

**BRYMORE ACADEMY**

**SEXUALISED BEHAVIOURS POLICY AND PROCEDURES**

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| **Created by:** Mr Luke Winter | |
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| **Signature of Chair of Governors** | **Signature of Headteacher** |
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When sexualised behaviour has been observed or, a child or parent has informed staff that such behaviour has taken place then staff should inform the Designated Safeguarding Lead or the Deputy Safeguarding Lead who will clarify the exact behaviour which has taken place and make a considered assessment of its nature and decide appropriate next steps. If the incident involves a member of staff, this should be reported directly to the Head Teacher.

This assessment should determine whether the incident is:

* age appropriate sexual exploration,
* inappropriate sexual behaviour which is not considered to be abusive,
* inappropriate sexual behaviour which when put together with other information might be an indication that the child is experiencing sexual abuse,
* Sexual behaviour which constitutes an offence.

**Assessment of sexualised behaviour**

Assessment of sexual behaviour will be using the “Sexual behaviours traffic light tool”

<http://tools.brook.org.uk/traffic/pdf/Brook_Traffic_Light_Tool.pdf>. Where there is a concern sexual exploitation has taken place the Somerset Local Safeguarding Children Boards “CSE Screening tool” will be completed. Where risk of exploitation has been identified (even if it does not meet the CSE threshold) this will be reported to Somerset Direct 0300 123 224.

**Outcomes of the Assessment and initial responses**

* Behaviour assessed as “normal” sexual exploration which is age appropriate then there should be no further action
* Behaviour assessed as being inappropriate but not abusive (behaviour consensual, no marked power deferential, no indication of any coercion).
* A member of staff will discuss the behaviour with the parents and plan a management strategy to address the behaviour. Consideration might also be given to supporting parents/carer in making a referral to another agency.
* When assessing child to child behaviour the needs of both young people must be taken into consideration as both may be ‘children in need’ and a referral to Social Care, with consent of parents for an assessment of need may be considered.
* Behaviour assessed as being inappropriate and as a possible indication that the child might be experiencing child sexual abuse then the Designated Safeguarding Lead or the Deputy Safeguarding Lead will discuss the incident with Social Services in order to determine next steps. This could result in the academy making a Child Protection referral to Social Care (Section 47) using the Common request for involvement or/referral to Children’s Services.
* Behaviour constitutes an offence – The Designated Safeguarding Lead will discuss with the parents/carers of the child alleging assault and support them if they wish to make a formal complaint to the police. Staff will need to decide if the incident is so serious that they need to inform the police and decide when to speak with the parents/carer of the young person who instigated the behaviour.

**Summary**

* If a member of staff becomes aware that a child is displaying inappropriate sexualised behaviour, an assessment will be made as to whether or not the behaviour is abusive
* If the behaviour is inappropriate but not thought to be abusive, a member of staff will speak to the parent or carer to devise a consistent strategy to manage the behaviours, eliminate any medical reasons underpinning the behaviours, and consider a possible referral to other agencies ( e.g. CAHMS, Educational Psychologist, Behaviour Improvement Team, CSC)
* If the behaviour is thought to be abusive, a discussion will take place with Children’s Social Care Contact and Referral Team to determine next steps – e.g. informing parents, investigation, and Police involvement

**Managing sexually inappropriate and abusive behaviour in Brymore**

Where inappropriate sexualised behaviour is identified it may not always be appropriate to make a referral to another agency. Even in cases where pupils have been convicted of an offence, they still have to be educated and managed in a school, unless the assessed risk they present to others in the Education establishment is too high and other arrangements have to be made.

When devising a management package for the instigator of the inappropriate behaviour the wishes and feelings of any Child who has been involved in or affected by this sexualised behaviour will be taken into account especially if both pupils are attending the same academy.

**Consideration should be given to:**

* Information exchange within the academy
* The physical structure of the academy, any vulnerable areas identified e.g. toilets, playground
* Travel arrangements to and from academy, especially if academy transport is used
* Supervision – during “out of class” time e g lunch time, school clubs and more vulnerable situations such as swimming, school trips and work experience
* Identifying a mentor/safe place for the complainant
* Identifying a mentor for the young person displaying sexualised behaviour
* Establishing a monitoring and recording system to evaluate whether management strategies are effective
* Establish communication with parents/carers, other agencies to ensure effective interagency working
* Sex and relationship education
* Training in managing sexualised behaviour for staff
* If the case is due to go to court, the academy should liaise with the Youth Offending Team and ensure a risk assessment is undertaken to assess the risk the individual presents to the academy community and identify any particular needs of the individual/s making the complaint.

**Guidance on the issues of exclusion**

Any sexual offence or sexually inappropriate behaviour will be dealt with in line with Brymore’s behaviour policy. Where a pupil’s behaviour results in a serious breach of this policy, or the pupil is persistently breaching the policy by repeating this behaviour, the academy may decide to exclude the pupil, either on a fixed term or permanent basis. A permanent exclusion should only take place where behaviour is sufficiently serious and allowing the pupil to remain in school would seriously harm the education or welfare of the pupil or others in the academy.

There may be circumstances in which sexually inappropriate behaviour is not sufficiently serious to justify permanent exclusion, however there are potential welfare risks to the perpetrator and/or the victim if they remain in the same school. In such circumstances a member of staff will put in place necessary control measures to protect the welfare of both perpetrator and victim. Offsite education or transfer to another school as part of a “managed move” may be possible options, however this will need the consent of the pupil’s parents.

**Flow Chart of Procedures on the Assessment and Management of Sexualised Behaviour in Children and Young People**

**Behaviour Observed**

**Identification of inappropriate sexual behaviour**

**Child/parent makes an allegation of abusive behaviour**

**Assessment of behaviour**

**Appendix 1/CSE Screening tool**

**Behaviour assessed as being inappropriate**

**(Normal) Behaviour assessed as appropriate**

**Behaviour assessed as being abusive**

**No further action**

**(RED FLAG)**

**Are there strong suspicions that the child has been abused**

**(No questions)**

**Referral to CSC/Police**

**Section 47**

**Referral CSC/Police**

**Development support strategy**

**(YELLOW FLAG)**

**Speak to parents**

**Assessment of risk to young person and community**

**Development support strategy**

**Development support strategy**

Appendix 1:

Sexual behaviours traffic light tool.

<http://tools.brook.org.uk/traffic/pdf/Brook_Traffic_Light_Tool.pdf>