

Keeping Students Safe at Redcliffe Sixth Form

Our 6th Form values every individual regardless of sex, gender, race, religion, sexuality or disability and positively celebrates our diversity

We will not accept

- Any language which is demeaning of others even if intended as banter or joking
- Any slur on others' identity or beliefs
- Any behaviour which causes others' to feel pressured, unsafe or insecure
- Any non-consensual sexual acts

This includes:

- Unwanted sexual comments (including comments about someone's body or private life)
- Unwelcome sexual invitations, innuendos, and offensive gestures
- Wolf whistling, catcalling, or offensive sexual noises
- Groping, pinching or smacking someone's body
- Tugging, pulling or lifting up someone's clothing
- Exposure of sexual organs
- Demands for sexual acts/favours/images
- Upskirting
- Stalking

This extends to online communication, communication by text, email and instant messages.

We expect all students to respect and actively seek the consent of others in the development of their relationships, acknowledging that consent should be free, informed and whole-hearted, and should never be presumed, coerced or grudging.

Consent which results from pressure, fear or expectation is not consent.

Sharing Concerns

Students who feel they have experienced language or behaviour which has made them feel uncomfortable or not had their full consent are encouraged to report this to our safeguarding team. A victim should never feel guilty about reporting or responsible in any way for the unacceptable behaviours of others or for the consequences which others might face for their actions.

If you have a friend who you know is in this position you should encourage them to talk to us, or can raise your concerns directly with members of our team.

Confidentiality and Protection

Any student who speaks to our safeguarding team can do so confidentially, with the understanding that conversations will be documented on a secure system visible only to this team including the Designated Safeguarding Lead, and that if we have sufficient concern for a student's safety, we will have to share this more widely with parents/carers if appropriate or other agencies. We would always talk this through with a student before we did so.

All investigations and decisions resulting from them are confidential to those directly involved in the situation, which means the potential victim and alleged perpetrator. This information cannot be shared directly with any other students or with the parents/carers of other students. We will endeavour to ensure that students who disclose feel protected from any further harm during the course of any investigation and following and final decisions.

Investigation and Consequences

Any students who shares an experience of being treated in ways which are illegal, such as experiencing sexual behaviours without consent or exchange of images without consent will be supported in taking this to the Police. If they do not wish to do so then our response may include providing additional support and counselling for the potential victim and taking statements from any alleged perpetrator in order to determine whether further action is necessary. This can lead to a referral of the situation to external agencies where appropriate.

Further action may involve communication with parents/carers, providing additional support and opportunities for students to reflect on and learn from their behaviours, and facilitating apology where that is wanted by a victim and appropriate.

The school does not have a disciplinary role with respect to incidents which take place before arrival at the school or outside the school. Where these are referred to the Police we will support them in their enquiries, but alleged perpetrators are presumed innocent until proven guilty, and the school is not able to take action independently while a case is being investigated. If any person is found guilty of a crime it will be for the Police to determine a response. In such incidents the school has a duty of care - pastoral and educational - for all students involved, whether potential victims or alleged perpetrators. This includes assessing any risk to the potential victim and making changes to timetables if necessary to give them the maximum confidence (subject to all involved being able to continue their education). Where such behaviours take place in school then they fall under the school's behaviour and relationships policy and system of sanctions (up to and including fixed term and permanent exclusion) and will be referred to senior leaders within the school to make this decision and ensure it falls within the legal guidance to schools. Here is a link to [our Policies page](#).

Proportionality

Where students experience comments, behaviours or physical contact in school which make them feel uncomfortable then this should be reported and will be investigated, recognising that this may exist on a scale from unintended but lacking sensitivity through to disrespectful or abusive. Our investigation will seek to establish the context, intent and impact, and to respond proportionately.

In situations where a student has not intended distress or understood that their words or behaviour might cause this for the particular person concerned, we would typically explain why the other is upset or give them a chance to say this, would then ensure understanding of appropriate language and boundaries and monitor the situation for any further incidents.

More serious incidents or repeating incidents will require a more disciplinary response, including the involvement of parents/carers and the application of the school's sanction system, but our intention will always be to ensure that lessons are learned, future behaviour improved, relationships restored and that all parties are able to progress with their education.

Inappropriate Sharing of Information

It is never appropriate to share these kinds of concerns via social media or other public forums since this kind of behaviour:

- violates the rights and confidentiality of all involved
- exposes potential victims to pressure and embarrassment
- constitutes peer-on-peer harassment and potentially libel
- potentially causes harm to physical and mental health of those alleged to have behaved inappropriately
- and makes it more challenging for the school or potentially the police to investigate appropriately

KEEPING STUDENTS SAFE AT REDCLIFFE SIXTH FORM- FLOWCHART TO DISPLAY PROCESSES THE SAFEGUARDING TEAM WILL FOLLOW WHEN RESPONDING TO ALLEGATIONS OF PEER ON PEER ABUSE

