

Hose Church of England Primary School



Child on Child Abuse Policy

"Whatever you do, work at it with all your heart" Colossians 3.23.

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This policy supports our Safeguarding/Child Protection policy and is reviewed alongside it annually, by the governing body.

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1. Context and Definition

It is essential that **all our staff** understand the importance of challenging inappropriate behaviours between peers, many of which are listed below, that are actually abusive in nature. Downplaying certain behaviours, for example dismissing sexual harassment as “just banter”, “just having a laugh”, “part of growing up” or “boys being boys” can lead to a culture of unacceptable behaviours, an unsafe environment for children and in worst case scenarios a culture that normalises abuse leading to children accepting it as normal and not coming forward to report it.

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

Staff and volunteers are advised to maintain an attitude of ‘**it could happen here**’ where safeguarding is concerned. When concerned about the welfare of a child, staff should always act in the **best** interests of the child.

All our staff should understand that even if there are no reports in our school it does not mean it is not happening. It may be the case that abuse is not being reported. As such it is important that when staff have any concerns regarding child-on-child abuse they should speak to their DSL or Deputy DSL.

The school adopts a zero-tolerance approach to all forms of child-on-child abuse. Such behaviour will never be dismissed as banter, part of growing up, experimentation, or ‘just having a laugh’. All allegations and concerns will be taken seriously, investigated appropriately and responded to in accordance with our school safeguarding procedures.

Child on child abuse is behaviour by an individual or group, intending to physically, sexually or emotionally hurt others.

All staff should recognise that children are capable of abusing their peers. Child-on-child abuse is most likely to include, but may not be limited to:

- bullying (including cyberbullying, prejudice-based and discriminatory bullying)
- abuse in intimate personal relationships between children (sometimes known as teenage relationship abuse)
- physical abuse such as hitting, kicking, shaking, biting, hair pulling, or otherwise causing physical harm,
- physical assault and harm, or the threat of harm with a weapon,
- harmful sexual behaviour, sexual violence and sexual harassment – which may include misogyny/misandry. Part five of KCSIE 2026 sets out how schools and colleges should respond to reports of this nature.
- Consensual and non-consensual sharing of self-generated intimate images and / or videos, including images generated, altered or manipulated using artificial intelligence (AI), including deep fake technology.
- 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,
- Up-skirting (which is a criminal offence), 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,
- Initiation / hazing type violence and rituals.

This abuse can:

- Be motivated by perceived differences e.g. on grounds of race, religion, gender, sexual orientation, disability or other differences
- Result in significant, long lasting and traumatic isolation, intimidation or violence to the victim; vulnerable adults are at particular risk of harm

Children who harm others may have additional or complex needs e.g.:

- Significant disruption in their own lives
- Exposure to domestic abuse or witnessing or suffering abuse
- Educational under-achievement
- Involved in crime

Whilst any child may be affected by child-on-child abuse, the school recognises that some forms of abuse are more likely to affect girls and that boys are statistically more likely to be identified as perpetrators. However, all allegations will be considered on an individual basis and all children will be treated fairly and consistently.

Some pupils may be more at risk of harm from specific issues such as sexual violence, homophobic, biphobic or transphobic bullying or racial discrimination. We will therefore take positive action to create a culture of support and to ensure that girls and vulnerable groups such as LGBT and pupils from ethnic minority backgrounds feel confident to bring forward any concerns and have a safe space to talk to trusted staff about their experiences.

Stopping violence and ensuring immediate physical safety is the first priority of any education setting, but emotional bullying can sometimes be more damaging than physical. School staff, alongside their Designated Safeguarding Lead and/or Deputy, have to make their own judgements about each specific case and should use this policy guidance to help.

2. Responsibility

Keeping Children Safe in Education (KCSIE), 2026 Paragraph 191 states that:

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 behaviour, misogyny and an unsafe environment for children,*
- *recognition that for some (but not all) forms of child-on-child abuse 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.*

Child on Child abuse is referenced in the School Safeguarding and Child Protection Policy. The sensitive nature and specific issues involved with child-on-child abuse necessitate separate policy guidance.

At Hose Church of England Primary School, we continue to ensure that any form of abuse or harmful behaviour is dealt with immediately and consistently to reduce the extent of harm to the child, with full consideration to the impact on that individual child's emotional and mental health and well-being.

The Governing Body will ensure that effective systems are in place for children to report concerns; that staff receive regular training on child-on-child abuse; that safeguarding records are maintained appropriately; and that the school's culture promotes dignity, respect and safeguarding for all children.

3. Purpose of Policy

The purpose of this policy is to explore some forms of Child on Child abuse. The policy also includes a planned and supportive response to the issues.

