

MIAG



Harmful Sexual Behaviour Policy

Ratified by Chair of Govs:

Signed by

Date

A handwritten signature in blue ink, appearing to be 'J. H. G.', written over the dotted line for the signature.

A handwritten date '11/7/25' in blue ink, written over the dotted line for the date.



Purpose and Scope:

This policy outlines MIAG's approach to recognising, responding to, and managing incidents of harmful sexual behaviour (HSB) among children and young people. It applies to all learners, staff, volunteers, and visitors.

Definition of Harmful Sexual Behaviour (HSB):

Harmful Sexual Behaviour refers to developmentally inappropriate sexual behaviour displayed by children and young people, which may be harmful or abusive to themselves or others. HSB can range from inappropriate sexual language and name-calling to coercive or violent sexual activity.

This includes but is not limited to:

- ✚ Sexualised language or jokes
- ✚ Sharing nudes or semi-nudes (sexting)
- ✚ Touching others without consent
- ✚ Online sexual harassment
- ✚ Sexual assault or coercion

MIAG recognises that HSB can be displayed by learners of any gender and that it can occur in both single incidents and as part of a pattern of behaviour.

Legal and Policy Framework:

This policy is underpinned by:

- ✚ Keeping Children Safe in Education (KCSIE) 2025
- ✚ Working Together to Safeguard Children (2018, updated 2023)
- ✚ Sexual violence and sexual harassment between children in schools and colleges (DfE)
- ✚ Children Act 1989 and 2004
- ✚ Human Rights Act 1998 and Equality Act 2010

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Aims:

- ✚ To provide a clear framework for recognising and managing incidents of HSB
 - ✚ To support learners affected by HSB (both those who have experienced and those who have displayed the behaviour)
 - ✚ To promote a culture of respect, consent and safety
 - ✚ To ensure staff are trained to respond appropriately and proportionately
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Prevention and Education:

MIAG takes a **preventative and whole-setting approach**, including:

- ✚ Relationships, Sex and Health Education (RSHE) tailored to needs and developmental stages
 - ✚ Promoting a culture of openness and respect
 - ✚ Consistent behaviour expectations and clear boundaries
 - ✚ Encouraging learners to report anything that makes them feel unsafe
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Recognising Harmful Sexual Behaviour:

Staff are trained to notice signs, which may include:

- ✚ Withdrawn, anxious, or aggressive behaviour
- ✚ Sexualised behaviour beyond developmental norms
- ✚ Comments or language of a sexual nature
- ✚ Disclosures made by the learner or peers

Staff are encouraged to use the **Brook Sexual Behaviours Traffic Light Tool** to help assess whether behaviour is:

- ✚ Green: Normal
 - ✚ Amber: Concerning
 - ✚ Red: Harmful or abusive
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Responding to Incidents:

Any report or concern relating to HSB will be:

- ✚ Taken seriously and responded to immediately
- ✚ Reported to the Designated Safeguarding Lead (DSL) or Deputy DSL
- ✚ Recorded on our safeguarding system with clear, factual information
- ✚ Handled sensitively with appropriate support offered to all parties

Where appropriate, MIAG will liaise with:

- ✚ Social Care
- ✚ Police
- ✚ Local Authority Designated Officer (LADO)
- ✚ Specialist services such as CAMHS, the NHS Sexual Assault Referral Centre (SARC), or the NSPCC

Support for Learners:

MIAG ensures all affected learners receive:

- ✚ A named adult (key worker) for regular check-ins
- ✚ Access to internal or external support (e.g. ELSA, counselling)
- ✚ Restorative conversations or mediation (if safe and appropriate)
- ✚ A plan to reintegrate or support changes in placement, if required

Support for Staff:

Staff involved in handling HSB incidents will be:

- ✚ Offered supervision and debrief
- ✚ Supported in managing disclosures or emotional impact
- ✚ Trained annually on HSB as part of safeguarding updates



Record Keeping and Confidentiality;

All reports are recorded securely and stored in line with our **Safeguarding and Child Protection Policy**. Information is only shared on a **need-to-know** basis in line with GDPR and safeguarding legislation.

Monitoring and Review:

This policy is reviewed annually by the DSL and Senior Leadership Team. It will also be updated in response to new legislation, guidance or incidents.

Linked Policies:

- ✚ Safeguarding and Child Protection Policy
- ✚ Behaviour and Relationships Policy
- ✚ Online Safety Policy
- ✚ SEND and Inclusion Policy
- ✚ Staff Code of Conduct