



Nene
Education
Trust

Peer on Peer Abuse Policy 2021 - 2022

Policy 49



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1 Aims

1.1 Windmill Primary School is committed to safeguarding and promoting the welfare of all children. We recognise that children may face different forms of abuse and we work together to protect children from harm. As well as being abused by adults, children can be abused by other young people. This is known as 'peer on peer abuse' or 'child on child abuse'. The school is committed to preventing peer on peer abuse and will protect children that may be suffering, or at risk of suffering harm perpetrated by another child. We recognise that peer on peer abuse is abuse and should never be tolerated or passed off as "banter", "just having a laugh" or "part of growing up". We maintain an attitude of 'it could happen here' and act in the best interests of the child at all times.

2 Definitions

2.1 The following terms and associated definitions will be used throughout this policy.

- **'Staff' or 'members of staff'** refers to all teaching, non-teaching, support, supply, peripatetic, contract staff, governors, volunteers and trustees working in or on behalf of the school.
- **Child/children** refers to any young person under the age of 18 or 19 within our sixth form provision
- **Safeguarding and promoting the welfare of children** is defined as; protecting children from maltreatment; preventing impairment of children's mental and physical health or development; ensuring that children grow up in circumstances consistent with the provision of safe and effective care and taking action to enable all children to have the best outcomes.¹
- **Peer on peer abuse (or child on child abuse)** refers to any scenario where a pupil abuses another pupil. It can take place online or offline. For the purposes of this policy, a child is anyone under the age of 18. Whilst the focus of the advice is on protecting and supporting children, schools and colleges should of course protect any adult students and engage with adult social care, support services and the police as required. The children involved do not have to be the same age and the perpetrator may be older or younger than the victim. Peer on peer abuse (or child on child abuse) could include (but is not limited to);
 - bullying (including cyberbullying);
 - physical abuse such as 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, which may be stand-alone or part of a broader pattern of abuse;
 - upskirting, which 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;
 - sexting (also known as youth produced sexual imagery [Sharing nudes and semi-nudes: advice for education settings working with children and young people - GOV.UK \(www.gov.uk\)](#))
 - initiation/hazing type violence and rituals.²
 - abuse within intimate personal relationships and/or teenage relationship abuse;

¹ Keeping Children Safe in Education (2021)

² Keeping Children Safe in Education (2021)

3 Purpose

3.1 This policy has been written to

- ensure that the school follows all statutory guidance and advice relating to peer on peer abuse;
- provide stakeholders with information about how Windmill Primary School works to prevent peer on peer abuse;
- provide stakeholders with information about how Windmill Primary School responds to concerns, disclosures and/or allegations relating to peer on peer abuse; and to
- provide stakeholders with information about how Windmill Primary School continues to support victims of peer on peer abuse following the conclusion of an investigation.

4 Legislation and relevant documentation

4.1 This policy adheres to and must be read alongside the school Safeguarding and Child Protection policy.

4.2 All staff and stakeholders should also refer to the Safeguarding and Child Protection Policy in relation to any safeguarding matters or concerns.

4.3 This policy is part of a suite of school policies relating to safeguarding and child protection. For further details, please see: Safeguarding and child protection policy, Behaviour Policy, RSE Policy & the Anti-Bullying Policy.

4.4 This policy adheres to all statutory guidance and legislation, including (but not limited to):

- [Keeping Children Safe in Education \(2021\)](#)
- [Working Together to Safeguard Children \(2018\)](#)
- Early Years Foundation Stage Statutory Framework (2021)
- Children Act 1989 and 2004
- Data Protection Act (2018)
- General Data Protection Regulations (2018)

4.5 The school will also refer to the government guidance when managing reports or disclosures of peer on peer abuse of a sexual nature [Sexual violence and sexual harassment between children in schools and colleges - GOV.UK \(www.gov.uk\)](#) and ['Searching, Screening and Confiscation \(January 2018\)'](#) as necessary.

4.6 Rather than duplicating content from Keeping Children Safe in Education (2021) in this policy, it should be understood that Windmill Primary School will always refer to this document as the benchmark for all safeguarding practice.

