

Our Lady and St Kenelm RC School

Safeguarding – Healthy Relationships Policy



At Our Lady and St Kenelm our Mission Statement is:

***'Bringing out the best in everyone, for the benefit of all,
in the Spirit of Christ'***

In our school we learn more than just facts and subjects, we are taught how to learn so we can be adaptable and be ready for the world we will be part of when we are older.

Our Lady and St Kenelm encourages us to be self-motivated, to use our own initiative, to be resilient, curious, imaginative, determined and above all else to be kind, respectful and follow our Gospel Values.

The teachers and staff pride themselves in knowing every child in the school, not only by name, but as an individual child of God. Learning is personalised to celebrate strengths and support in the areas that need developing.

Our staff and children are proud to be members of the school, of themselves and each other. We all work together as a community to improve and grow – children, parents, care givers, staff, leaders and governors. Everyone is invited to contribute.

Our school is committed to our Catholic faith and ethos and this inspires and drives everything we do and every decision we make.

Our school is a safe school. It is all of our responsibility to make sure this is true. Everyone at our school has a right to feel safe and respected.

We have good relationships and friendships. We are loyal, kind and respectful of others. We do not hurt each other and we understand that if someone does not consent to something then we must stop.

If we don't like someone's behaviour to us or someone else we are brave enough to tell them ourselves or seek help from a playground buddy e.g. DABs, Mini-Vinnies or member of staff.

We remember that happened to St Stephen, the first martyr. It is not ok to stand by and watch when someone is being hurt by another or someone is behaving in a disrespectful way. We will call it out and get help.

We want our school to be a happy place. We make our own decisions, based on what we know is right.

We can say no if we do not like someone's behaviour such as someone touching us in a way we don't like. We feel strong when we say no.

We follow the PANTS campaign and the rules that Pantosaurus teaches us:

- **P**rivates are private
- **A**lways remember your body belongs to you
- **N**o means NO!
- **T**alk about secrets that upset you
- **S**peak up, someone can help.

If we need to, we feel confident in reporting a problem to a trusted adult. We will never feel embarrassed about this or think that having a problem is our fault. We can talk to someone or use a class Worry Box. We can trust the adults at school to listen to us and take us seriously. Their job is to keep us safe and happy.

Racist and sexist name calling or sexually inappropriate language is verbal abuse. It is not acceptable behaviour and will not be tolerated. Calling someone a rude and offensive name is bad enough, referring to a person's racial background or belittling their gender when doing so makes it even worse.

At Our Lady and St Kenelm, we believe that all boys and girls are born equal and in the image and likeness of God, whatever their gender, skin colour, racial background, religious beliefs or first language.

Children who abuse others have not learnt the simple and very important rule that St Teresa of Calcutta taught us about living as part of a large school family:

'Everyone you meet is Jesus in disguise.'

When somebody abuses you or your family it makes you feel hurt, upset and angry. That person is trying to take away your self-confidence.

We will never tolerate abusive language or behaviour at our friendly, polite school. Anyone who is on the receiving end of such abuse can report it immediately and knows that it will be dealt with by a member of staff.

Children who name call or use abusive language about someone else will have an internal exclusion as per behaviour policy. During this time, they will spend time learning important lessons to help them understand what they did was wrong, so that it **never** happens again. Their parents will be informed of the incident.

Mrs Finnegan has a legal obligation to report all racist, sexist and sexually inappropriate language to the local authority and the Governors of the school.

If a child continues to use abusive language, this may result in a fixed term exclusion.

Important Changes to Keeping Children Safe in Education (KCSIE) 2024

To safeguard everyone, all schools work to a Government document called 'Keeping Children Safe in Education'. It is updated regularly and staff receiving safeguarding training on a regular basis.

In the most recent review the following changes were made:

159. All staff should recognise that children are capable of abusing other children (including online). All staff should be clear about their school or college's policy and procedures with regard to child-on-child abuse.

160. Governing bodies and proprietors should ensure that their child protection policy includes:

- procedures to minimise the risk of child-on-child abuse
- the systems in place (and they should be well promoted, easily understood and easily accessible) for children to confidently report abuse, knowing their concerns will be treated seriously
- how allegations of child-on-child abuse will be recorded, investigated, and dealt with
- clear processes as to how victims, perpetrators and any other children affected by child-on-child abuse will be supported
- a recognition that even if there are no reported cases of child-on-child abuse, such abuse may still be taking place and is simply not being reported
- a statement which makes clear there should be a zero-tolerance approach to abuse, and it should never be passed off as "banter", "just having a laugh", "part of growing up" or "boys being boys" as this can lead to a culture of unacceptable behaviours and an unsafe environment for children
- recognition that it is more likely that girls will be victims and boys perpetrators, but that all child-on-child abuse is unacceptable and will be taken seriously, and
- the different forms child-on-child abuse can take, such as: o bullying (including cyberbullying, prejudice-based and discriminatory bullying) o abuse in intimate personal relationships between children (also known as teenage relationship abuse) o physical abuse which can include hitting, kicking, shaking, biting, hair pulling, or otherwise causing physical harm or sexual violence and sexual harassment.
- consensual and non-consensual sharing of nude and semi-nude images and/or videos. 44 (also known as sexting or youth produced sexual imagery): the policy should include the school or college's approach to it. The department provides Searching Screening and Confiscation Advice for schools. The UKCIS Education Group has published Sharing nudes and semi-nudes: advice for education settings working with children and young people which outlines how to respond to an incident of nude and/or semi-nude images and/or videos being shared
- causing someone to engage in sexual activity without consent, such as forcing someone to strip, touch themselves sexually, or to engage in sexual activity with a third party
- upskirting (which is a criminal offence⁴⁵), which typically involves taking a picture under a person's clothing without their permission, with the intention of viewing their genitals or buttocks to obtain sexual gratification, or cause the victim humiliation, distress, or alarm, and
- initiation/hazing type violence and rituals.

Inappropriate behaviour and language whether abusive, sexual or racist, will not be tolerated in our school. The consequences of failing to comply with these rules is in our school behaviour policy if children choose to behave in the wrong way.

When we leave Our Lady and St Kenelm, we will remember how important our Gospel values are to us and we will be strong enough to call out our friends if they forget them.