

Harmful Sexual Behaviour in Schools – preparing for Ofsted

What is harmful sexual behaviour (HSB)?

Harmful sexual behaviour (HSB) is **developmentally inappropriate sexual behaviour which is displayed by children and young people and which may be harmful or abusive**. It can be displayed towards younger children, peers, older children or adults.

What do you all need to know in preparation for Ofsted?

The issue	Why is it an issue?	How do we deal with it and what do we say during an inspection?
How do we respond to our Student Voice?	The Ofsted review into HSB in schools found that students believed that education was lacking. This was largely due to teacher inexperience and lack of confidence	We have a core team of specialist Citizenship teachers. They have had the required training in the delivery of PSHE/RSE education. They in turn train the wider team. There is a possibility that Essex may provide some wider training, but the Brentwood schools are going to look at best practice in our local area. Student Voice has been sought via student voice committees / student forums in May and June 2021 / safeguarding review Dec 2021 and there will be HSB forums in June 2022.
What is the culture of our school?	Ofsted will want to see and sense that there is a zero-tolerance approach to HSB in our school. We do not have to say that it doesn't happen here, in fact, they would worry if we did say that. They want to know that, when it does happen, we tackle it, sanction appropriately, review our curriculum if necessary and ensure that adequate education is in place. Will inspectors be able to get a sense of culture by walking around our school? We need to control the culture and values in our school, and we can control our curriculum, therefore we can control our culture.	We listen to student voice and, if they tell us something is an issue, we respond to that. We provide a safe mechanism for reporting, including the option to report anonymously, via the Report a Concern button on our website. Students in our school feel safe to challenge any behaviour that is misogynistic and / or derogatory. We know this because we have asked them and we see and hear them do that in an appropriate way. Staff model the behaviour they want to see.

<p>Is the curriculum carefully sequenced and adaptable in order to deal with any issue that arises? Is our curriculum SAFE (Sequenced, active, focused and explicit)?</p>	<p>Ofsted will want to see that students have access to high quality RSE provision and that that feeds into the culture and ethos of our school. The Citizenship department need to demonstrate that every year group covers age-appropriate themes and that what they learn In Y7 is revisited again in Y8 and then Y9 and so on.</p>	<p>We have a well-structured, comprehensive curriculum, which is flexible in order to address current and relevant issues. Our curriculum is delivered by trained staff and there is time on the timetable for the delivery of RSHE. This is enriched by 'drop down' days and our assembly programme. Our curriculum sets the tone for our culture. We plan our curriculum through the lens of the most vulnerable and we make reasonable adjustments for students with SEND or other needs.</p>
<p>How high profile is RSHE in our school?</p>	<p>Ofsted will want to see that everyone, staff and students alike, recognises the importance of RSE education and that that education drives the ethos of our school. Are expectations in our RSE/PHSE lessons as high as they are in other areas of the curriculum?</p>	<p>This is one of our strengths and Citizenship is at the heart of our mission statement and pillars. Every student, from Y7-U6th has an opportunity to benefit from high quality PSHE/RSE education, both in and out of the classroom.</p>
<p>What is the nature of the incidents that are reported?</p>	<p>Ofsted will be interested to know if we have a problem in any particular area. They will want to know what kind of incidents get reported to us and we respond to those incidents.</p>	<p>We need to say that incidents get reported to us in many different ways (in person by students, via communication from parents and via the report a concern website). Our response is always bespoke and we treat each case individually. However, the bottom line is clear, we do not accept sexual abuse, sexual harassment, derogatory or misogynistic language in this school and we will challenge it and sanction it if it happens. They may ask for an example of a HSB incident and ask for the follow through to be explained.</p>
<p>How do governors monitor HSB in your school?</p>	<p>Ofsted will want to know that governors understand what the culture of our school is and that they ask challenging questions about our processes. Governors need to understand the safeguarding procedures in our school and provide the right level of challenge to senior leaders.</p>	<p>We have a named governor for safeguarding – Nikki Chatta. Nikki Chatta meets with RDW at least once a term. Safeguarding is a standing item on the agenda for all governors' meetings and governors consider the safeguarding implications of any decision that is made.</p>

Culture eats Strategy for Breakfast – Peter Drucker

When it goes wrong – when to involve the police?

We need to think carefully about when and if we need to report an incident of HSB to the police. If we do report, it will be recorded as a sexual offence. If in doubt, we can consult with the Children and Families Hub, who will advise on the right course of action. SPEAK TO A DSL. We need to be sure that it is the right thing to do. We **must** call the police for ALL sexual assaults. We also should call the police for cases of harassment, stalking and coercive control. Schools are the exception to national crime recording standards and we are able to, and authorised to, manage most incidents of HSB under our own behaviour policy. However, there are occasions when we might prefer to allow the police to handle the investigation and outcomes, or it could be that the police handle the investigation at the parent or child's request.