At Hose Church of England Primary School, we have the following policies in place that should be read in conjunction with the following policies:

- Safeguarding and Child Protection Policy
- Whistleblowing Policy
- Low Level Concerns Policy
- Behaviour Policy
- Health & Safety Policy
- Online Safety Policy

4. Abuse and harmful behaviour

It is necessary to consider

- what abuse is and what it looks like
- how it can be managed
- what appropriate support and intervention can be put in place to meet the needs of the individual
- what preventative strategies may be put in place to reduce further risk of harm.

'Abuse is abuse' and should never be tolerated or passed off as 'banter' or 'part of growing up'. It is important to consider the forms abuse may take and the subsequent actions required.

- Children are vulnerable to abuse by their peers. Such abuse should be taken as seriously as abuse by adults and should be subject to the same child protection procedures.
- Children can abuse other children. This 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.
- Staff should not dismiss abusive behaviour as normal between children and should not develop high thresholds before taking any action.

- Staff should challenge physical behaviour (potentially criminal in nature) such as grabbing bottoms, breasts and genitalia, pulling down trousers, flicking bras and lifting up skirts. Dismissing or tolerating such behaviours risks normalising them.
- Staff should be aware of the potential uses of information technology for bullying and abusive behaviour between children.
- Staff should be aware of the added vulnerability of children who have been the victims of violent crime (for example mugging), including the risk that they may respond to this by abusing younger or weaker children.

The alleged perpetrator is likely to have considerable unmet needs as well as posing a significant risk of harm to other children. Evidence suggests that such children may have suffered considerable disruption in their lives, may have witnessed or been subjected to physical or sexual abuse, may have problems in their educational development and may have committed other offences. They may therefore be suffering, or be at risk of suffering, significant harm and be in need of protection. Any long-term plan to reduce the risk posed by the alleged perpetrator must address their needs.

Child-on-child abuse may take place both inside and outside school, online and offline, and may occur wholly online. Abuse occurring outside school or online will be treated as seriously as abuse occurring within school.

6. Types of abuse

There are many forms of abuse that may occur between peers and this list is not exhaustive. Each form of abuse or prejudiced behaviour is described in detail followed by advice and support on actions to be taken.

Physical abuse

This may include hitting, kicking, nipping/pinching, shaking, biting, hair pulling, or otherwise causing physical harm to another person. There may be many reasons why a child harms another and it is important to understand why a child has engaged in such behaviour, including accidentally before considering the action or punishment to be undertaken.

Sexual violence and sexual harassment

This must always be referred immediately to the Designated Safeguarding Lead (DSL) or in their absence the Deputy (DDSL).

Sexual violence and sexual harassment can occur between two children of any age and sex. It can also occur through a group of children sexually assaulting or sexually harassing a single child or group of children.

Sexually harmful behaviour from children is not always contrived or with the intent to harm others. There may be many reasons why a child engages in sexually harmful behaviour and it may be just as distressing to the child who instigates it as to the child it is intended towards.

Sexually harmful behaviour may include

- inappropriate sexual language
- inappropriate role play
- sexual touching
- sexual assault/abuse.
- Staff should be aware of the importance of making clear that sexual violence and sexual harassment is not acceptable, will never be tolerated and is not an inevitable part of growing up, not tolerating or dismissing sexual violence or sexual harassment as “banter”, “part of growing up”, “just having a laugh” or “boys being boys”, challenging behaviours (potentially criminal in nature), such as grabbing

bottoms, breasts and genitalia, flicking bras and lifting up skirts. Dismissing or tolerating such behaviours risks normalising them.

- **Upskirting:** where someone takes a picture under a person's clothing (not necessarily a skirt) without permission and or knowledge, with the intention of viewing their genitals or buttocks (with or without underwear) to obtain sexual gratification, or cause the victim humiliation, distress or alarm. It is a criminal offence. Anyone of any gender, can be a victim.

Bullying

Bullying is unwanted, aggressive behaviour among school aged children that involves a real or perceived power imbalance. The behaviour is repeated, or has the potential to be repeated, over time. Both children who are bullied and who bully others may have serious, lasting problems.

In order to be considered bullying, the behaviour must be aggressive and include:

- An imbalance of Power: Children who bully use their power—such as physical strength, access to embarrassing information, or popularity—to control or harm others. Power imbalances can change over time and in different situations, even if they involve the same people.
- Repetition: Bullying behaviours happen more than once or have the potential to happen more than once.

Bullying includes actions such as making threats, spreading rumours, attacking someone physically or verbally or for a particular reason e.g. size, hair colour, gender, sexual orientation, and excluding someone from a group on purpose.

Online Bullying

Online Bullying is the use of technology (social networking, messaging, text messages, e-mail, chat rooms etc.) to harass threaten or intimidate someone for the same reasons as stated above.

