



Sexual Abuse/Harassment Information and Guidelines for staff

What is meant by child sexual abuse?

Child sexual abuse involves forcing or enticing a child to take part in sexual activities, not necessarily involving a high level of violence, whether or not the child is aware of what is happening. This can be face-to-face or online.

There are three types of child sexual abuse

1. Intra-familial child sexual abuse refers to child sexual abuse (CSA) that occurs within a family environment. Perpetrators may not be related to the child, they may be family or friends. The key consideration is whether the abuser feels like family from the child's point of view. Between 1 in 20 children are directly affected.
2. CSA involving people not known to the family. Such CSA can be opportunistic and often involves blackmail where images that have been shared online are used against the victim. This is why educating our students about online safety is so vital. There is a high level of incidence involving females, but males are also targeted.
3. Peer abuse where children abuse other children is generally referred to as peer on peer abuse. Such abuse can take many forms and can include, but is not limited to, abuse within intimate partner relationships; bullying (including cyberbullying); sexual violence and sexual harassment; physical abuse such as hitting, kicking, shaking, biting, hair pulling, or otherwise causing physical harm; sexting and initiation/hazing type violence and rituals. Peer on peer abuse, especially of a sexual nature, often goes unreported which is why we should all assume that it is happening at College, remain vigilant and report any concerns (see section below on reporting mechanisms).

What is meant by sexual violence/harassment?

Sexual violence and sexual harassment can occur between two people of any age and sex, including children or young people. It can occur through a group of people sexually assaulting or sexually harassing a single person or group of people. Students who are victims of sexual violence and sexual harassment will likely find the experience stressful and distressing. This will, in all likelihood, adversely affect their educational attainment. Sexual violence and sexual harassment exist on a continuum and may overlap, they can occur online and offline (both physical and verbal) and are never acceptable. It is important that all victims are taken seriously and offered appropriate support. Staff should be aware that some groups are potentially more at risk. Evidence shows female students, students with SEND and LGBT students are at greater risk.

Sexual Violence

Rape: A person **(A)** commits an offence of rape if: he intentionally penetrates the vagina, anus or mouth of another person **(B)** with his penis, B does not consent to the penetration and A does not reasonably believe that B consents.

Assault by Penetration: A person **(A)** commits an offence if s/he intentionally penetrates the vagina or anus of another person **(B)** with a part of her/his body or anything else, the penetration is sexual, **B** does not consent to the penetration and **A** does not reasonably believe that **B** consents.

Sexual Assault: A person **(A)** commits an offence of sexual assault if: s/he intentionally touches another person **(B)**, the touching is sexual, **B** does not consent to the touching and **A** does not reasonably believe that **B** consents.

Sexual Harassment

Whilst not intended to be exhaustive, sexual harassment can include:

- a) Sexual comments, such as: telling sexual stories, making lewd comments, making sexual remarks about clothes and appearance and calling someone sexualised names; sexual “jokes” or taunting;
- b) Physical behaviour, such as: deliberately brushing against someone, interfering with someone’s clothes (schools and colleges should be considering when any of this crosses a line into sexual violence – it is important to talk to and consider the experience of the victim) and displaying pictures, photos or drawings of a sexual nature;
- c) Online sexual harassment, this may be standalone, or part of a wider pattern of sexual harassment and/or sexual violence. It may include: non-consensual sharing of sexual images and videos; sexualised online bullying; unwanted sexual comments and messages, including, on social media; sexual exploitation; coercion and threats; and up-skirting.

At Sheffield College, it is made clear that sexual violence and sexual harassment is not acceptable, will never be tolerated or dismissed as “banter” or “having a laugh”.

Such behaviours may be criminal in nature and dismissing or tolerating them, whether they are verbal or physical; risks normalising them.

Supporting students when allegations are made

Firstly, all allegations are taken seriously and all actions will be recorded on college systems

In the event of an allegation made against a fellow student, whether claims of sexual abuse or harassment have been made, the allegation will be followed up by the appropriate DSL/DDSL and either managed internally, managed with Early Help or make a referral to Children’s Social Care as below.

Manage Internally:

- a) Victim & alleged perpetrator not in need of early help or statutory intervention
- b) Incident can be dealt with through **Positive Engagement and Behaviour Policy**
- c) Convene a meeting and implement a full Risk Assessment
- d) Arrange victim support

Manage with Early Help:

- a) Victim and/or alleged perpetrator may benefit from early help e.g. to address non-violent harmful sexual behaviour & prevent escalation
- b) Convene a meeting and implement full Risk Assessment
- c) Initiate Early Help
- d) Arrange alternative education for victim or alleged abuser if attendance to the college in either case would cause adverse effect on the victim’s wellbeing

Referral to Children's Social Care:

- a) Victims has been harmed, is at risk of harm, or is in immediate danger
- b) A young perpetrator should also be referred and should be the subject of a child protection conference if considered to be at continuing risk of significant harm
- c) The students' parents/carers will be informed, unless doing so will put child at additional risk
- d) DSL/DDSL & social workers coordinate support for victim, alleged perpetrator & other children
- e) Arrange alternative education for victim or alleged abuser is attendance to the college in either case would cause an adverse effect on the victim's wellbeing
- f) College's actions do not jeopardise a statutory investigation
- g) If children's social care decide statutory intervention is not appropriate, DSL/DDSL should:
 - Refer again if they believe the child remains at risk of harm
 - re-consider early help, specialist & pastoral support

In all cases where the alleged abuser is to continue their education at the college, a full risk assessment will be completed and include reviewing;

- i. Student timetables
- ii. Arrival to and from the college
- iii. Movement around the college
- iv. Alternative locations for lunch and breaks or an alternative campus for study
- v. Provision of victim support
- vi. Provision education to the perpetrator

The risk assessment will also include review dates.

Reporting mechanisms at Sheffield College

Sheffield College has a reporting mechanism for all forms of safeguarding concerns, including abuse. Staff must report concerns appropriately to the safeguarding team in person or by using the following email address: safeguarding@sheffcol.ac.uk

The college uses the MyConcern system to securely record and store safeguarding disclosures and action taken. Appropriate staff are updated with the names of students who identified as Child Looked After.

Creating a Positive Culture

All college staff must continue to ensure a culture where sexual harassment and/or violence and online sexual abuse are not tolerated. Where a staff member identifies issues they must intervene early to better protect our students.

In order to do this, staff must assume that sexual harassment and/or violence and online sexual abuse are happening to our students, even when there are no specific reports, and put in place a whole-college approach to address this.

Staff at the Sheffield College cannot tackle sexual harassment and/or violence and online sexual abuse, on our own, and neither should they. For example, the prevalence of children and young people seeing explicit material they do not want to see and being pressured to send 'nudes' is a much wider problem than colleges alone can address. We must play our part, however the government will need to tackle this issue through the Online Safety Bill, and other interventions.

Ofsted

The updated Further Education and Skills handbook, which was released on 28th June 2021 for implementation from September 2021, can be viewed by following the link below;

<https://www.gov.uk/government/publications/further-education-and-skills-inspection-handbook-eif>

A new section has been added entitled, 'Sexual harassment and violence and online sexual abuse between learners who are children or young people' (**paragraphs 275 to 279**)