behaviour Framework](#) (NSPCC Website) is relevant and useful and the continuum of behaviours illustrated below (proposed by Hackett in 2010) is taken from this framework:

<b>Normal</b>	<b>Inappropriate</b>	<b>Problematic</b>	<b>Abusive</b>	<b>Violent</b>
Developmentally expected	• Single instances of inappropriate sexual behaviour	• Problematic and concerning behaviours	• Victimising intent or outcome	• Physically violent sexual abuse
Socially acceptable	• Socially acceptable behaviour within peer group	• Developmentally unusual and socially unexpected	• Includes misuse of power	• Highly intrusive
Consensual, mutual, reciprocal	• Context for behaviour may be inappropriate	• No overt elements of victimisation	• Coercion and force to ensure victim compliance	• Instrumental violence which is physiologically and/or sexually arousing to the perpetrator
Shared decision making	• Generally consensual and reciprocal	• Consent issues may be unclear	• Intrusive	• Sadism
		• May lack reciprocity or equal power	• Informed consent lacking, or not able to be freely given by victim	
		• May include levels of compulsivity	• May include elements of expressive violence	



**PART FOUR:  
RESPONSE TO REPORTS**  
Summary of responses



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Source: Sexual Violence and Sexual Harassment between children in schools and colleges (DfE, 2017)

SVSH Flow Chart for Schools 2017 v.1.0

## 12. Sources of Further Information

- 11.1. DfE: Statutory guidance: Working together to safeguard children, 2023 [Working together to safeguard children - GOV.UK](#)
- 11.2. DfE: Statutory guidance: Keeping children safe in education, September 2024 <https://www.gov.uk/government/publications/keeping-children-safe-in-education-2>
- 11.3. DfE: Searching, screening and confiscation at school, updated Sept2023 <https://www.gov.uk/government/publications/searching-screening-and-confiscation>
- 11.4. DfE: Preventing and Tackling Bullying, July 2017 <https://www.gov.uk/government/publications/preventing-and-tackling-bullying>
- 11.5. DfE: Statutory guidance School exclusion, updated Sept 2023 <https://www.gov.uk/government/publications/school-exclusion>
- 11.6. DfE: Teaching Online Safety in Schools, June 2019 updated January 2023 <https://www.gov.uk/government/publications/teaching-online-safety-in-schools>
- 11.7. DfE: Relationship Education and Relationship and Sex Education, July 2020 updated Sept 2021 <https://www.gov.uk/government/publications/relationships-education-relationships-and-sex-education-rse-and-health-education>
- 11.8. DfE: Behaviour and discipline in schools, July 2020 <https://www.gov.uk/government/publications/behaviour-and-discipline-in-schools>
- 11.9. DfE: Mental health and behaviour in schools, November 2018 <https://www.gov.uk/government/publications/mental-health-and-behaviour-in-schools-2>
- 11.10. DfE: Children Missing Education, September 2016 <https://www.gov.uk/government/publications/children-missing-education>
- 11.11. DfE: Cyberbullying: Advice for headteachers and school staff, November 2014 [https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/374850/Cyberbullying\\_Advice\\_for\\_Headteachers\\_and\\_School\\_Staff\\_121114.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/374850/Cyberbullying_Advice_for_Headteachers_and_School_Staff_121114.pdf)
- 11.12. DfE: Mental health and behaviour in schools, November 2018 <https://www.gov.uk/government/publications/mental-health-and-behaviour-in-schools-2>
- 11.13. <https://www.gov.uk/government/publications/sharing-nudes-and-semi-nudes-advice-for-education-settings-working-with-children-and-young-people/sharing-nudes-and-semi-nudes-how-to-respond-to-an-incident-overview> March 2024
- 11.14. UKCIS: Tackling race and faith targeted bullying face to face and online. May 2017 <https://www.gov.uk/government/publications/tackling-race-and-faith-targeted-bullying-face-to-face-and-online-a-guide-for-schools>
- 11.15. UKCIS: Education for a connected world, June 2020 <https://www.gov.uk/government/publications/education-for-a-connected-world>
- 11.16. London Child Protection Procedures, edition 5, 2018 <http://www.londoncp.co.uk/>
- 11.17. Havering: Online CSE toolkit <https://www.havering.gov.uk/Pages/Services/Sexual-exploitation.aspx>