5 Scope

5.1 This policy applies to all teaching, non-teaching, support, supply, peripatetic, contract staff, governors, volunteers and trustees working in or on behalf of Windmill Primary School. All references in this document to 'staff' or 'members of staff' should be interpreted as relating to the aforementioned unless otherwise stated.

6 Roles and Responsibilities

6.1 Role of the Governors/Proprietors

6.1.1 The governors/proprietors will:

- Uphold all responsibilities under the school Safeguarding and Child Protection policy, Keeping Children Safe in Education (2021) and any other relevant statutory guidance.
- Ensure that the school's safeguarding and child protection policy includes all relevant information as outlined in Keeping Children Safe in Education (2021).
- Ensure that policies (including this policy), procedures and training in the school are effective and comply with the law at all times.

6.2 Role of the Headteacher/Principal

6.2.1 The Principal will:

- Uphold all responsibilities under the school safeguarding and child protection policy, Keeping Children Safe in Education (2021) and any other relevant safeguarding statutory guidance and legislation.
- ensure that this policy and all other relevant policies are followed by all staff.
- liaise with the Designated Safeguarding Lead about ongoing enquiries, particularly those under section 47 of the Children Act 1989 and police investigations.
- Ensure that the school curriculum includes education opportunities to minimise incidents of peer on peer abuse.
- Ensure that the school site promotes positive behaviour and minimises the opportunity for peer on peer abuse.
- Safeguard children's wellbeing and maintain public trust in the teaching profession as part of their professional duties (in line with The Teachers' Standards 2012).

6.3 Role of the Designated Safeguarding Lead

6.3.1 The Designated Safeguarding Lead will:

- Uphold all responsibilities under the school Safeguarding and Child Protection policy, Keeping Children Safe in Education (2021) and any other relevant safeguarding statutory guidance and legislation.
- Undertake any training required to uphold their post and the responsibilities outlined in this policy.
- Act as a source of support, advice and expertise for staff in relation to peer on peer abuse.
- Manage disclosures of and concerns about peer on peer abuse.
- Make referrals to Children's Services and the police as appropriate.
- Ensure that this policy is known, understood and used appropriately by all staff.
- Safeguard children's wellbeing and maintain public trust in the teaching profession as part of their professional duties (in line with The Teachers' Standards 2012).

6.4 Role of all staff

6.4.1 All staff will:

- Uphold all responsibilities under the school safeguarding and child protection policy, Keeping Children Safe in Education (2021) and any other relevant safeguarding statutory guidance and legislation.
- Make referrals to the Designated Safeguarding Lead in cases where they suspect cases of peer on peer abuse or become aware of cases of peer on peer abuse.

- Be made aware that children can abuse other children and the forms that this abuse could take.
- Be clear as to the school policy and procedures on peer on peer abuse.
- Be made aware that abuse is abuse and should never be tolerated or passed off as “banter”, “just having a laugh” or “part of growing up”.
- Report any concerns relating to peer on peer abuse to the Designated Safeguarding Lead immediately.
- Receive training in how to respond appropriately to incidents of 'youth produced sexual imagery' formally known as 'sexting' Where incidents involve sexual imagery or indecent images of children, members of staff will not view, download, print or share images. The Designated Safeguarding Lead should be made aware of the incident immediately.³

7 Training

7.1 The school will ensure that all staff have been trained to recognise and respond to peer on peer abuse.

7.2 September 2021: whole staff training in light of KCSiE 2021 changes and protocols for reporting concern to address that “it could happen here” mentality and increased risk to pupils from online behaviours and sexting

Further training scheduled as part of Safeguarding Action Plan during 2021-22

Training delivered to all new staff as part of the Induction process by DSL

7.3 We recognise the gendered nature of peer on peer abuse. However, all staff will be trained to understand that all peer on peer abuse is unacceptable and will be taken seriously

8 Procedures to minimise peer on peer abuse

8.1 The school has a responsibility to minimise opportunities for peer on peer abuse. We do this by

- Anti-bullying ambassadors
- Worry boxes in every room
- Regular pupil voice and questionnaire
- Identification of safe spaces and adults
- Training for staff awareness / vigilance
- Plans to hot spot mapping to identify where pupils feel safe / unsafe (Spring 22)
- Toilet lanyard system to manage pupil access to toilets
- Staff duty rota
- Mobile phones discouraged; any pupils who bring phones in must leave them in reception
- Parental awareness raising

8.2 We recognise that some children may be more vulnerable to peer on peer abuse than others. For example, children who have already experienced abuse, those that have special educational needs or disabilities (SEND), children living in care and children who are LGBTQ+ and/or have other protected characteristics under the Equality Act 2010 may be more likely to face peer on peer abuse than other children. We work to protect children with additional vulnerabilities by

- Identification of children at risk identified on MIS and registers
- Trusted adult works with pupils to ensure they have someone they can talk to

³ For further guidance, see '[Sexting: How to respond to an incident](#)', UKCIS.

