



Carshalton Boys Sports College

Policy	Harmful and Abusive Behaviour
Policy Number:	S15
Review Date:	February 2018
Approved by the Governing Body Committee:	February 2018
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A. PHILOSOPHY UNDERLYING THE PRACTICE WITHIN THE SCHOOL

Carshalton Boys Sports College aims to provide an educationally inclusive environment within which all students can achieve their full potential, both academically and socially. It is the school's belief that this can only be achieved by ensuring:

- equality of opportunity for all and the promotion of attitudes and relationships which promote understanding, respect and tolerance of others
- a pride in self and the school with opportunities for students to take responsibility for their own actions
- a safe, secure, calm and pleasant general environment within the school
- a well-ordered learning environment with high expectations of behaviour and work
- good attendance and punctuality
- a good working partnership with parents/carers

This policy should be read in conjunction with the Behaviour, Child Protection & Safeguarding, Anti-bullying, Drugs, SEN (Special Educational Needs), Equality and Attendance Policies

This policy sets out to define what we consider to be Harmful and Abusive Behaviours, their impacts on individuals and the community, as well as the modes by which it may be perpetrated. The policy also identifies how we endeavour to respond to both the needs of victims and perpetrators of Harmful and Abusive Behaviours

What are Harmful and Abusive Behaviours?

Behaviours are **harmful** when they have a detrimental impact upon the physical safety or mental well-being of an individual. Emotional impacts are very significant given the very strong correlation between the debilitation of self-esteem and subsequent episodes of self-harm. The potential threat of harmful behaviours to students' well-being and outcomes requires them to be viewed within the school safeguarding structures. As such every member of staff who suspects that an incidence of harmful and abusive behaviour has taken place has a duty to report it to their line manager and where appropriate refer it to our Designated Safeguarding team – safe@carshaltonboys.org or Jenny Gaylor, Paul Avery, Suzanne Barker.

Behaviours are **abusive** when they are perpetrated by a person[s] who is able to exert power and control over an individual. These are non-consensual experiences involving acts of threat and coercion. A fundamental outcome of abuse is to reinforce a position of superiority which enables the behaviour to continue. The root of this actual or perceived power is primarily grounded in discriminatory and prejudicial views which purport to justify abusive actions.

This may relate to; **misogyny, homophobia, racism, disability, gender identity and body image.**

Historically some 'lower-level' harmful and abusive behaviour has been categorised as 'Bullying'. This is an unhelpful label, because as it minimises the nature and impact of some behaviours it inadvertently engenders a culture of acceptance. As well as harm to individuals abusive behaviours perpetrate significant harm in the communities which host them. When any incident of harmful and abusive behaviour goes unchallenged or unseen it sends a message about the unequal value afforded some members of the community. This creates a culture which enables further harmful and abusive behaviour.

Harmful and abusive behaviours may be perpetrated in a number of forms which are not mutually exclusive. All forms of harmful and abusive behaviour may be perpetrated in person or online.

This is how we will respond to Harmful and Abusive Behaviour

At Carshalton Boys Sports College we consider it essential to respond to both the perpetrator and the victim in cases of harmful and abusive behaviour. As well as addressing individual incidents there is whole school community responsibility to challenge all forms of discrimination and prejudice in equal measure. This affords protection to all and removes platforms for power and control which some might seek to exploit

Response to the Perpetrator

- **Sanctions** – Employ clearly identified sanctions in accordance with our behaviour policy to publicly acknowledge acts of H&AB as unacceptable and demonstrate that they will not be tolerated within the community. Share concerns and sanctions with parents and carers
- **Interventions** - Referral of perpetrators to appropriate interventions which will assess the risk posed by individuals, educate them as to the harm they have caused and reframe the abusive nature of their relationships with peers.
- **Legal implications** - Acts of H&AB may be referred to our Safer Schools Officer where they break the law either by virtue of the harm they have

caused or the discrimination or prejudice they reflect.