- 11.18. Brook Traffic Light Tool  
<https://www.brook.org.uk/training/wider-professional-training/sexual-behaviours-traffic-light-tool/>
- 11.19. Gov.uk: Equality Act 2010: advice for schools  
<https://www.gov.uk/government/publications/equality-act-2010-advice-for-schools>
- 11.20. Equality and Human Rights Commission: Public Sector Equality Duty Guidance for Schools in England  
<https://www.equalityhumanrights.com/en/publication-download/public-sector-equality-duty-guidance-schools-england>
- 11.21. Key messages from research on children and young people who display harmful sexual behaviour (PDF)  
[https://www.csacentre.org.uk/index.cfm/\\_api/render/file/?method=inline&fileID=E2C17C42-5084-47CC-902E94451079C6B6](https://www.csacentre.org.uk/index.cfm/_api/render/file/?method=inline&fileID=E2C17C42-5084-47CC-902E94451079C6B6)
- 11.22. NSPCC- When to call the police  
<https://www.npcc.police.uk/documents/Children%20and%20Young%20people/When%20to%20call%20police%20guidance%20for%20schools%20and%20colleges.pdf>
- 11.23. [Review of sexual abuse in schools and colleges: Ofsted June 2021](#)

**ANNEX A**  
**Risk Assessment**

<b>Basic Information</b>	
Referrer Name and Role	
Referrer Contact Details (email address and phone number)	
Name of School(s) for Victim(s)	
Name of School(s) for Child/ren Alleged to have Caused Harm	
Did Incident Occur on School Premises? If not, where did the Incident Occur?	

CONSIDERATIONS	RISK (CONSIDER VICTIM, CHILD ALLEGED TO HAVE CAUSED HARM, OTHER PUPILS AND STAFF)	RISK LEVEL (HIGH, MEDIUM OR LOW)	ACTIONS TO REDUCE RISK	REVISED RISK LEVEL (HIGH, MEDIUM OR LOW)
<ul style="list-style-type: none"> <li>● What is the incident?</li> <li>● Who was involved?</li> <li>● Where did it happen</li> </ul>				
<ul style="list-style-type: none"> <li>● Does this incident constitute a crime? Assault, sexual assault, rape, sharing of indecent images of children, etc. As such has this been referred to the police?</li> </ul>				
<ul style="list-style-type: none"> <li>● Is it necessary to limit contact between the children involved? Refer to KCSiE and DFE guidance on sexual harassment and sexual violence in schools and colleges.</li> </ul>				
<ul style="list-style-type: none"> <li>● Is there an actual or perceived threat from the child alleged to have caused harm to the victim and/or others?</li> </ul>				
<ul style="list-style-type: none"> <li>● Is either the victim or the child alleged to have caused harm at risk of physical harm as a result of this incident (for example, bullying or 'retribution' by peers)?</li> </ul>				

CONSIDERATIONS	RISK (CONSIDER VICTIM, CHILD ALLEGED TO HAVE CAUSED HARM, OTHER PUPILS AND STAFF)	RISK LEVEL (HIGH, MEDIUM OR LOW)	ACTIONS TO REDUCE RISK	REVISED RISK LEVEL (HIGH, MEDIUM OR LOW)
• Do they share classes?				
• Do they share break times? • Do they share peer/friendship groups?				
• Do they share transport to/from school?				
• Are they likely to come into contact with each other (or anyone else involved in/with knowledge of the incident) outside of school?				
• How can such contact be limited?				
• Is there a risk of harm from social media and gossip?				

Further action taken by the School (please complete for Pupil involved)

Name of Pupil			
Action	Yes/No	Date	Name of Member of Staff Responsible for Action
Police informed			
Referral to Family Front Door			
Referral to External Support Services (give name)			
Referral to Internal Support Services (give name)			
Referral to CAMHS			
Referral to Early Help			
Other			