

# **Sexual Harassment Policy**

## **1. Introduction**

At Perryfields Primary School, we are committed to creating a safe, respectful, and inclusive learning environment for all pupils, staff, and visitors. Sexual harassment, in any form, is unacceptable and will not be tolerated. This policy outlines how we will address and prevent incidents of sexual harassment within our school community, including harassment by third parties (such as visitors, contractors, or other individuals who interact with pupils and staff).

## **2. Definition of Sexual Harassment**

Sexual harassment refers to any unwanted or inappropriate behaviour of a sexual nature that makes someone feel uncomfortable, threatened, or unsafe. It can occur in person, in writing, or through digital communication and includes but is not limited to:

- Unwelcome physical contact (such as touching or grabbing).
- Verbal comments or jokes of a sexual nature.
- Inappropriate gestures or body language.
- Displaying inappropriate images or videos.
- Bullying or intimidation with a sexual undertone.

For primary school pupils, sexual harassment can be defined as behaviours that cause harm or distress related to a person's gender, body, or private areas.

## **3. Purpose of the Policy**

The purpose of this policy is to:

- Educate pupils, staff, and the school community about what constitutes sexual harassment.
- Promote respectful relationships and behaviour among pupils and staff through a variety of means including assemblies and PSHE lessons.
- Provide clear procedures for reporting and addressing incidents of sexual harassment.
- Support pupils who have experienced harassment by providing a safe space for them to speak out.
- Address third-party harassment and ensure that anyone interacting with the school community understands their responsibility to maintain a safe and respectful environment.

## **4. Reporting and Support**

Any pupil, staff member, or visitor who believes they have experienced or witnessed sexual harassment is encouraged to report it immediately. Reports can be made to:

- A trusted teacher or staff member.

- The school Headteacher or Designated Safeguarding Lead.

In cases of third-party harassment (e.g., harassment by visitors, contractors, or other individuals who are not staff or pupils), reports can also be made to the School's Leadership Team (SLT), and appropriate action will be taken to address the issue.

If individuals wish to make a formal complaint regarding any aspect of the school's handling of sexual harassment, they must follow the school's Complaints Policy. The complaints policy can be found on the school website for easy reference. Complaints will be investigated thoroughly and handled in accordance with the procedures outlined in the complaints policy.

Support will be provided to the victim, including counselling services or appropriate interventions to address the situation. It is expected for the staff to follow the school's Whistleblowing Policy in such cases.

## 5. Response to Sexual Harassment

When an incident of sexual harassment is reported, the school will take the following steps:

1. **Investigation:** The school will investigate all claims of sexual harassment in a prompt and thorough manner, ensuring the process is fair to both the complainant and the accused.
2. **Confidentiality:** Information about the incident will be kept confidential and shared only with those who need to know (e.g. parents, SLT, relevant authorities).
3. **Consequences:** If the harassment is confirmed, appropriate actions will be taken, which may include:
  - Education about respectful behaviour.
  - Mediation or restorative practices.
  - Disciplinary action, such as suspension or exclusion for pupils in line with the Schools Behaviour Policy. or termination of contracts for third parties.
  - Disciplinary action in line with the Disciplinary Policy for staff.
4. **Support for Victims:** Pupils who have been harassed will receive support, including counselling, reassurance, and any other measures necessary to help them feel safe at school.

## 6. Prevention and Education

The school will implement proactive measures to prevent sexual harassment, including:

- **Education:** Regular lessons and activities designed to help pupils understand what respectful behaviour looks like, boundaries, and the importance of consent.

- **Training for Staff:** Staff will receive training on how to recognise and address sexual harassment, as well as how to support pupils effectively.
- **Inclusive Environment:** Promote a positive, inclusive environment where every pupil feels respected regardless of gender, background, or personal differences.
- **Third-Party Awareness:** Visitors, contractors, and anyone who interacts with the school community will be made aware of the school's commitment to providing a safe, harassment-free environment. This will include clear expectations of behaviour and the consequences of engaging in inappropriate conduct.

All of which is included in the service Level Agreement, read and signed by all third party visitors.

## 7. Roles and Responsibilities

- **Pupils:** Treat others with respect, report any incidents of harassment, and participate in education programmes about respectful behaviour.
- **Teachers and Staff:** Foster a safe and respectful learning environment, intervene if they witness any form of harassment, and support pupils in reporting incidents.
- **Parents and Carers:** Encourage children to report any incidents of harassment, support the school's policies, and work together with the school to ensure a safe environment for all pupils.
- **Third Parties:** All visitors, contractors, or external individuals interacting with the school community must adhere to the same standards of respectful behaviour. Any reports of harassment from third parties will be taken seriously, and the school will take appropriate action to address the matter.

## 8. Review and Evaluation

This policy will be reviewed **annually** to ensure its effectiveness and relevance. The review process will include gathering feedback from pupils, parents, staff, third parties, and relevant authorities. Any necessary updates or improvements will be made based on this feedback.