



# **PEER ON PEER ABUSE POLICY**

## **MIDDLEWICH HIGH SCHOOL**

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The following paper outlines our schools response to the OFSTED Review of Sexual Abuse in Schools and Colleges.

The review recommended the following:

“School and college leaders should create a culture where sexual harassment and online sexual abuse are not tolerated, and where they identify issues and intervene early to better protect children and young people.

“In order to do this, they should assume that sexual harassment and online sexual abuse are happening in their setting, even when there are no specific reports, and put in place a whole-school approach to address them”.

**Middlewich High School takes the approach that we assume that Peer on Peer Abuse is happening here and that all reports should be taken seriously.**

#### Peer on Peer Abuse Definitions

##### **Sexual Harassment:**

Unwanted conduct of a sexual nature which can occur on or off line.

Sexual harassment is likely to: violate a child’s dignity, and/or make them feel intimidated, degraded or humiliated and/or create a hostile, offensive or sexualised environment

Sexual harassment can normalise inappropriate behaviours and create an environment which may lead to sexual violence

##### **Sexual Violence:**

Rape, assault by penetration or sexual assault

##### **Harmful Sexual Behaviour:**

Sexual behaviour which is problematic, abusive or violent rather than normal or developmentally expected

## MHS Whole School Response

Our response is built around the following practical steps:

1. A clear reporting mechanism for both students and staff
2. Staff and students feel confident in identifying harmful sexual behaviours
3. There is a whole school approach to managing disclosures sensitively
4. A swift and consistent response to harassment or discriminatory behaviour
5. Our RSE spiral curriculum teaches gender equality and consent to all years

### **Staff guide to responding to a young person making a disclosure:**

- It is essential that all victims are reassured and that they will be supported and kept safe
- A victim should never be given the impression that they are creating a problem or be made to feel ashamed
- Do not promise confidentiality as it is very likely that information will have to be shared with others
- At the point of disclosure, listen carefully, pass no judgement, avoid leading questions
- It is essential that a written record is made but do not allow this to get in the way of supporting the young person and listening to the report – the writing can wait!
- Do not view or forward illegal images of a child
- Incidents should be recorded on CPOMS and highlighted as 'Peer on Peer abuse' – any relevant subcategories must also be highlighted.
- Incidents should also be reported to a member of the Safeguarding Team

Incidences of Sexual Harassment should be dealt with on a case by case basis according to our behaviour policy. It may be appropriate to contact home, issue a sanction or conduct a restorative meeting between the victim and the alleged perpetrator.

The member of staff who witnesses any inappropriate use of language or behaviour towards others must address the issue and record any actions on CPOMS.

Incidences of Sexual Violence and Harmful Sexual Behaviour must be reported to the Safeguarding Team directly. Social services and police will be informed as appropriate.

In the case of serious allegations it is important that whole school support is given to both the victim and the alleged perpetrator.

## **Appendix**

### What we need to consider as a school after a report:

How the victim may wish to proceed and their ongoing support

The ages and development stages of the children or young people involved

Any power imbalance between the children or young people

If the alleged incident is a one-off or forms part of a pattern of abuse

The ongoing risks to the victim, other children/pupils and school/college staff

Other related issues and the wider context

What if they are in the same class?

Any report of sexual violence is likely to be very distressing and traumatic for the victim

If rape or assault by penetration has been reported, the alleged perpetrator should be moved from any classes they share with the victim

The school/college must also consider the best way to create distance between the victim and alleged perpetrator

These actions are in the best interests of both children and should not be perceived to be a judgment on the guilt of the alleged perpetrator

For other reports this should also be considered immediately on a case-by-case basis

### Options to manage a situation

#### 1. Managing the incident internally

Incidents should be managed on a case-by-case basis and it may be more appropriate to manage the case internally dependent on the circumstances

Whatever the school's response, it should be underpinned by the principle that sexual violence and sexual harassment is never acceptable and will not be tolerated.