Online bullying can take many forms:

- Abusive or threatening texts, emails or messages
- Posting abusive comments on social media sites
- Sharing humiliating videos or photos of someone else
- Stealing someone's online identity
- Spreading rumours online
- Trolling – sending someone menacing or upsetting messages through social networks, chatrooms or games
- Developing hate sites about another person
- Prank calls or messages
- Group bullying or exclusion online
- Anonymous messaging
- Encouraging a child to self-harm
- Pressuring children to send sexual messages or engaging in sexual conversations

Sexting / Making and sharing nude or indecent imagery

The term 'sexting' relates to the sending of indecent images, videos and/or written messages with sexually explicit content; these are created and sent electronically and include imagery generated using AI. They are often 'shared' via social networking sites and instant messaging services such as WhatsApp.

Upskirting

This typically involves taking a picture under a person's clothing without them knowing, with the intention of viewing their genitals or buttocks to obtain sexual gratification, or cause the victim humiliation, distress or alarm. It is a criminal offence. Anyone of any gender, can be a victim.

This must always be referred immediately to the Designated Safeguarding Lead.

The DSL will follow the UKCIS: sharing nudes and semi-nudes advice and guidance:

<https://www.gov.uk/government/publications/sharing-nudes-and-semi-nudes-advice-for-education-settings-working-with-children-and-young-people>

Artificial Intelligence (AI) Generated Abuse

The school recognises that children may experience abuse through the issue of artificial intelligence technologies.

This may include:

- The creation or sharing of deepfake sexualised images.
- AI-generated nude or semi-nude images.
- The manipulation of genuine photographs to create harmful or indecent content.
- Online harassment, bullying or humiliation using AI-generated media.

Any AI-generated sexualised image involving a child will be treated as a safeguarding concern and managed in accordance with the school's safeguarding procedures and national guidance regarding self-generated intimate images and videos.

Initiation/Hazing

Hazing is a form of initiation ceremony which is used to induct newcomers into an organisation such as a private school, sports team etc. There are a number of different forms, from relatively mild rituals to severe and sometimes violent ceremonies. The ceremony welcomes newcomers by subjecting them to a series of trials which promote a bond between them. After the hazing is over, the newcomers also have something in common with older members of the organisation, because they all experienced it as part of a rite of passage. Many rituals involve humiliation, embarrassment, abuse, and harassment.

Prejudiced Behaviour

The term prejudice-related bullying refers to a range of hurtful behaviour, physical or emotional or both, which causes someone to feel powerless, worthless, excluded or marginalised, and which is connected with prejudices around belonging, identity and equality in wider society – for example disabilities and special educational needs, ethnic, cultural and religious backgrounds, gender, home life, (for example in relation to issues of care, parental occupation, poverty and social class) and sexual identity.

Teenage relationship abuse

Teenage relationship abuse is a pattern of actual or threatened acts of physical, sexual, and/or emotional abuse, perpetrated by an adolescent (between the ages of 13 and 18) against a current or former partner. Abuse may include insults, coercion, social sabotage, sexual harassment, threats and/or acts of physical or sexual abuse. The abusive teen uses this pattern of violent and coercive behaviour, in a heterosexual or same gender relationship, in order to gain power and maintain control over the partner. This abuse may be child sexual exploitation.

7. Expected staff action

Staff will inform the Designated Safeguarding Lead immediately if an incident on child-on-child abuse is suspected or disclosed to them. If the DSL is unavailable the incident must be reported to a DDSL.

Staff will follow the procedures for recording incidents on CPOMs as they would for any other safeguarding concern or disclosure.

All concerns, disclosures, decisions, risk assessments and outcomes relating to child-on-child abuse will be recorded on CPOMS. Records will demonstrate the rationale for any decisions made, actions taken and support offered to all children involved.

8. Recognising Child on Child abuse

An assessment of an incident between peers should be completed and consider:

- Chronological and developmental ages of everyone involved
- Difference in their power or authority in relation to age, race, gender, physical, emotional or intellectual vulnerability
- All alleged physical and verbal aspects of the behaviour and incident
- Whether the behaviour involved inappropriate sexual knowledge or motivation
- What was the degree of physical aggression, intimidation, threatening behaviour or bribery
- The effect on the victim
- Any attempts to ensure the behaviour and incident is kept a secret
- The child or child's motivation or reason for the behaviour, if they admit that it occurred
- Whether this was a one-off incident, or longer in duration

It is important to deal with a situation of Child on Child abuse immediately and sensitively. It is necessary to gather the information as soon as possible to get the true facts. It is equally important to deal with it sensitively and think about the language used and the impact of that language on both the children and the parents / carers when they become involved. Avoid language that may create a 'blame' culture and leave a child labelled.

Staff will talk to the children in a calm and consistent manner. Staff will not be prejudiced, judgmental, dismissive or irresponsible in dealing with such sensitive matters.