8.3 We address peer on peer abuse through our curriculum, in line with [Relationships Education, Sex and Relationships Education and Health Education](#). The curriculum covers the following issues:

- Protective behaviours inc Pants
- Online safety inc use of social media, protecting identity, understanding how the internet can be exploited
- Digital footprint
- Rights and responsibilities

9 Responding to concerns or disclosures of peer on peer abuse

9.1 The school takes peer on peer abuse seriously and will respond to all concerns or disclosures of peer on peer abuse immediately.

9.2 If a member of staff has a concern about peer on peer abuse, or if a child discloses peer on peer abuse to them, they will refer this to the Designated Safeguarding Lead immediately, in line with the school's Safeguarding and Child Protection policy.

9.3 Upon receiving a concern, report or disclosure of abuse, the Designated Safeguarding Lead will decide what further action is necessary. This will vary depending on the type of peer on peer abuse and the severity of the incident/s disclosed. The Designated Safeguarding Lead will take contextual factors into account when managing the report.

9.4 The Designated Safeguarding Lead will always consider the following;

- the wishes of the victim in terms of how they want to proceed. The victims will be given as much control as is reasonably possible over decisions regarding how any investigation will be progressed and any support that they will be offered;
- the nature of the alleged incident(s), including: the level of coercion or threat, whether a crime may have been committed and consideration of harmful sexual behaviour;
- both the chronological and developmental ages of the children involved;
- any power imbalance between the children, including consideration of the age of children and whether children have special educational needs or disabilities;
- the impact on the victim;
- if the alleged incident is a one-off or a sustained pattern of abuse; and
- if are there ongoing risks to the victim, other children, adult students or school or college staff.

9.5 Depending on the nature of the incident/s, the Designated Safeguarding Lead may

- Seek further information from those involved and witnesses.
- Undertake a risk assessment to ascertain steps necessary to safeguard the victim, alleged perpetrator, adults and other children.
- Decide to manage the concern internally.
- Organise a meeting with relevant staff and agencies to assess risk and agree a safety plan.
- Refer the victim and/or the perpetrator to local services for Early Help.
- Refer the case to Children's Services via a MASH referral.
- Liaise with social workers working with children involved (if applicable).
- Make a referral to the police.

9.6 Supporting the victim

- 9.6.1 The school recognises that peer on peer abuse has a significant impact on young people and victims are likely to need ongoing support.
- 9.6.2 Appropriate support will be put in place for victims of peer on peer abuse whilst investigation is taking place and following the initial response. Support will continue for as long as it is needed and will be reviewed regularly to ensure the victim is receiving appropriate care.
- 9.6.3 The school will do everything we can to maintain the victim's normal routine.
- 9.6.4 The school will do everything we can to protect the victim from further bullying and harassment as a result of their disclosure.
- 9.6.5 To support and protect the children
- Listen to the children
 - Keeping accurate records / clear communication
 - Treat each incident with confidentiality
 - Follow all safeguarding processes
 - Make referrals as appropriate and in a timely manner, and with an informed approach in the context of the situation
 - Listen to all parties involved in a sensitive and fair manner
 - Engage with parents / carers in a timely and sensitive way
 - Recognise that all parties need support
 - Implement strategies to ensure all children feel and are safe in school
- 9.6.6 If a victim of peer on peer abuse moves to a new setting, the Designated Safeguarding Lead will share the necessary information to ensure that support for the child continues.