## 2. Provide formal early help support

Formal early help support in line with local policies and guidance may be required to ensure effective interventions are considered with other agencies

## 3. Referrals to social care

Where a child/young person has been harmed, is at risk of harm, or is in immediate danger, the school should make a referral to social care

If a referral is made, social care will undertake an assessment to determine if the children/young people involved are in need of protection

Collaborative working will help ensure the best possible package of coordinated support is implemented for the victim and, where appropriate, the alleged perpetrator and any other children that require support.

## 4. Reporting to the police

Generally in parallel with a referral to social care

In some cases an alleged criminal offence would have taken place (especially in cases of sexual violence) so this should be reported to the police as a matter of course

On-going response:

Consider the current and future risk to the victim(s)

Consider the ongoing relationships between the victim(s), witnesses and the alleged perpetrator

The needs and wishes of the victim(s) should be paramount

Ensure that the response and ongoing support is proportionate

Create an environment which supports victims and deters offending behaviour

Support for alleged perpetrator

Consider the age and the developmental stage of the alleged perpetrator and nature of the allegations. Any child will likely experience stress as a result of being the subject of allegations and/or negative reactions by their peers to the allegations against them.

Consider the proportionality of the response. Support (and sanctions) should be considered on a case-by-case basis. Harmful sexual behaviours in young children may be (and often are) a symptom of either their own abuse or exposure to abusive practices and or materials. Advice should be taken, as appropriate, from children's social care, specialist sexual violence services and the police.

It is important that if the alleged perpetrator does move to another educational institution (for any reason), that the new educational institution is made aware of any ongoing support needs and where appropriate, potential risks to other children and staff.

This policy belongs to the Pupil Wellbeing & Safeguarding Suite of policies. Other policies in this suite are:

- Accessibility Plan - MHSSAFEGUARDING002
- Child Protection & Safeguarding - MHSSAFEGUARDING001
- Children with health needs who cannot attend school - MHSSAFEGUARDING003
- Designated Teacher for Looked After and Previously Looked After Children - MHSSAFEGUARDING004
- SEN & Disability policy with SEND info report - MHSSAFEGUARDING005
- Local Offer - MHSSAFEGUARDING006
- Supporting pupils with medical conditions - MHSSAFEGUARDING007
- Anti Bullying - MHSSAFEGUARDING008
- Attendance (Students) - MHSSAFEGUARDING009
- Drugs Education - MHSSAFEGUARDING010
- e-Safety - MHSSAFEGUARDING011
- Emotional Health & Wellbeing - MHSSAFEGUARDING012
- Equal Opportunities - MHSSAFEGUARDING013
- ICT Acceptable Use - MHSSAFEGUARDING014
- Intimate Care - MHSSAFEGUARDING015
- i-Value & Life Skills (PSHCE) - MHSSAFEGUARDING016
- Young Carers - MHSSAFEGUARDING017



**Appendix**

**Individual Healthcare Plan**

Child's name	
Form	
Date of birth	
Child's address	
Medical diagnosis or condition	
Date	
Review date	

**Family Contact Information**

	<b>Contact 1</b>	<b>Contact 2</b>
Name		
Parental Responsibility?		
Phone no. (work)		
(home)		
(mobile)		
Name		
Relationship to child		
Phone no. (work)		
(home)		
(mobile)		

**Clinic/Hospital Contact**

Name	
Phone no.	

**G.P.**

Name	
Phone no.	

Who is responsible for providing support in school	
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Describe medical needs and give details of child's symptoms, triggers, signs, treatments, facilities, equipment or devices, environmental issues etc.

Name of medication, dose, method of administration, when to be taken, side effects, contra-indications, administered by/self-administered with/without supervision

Daily care requirements

Specific support for the pupil's educational, social and emotional needs

Arrangements for school visits/trips etc.

Other information

Describe what constitutes an emergency, and the action to take if this occurs

Who is responsible in an emergency (*state if different for off-site activities*)

Plan developed with & agreed by

Staff training needed/undertaken – who, what, when

Form copied to

Signature of Parent \_\_\_\_\_ Date \_\_\_\_\_

# Middlewich High School: Parental Agreement for Setting to Administer Medicine

The school/setting will not give your child medicine unless you complete and sign this form, and the school or setting has a policy that the staff can administer medicine.