- **Restorative justice meeting** - with the victim to develop understanding of harm caused, reframe the abusive nature of relationships and set boundaries for future interaction

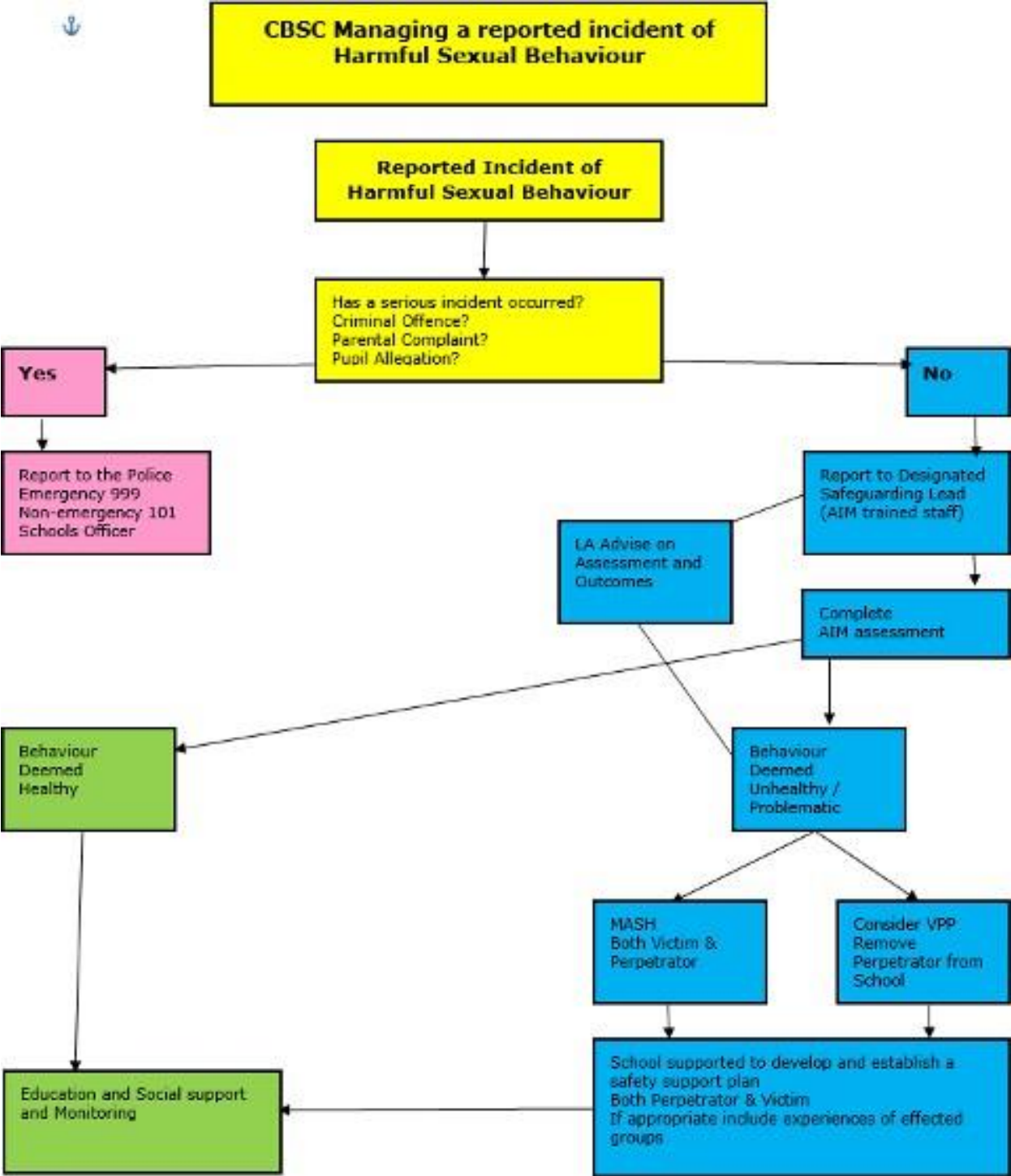
Response to the Victim

- **Safeguarding** - Concerns about the physical or emotional wellbeing of a student following an incident of Harmful and Abusive Behaviour must be reported to Carshalton Boys Safeguarding Leads
- **Support** - Discussion with parents, Pastoral Team and our Safer Schools Officer to determine further actions, including advice about recording further incidents of online abuse
- **Carshalton Boys Therapy referral** - for counselling to consider both the impact of harm and the roots of unequal relationships with peers
- **Mentoring referral** – A mentoring referral may be made where appropriate to provide structured peer or adult support within the school community
- **Restorative justice meeting** - with the perpetrator to develop understanding of harm caused, reframe the abusive nature of relationships and set boundaries for future interaction

Although some of these responses are managed by specific staff, we would expect every member of staff to be able to identify incidents harmful and abusive behaviour. Where appropriate it is essential that all staff can help students to recognise the harm they have caused and understand how they have participated in an abusive activity.

The flow diagram's below offers a guide to staff responding to an incident of harmful or abusive behaviour.

Appendix A: Managing reported incidents of Harmful Sexual Behaviour



Appendix B: Responding to Harmful and Abusive Behaviour