9.7 Supporting the alleged perpetrator

- 9.7.1 The school has a responsibility to ensure that an alleged perpetrator continues to receive a suitable education and will consider a range of options in continuing educational provision. Options may include
- Personalised support for the child and targeted education programme
 - Management of social times
 - Risk assessment
 - Training and support for key members of staff
- 9.7.2 We recognise that children who perpetrate peer on peer abuse may be being abused themselves. The school will continue to safeguard the alleged perpetrator and provide them with support.
- 9.7.3 A plan to reduce the risk posed by the alleged perpetrator will be put in place as part of the risk assessment made following the alleged abuse.
- 9.7.4 If the alleged perpetrator moves to another setting, the Designated Safeguarding Lead will share information as necessary to safeguard the individual and other child at the new setting.
- 9.8 The Designated Safeguarding Lead will take advice from children's social care, specialist services and the police as necessary.
- 9.9 The school may choose to impose a sanction or punishment on the alleged perpetrator following an incident of peer on peer abuse. In this case, we will follow the school Behaviour Policy in determining the level and severity of sanction.
- 9.10 Where a child is cautioned or receives a conviction related to an incident of peer on peer abuse, the school will refer to KCSIE Part 5 for guidance

10 Local Arrangements and Making Referrals

- 10.1 The school adheres to local safeguarding arrangements, as outlined by the Northamptonshire Safeguarding Children Partnership.
- 10.2 For further details of how the school works with partner agencies in responding to safeguarding incidents (including incidents of peer on peer abuse), please see the school's Safeguarding and Child Protection policy.

11 Record-keeping

- 11.1 All incidents will be recorded on My Concern
 All meetings / telephone calls will be minuted and held digitally on Arbor
 Evidence and witness statements will be securely stored
 Case documentation will be reviewed at each stage of the process by the DSL to ensure that all record keeping is in order and provides a clear evidence trail for both the incident and subsequent actions taken.
- 11.2 Members of staff will follow the procedures for recording a disclosure outlined in the school's Safeguarding and Child Protection policy.

12 Parent/s and carer/s

- 12.1 Parent/s and carer/s will be informed of incidents unless sharing information puts a child at greater risk of harm.
- 12.2 If the child wishes to withhold information from their parent/s or carer/s, competency will be assessed using the Gillick competency and Fraser guidelines (where applicable).⁴
- 12.3 Children will always be encouraged to speak to parent/s or carer/s about peer on peer abuse.

Appendix A: Further Resources

The school use a range of resources (in addition to those referenced in the main body of the policy) to support in minimising peer on peer abuse, training staff and responding to concerns or disclosures. This appendix details this additional documentation.

Harmful sexual behaviour between children and young people, NICE

<https://www.nice.org.uk/guidance/ng55>

NSPCC Harmful Sexual Behaviour Framework

<https://learning.nspcc.org.uk/media/1657/harmful-sexual-behaviour-framework.pdf>

Preventing and Tackling Bullying Advice (2017), HM Government

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/623895/Preventing_and_tackling_bullying_advice.pdf

What to do if you are worried a child is being abused (2015), HM Government

⁴ For more information about Gillick competency and Fraser guidelines, see <https://learning.nspcc.org.uk/child-protection-system/gillick-competence-fraser-guidelines>

[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/419604/What to do if you re worried a child is being abused.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/419604/What_to_do_if_you_re_worried_a_child_is_being_abused.pdf)

Sexting: How to respond to an incident. An overview for all teaching and non-teaching staff in schools and colleges, UKCCIS

[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/647389/Overview of Sexting Guidance.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/647389/Overview_of_Sexting_Guidance.pdf)

Sexting in schools and colleges: Responding to incidents and safeguarding young people UKCISS

[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/759007/6_2939 SP NCA Sexting In Schools FINAL Update Jan17.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/759007/6_2939_SP_NCA_Sexting_In_Schools_FINAL_Update_Jan17.pdf)

School Exclusion Statutory Guidance (including changes to the exclusion process during the coronavirus (COVID-19) outbreak

[School suspensions and permanent exclusions - GOV.UK \(www.gov.uk\)](https://www.gov.uk/school-suspensions-and-permanent-exclusions)

Harmful Sexual Behaviour Procedures, Northamptonshire Safeguarding Children Partnership

http://northamptonshirescb.proceduresonline.com/p_sexually_harm_behav.html

Behaviour and discipline in schools (2016), Department for Education

<https://www.gov.uk/government/publications/behaviour-and-discipline-in-schools>