Date for review to be initiated by	
Name of child	
Form	
Date of birth	
Medical condition or illness	

## Medicine

Name/type of medicine <i>(as described on the container)</i>	
Expiry date	
Dosage and method	
Timing	
Special precautions/other instructions	
Are there any side effects that the school/setting needs to know about?	
Self-administration – y/n	
Procedures to take in an emergency	

**NB: Medicines must be in the original container as dispensed by the pharmacy**

## Contact Details

Name	
Daytime telephone no.	
Relationship to child	
Address	
I understand that I must deliver the medicine personally to	[agreed member of staff]

The above information is, to the best of my knowledge, accurate at the time of writing and I give consent to school/setting staff administering medicine in accordance with the school/setting policy. I will inform the school/setting immediately, in writing, if there is any change in dosage or frequency of the medication or if the medicine is stopped.

Signature(s)

Date



## Request for child to carry his/her own medicine

This form must be completed by parents/guardian

**If staff have any concerns discuss this request with healthcare professionals**

Name of school/setting

Child's name

Group/class/form

Address

Name of medicine

Procedures to be taken in an emergency

### Contact Information

Name

Daytime phone no.

Relationship to child

I would like my son/daughter to keep his/her medicine on him/her for use as necessary.

Signed \_\_\_\_\_

Date \_\_\_\_\_

If more than one medicine is to be given a separate form should be completed for each one.



# Middlewich High School: Record of Medicine Administered to all Children

Name of school/setting

Date	Child's name	Time	Name of medicine	Dose given	Any reactions	Signature of staff	Print name



## Middlewich High School: Record of Medicine Administered to Individual Child

Childs Name: \_\_\_\_\_

Date	Time	Name of medicine	Dose given	Any reactions	Signature of Staff	Print name

# Middlewich High School: Staff Training Record – Administration of Medicines



Name of school/setting

Name

Type of training received

Date of training completed

Training provided by

Profession and title


I confirm that [name of member of staff] has received the training detailed above and is competent to carry out any necessary treatment. I recommend that the training is updated [name of member of staff].

Trainer's signature

Date

**I confirm that I have received the training detailed above.**

Staff signature

Date

Suggested review date

# Middlewich High School: Individual Healthcare Plan



## Asthma Care

Child's name

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Form

--

Date of birth

--

Child's address

--

Medical diagnosis or condition

--

Date

--

Review date

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### Family Contact Information

#### Contact 1

#### Contact 2

Name

--	--

Parental Responsibility?

--	--

Phone no. (work)

--	--

(home)

--	--

(mobile)

--	--

Name

--	--

Relationship to child

--	--

Phone no. (work)

--	--

(home)

--	--

(mobile)

--	--

### Clinic/Hospital Contact

Name

--

Phone no.

--

### G.P.

Name

--

Phone no.

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Who is responsible for providing support in school

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Describe the signs that can indicate your child is having an asthma attack?

What are your child's triggers (things that make their asthma worse?)

Name of medication, dose, method of administration, when to be taken, side effects, contra-indications, administered by/self-administered with/without supervision

Daily care requirements

- **One inhaler to be carried by student.**
  - **One inhaler to be provided for the medical room in case of emergencies.**

Arrangements for school visits/trips etc.

Does your child need to take medicines before exercise or play? Please circle.

**Yes**      **No**

Does your child tell you when he/she needs medicine? Please circle.

**Yes**      **No**

Does your child need help taking his/her asthma medicines? Please circle.

**Yes**      **No**

Describe what constitutes an emergency, and the action to take if this occurs

Who is responsible in an emergency (*state if different for off-site activities*)

Plan developed with & agreed by

Staff training needed/undertaken – who, what, when

Form copied to

Signature of Parent \_\_\_\_\_ Date \_\_\_\_\_



## Process for developing Individual Healthcare Plans