Taking Action

- Always take complaints seriously
- Gain a statement of facts from the pupil(s)

- Assess needs of victim and alleged perpetrator
- Consider referral to Police or Social Care
- Contribute to multi-agency assessments
- Convene a risk management meeting
- Record all incidents and all action taken

Recording sexualised behaviour

- Be clear, explicit and non-avoidant, and avoid vague statements or euphemisms
- Record as soon as possible, as you can quickly forget or confuse detail
- Follow safeguarding procedures for reporting a concern on CPOMS
- Use proper names for body parts but record exactly any language or vocabulary used by the child. Use the child's exact words in quotation marks.
- Note where and when the incident happened and whether anyone else was around.

Gather the Facts

Speak to all the children involved separately, gain a statement of facts from them and use **consistent language** and **open questions** for each account. Ask the children to tell you what happened. Use open questions, 'where, when, why, who'. (What happened? Who observed the incident? What was seen? What was heard? Did anyone intervene?). Do not interrogate or ask leading questions. Use TED questioning – Tell....., Explain....., Describe....

Consider the Intent

Has this been a deliberate or contrived situation for a child to be able to harm another?

Decide on your next course of action

If you believe any child to be at risk of harm you must report to the Designated Safeguarding Lead immediately; they will follow the school's Safeguarding and Child Protection Policy.

If MASH and the police intend to pursue this further, they may ask to interview the children in school or they may ask for parents / carers to come to school to be spoken to. It is important to be prepared for every situation and the potential time it may take.

The wishes, feelings and experiences of the child who has been harmed will be central to all decisions made. Whilst these wishes will be considered carefully, the school may need to take actions that differ from those wishes where safeguarding concerns require this.

Informing parents/carers

The best way to inform parents/carers is face to face. Although this may be time consuming, the nature of the incident and the type of harm/abuse a child may be suffering can cause fear and anxiety to parents/carers whether their child is the child who was harmed or who harmed another.

9. Points to consider

What are the ages of the children involved?

How old are the children involved in the incident and is there any age difference between those involved? In relation to sexual exploration, children under the age of 5, in particular 1-4 year olds

who are learning toileting skills may show a particular interest in exploration at around this stage. This, however, should not be overlooked.

Where did the incident or incidents take place?

Was the incident in an open, visible place to others? If so, was it observed? If not, is more supervision required within this particular area?

What was the explanation by all children involved of what occurred?

Can each of the children give the same explanation of the incident and also what is the effect on the children involved? Is the incident seen to be bullying for example, in which case regular and repetitive? Is the version of one child different from another and why?

What is each of the children's own understanding of what occurred?

Do the children know/understand what they are doing? E.g. do they have knowledge of body parts, of privacy and that it is inappropriate to touch? Is the young person's explanation in relation to something they may have heard or been learning about that has prompted the behaviour? Is the behaviour deliberate and contrived? Does the child have an understanding of the impact of their behaviour on the other person?

Repetition

Has the behaviour been repeated to an individual on more than one occasion? In the same way it must be considered, has the behaviour persisted to an individual after the issue has already been discussed or dealt with and appropriately resolved?

10. Next Steps

Once the outcome of the incident(s) has been established it is necessary to ensure future incidents of abuse do not occur again and consider the support and intervention required for those involved:

For the child who has been harmed

What support they require depends on the individual child. It may be that they wish to seek counselling or one to one support via a suitable staff member. It may also be that they feel able to deal with the incident(s) on their own or with support of family and friends; in which case it is necessary that this child continues to be monitored and offered support should they require it in the future. If the incidents are of a bullying nature, the child may need support in improving peer groups/relationships with other children, or some restorative justice work with all those involved may be required.

Other interventions that could be considered may target a whole class or year group for example a speaker on online bullying, relationship abuse etc.

For the child who has displayed harmful behaviour

It is important to find out why the child has behaved in such a way. It may be that the child is experiencing their own difficulties and may even have been harmed themselves in a similar way. In such cases support such as one to one mentoring or counselling may also be necessary.

Particular support from identified services may be necessary through an early help referral and the child may require additional support from family members.

Once the support required to meet the individual needs of the child has been met, it is important that the child receives a consequence for their behaviour. This may be in the form of restorative justice e.g. making amends with the child they have targeted if this has been some form of bullying. In the cases of sexually harmful behaviour it may be a requirement for the child to engage in one to one work with a particular service or agency (if a crime has been committed this may be through the police or youth offending service). If there is any form of criminal investigation ongoing it may be that this child cannot be educated on site until the investigation has concluded. In which case, the child will need to be provided with appropriate support and education elsewhere.

It may be that the behaviour that the child has displayed may continue to pose a risk to others, in which case an individual risk assessment may be required. This should be completed via a multi-agency response to ensure that the needs of the child and the risks towards others are measured by all of those agencies involved including the child and their parents / carers. This may mean additional supervision of the child or protective strategies if the child feels at risk of engaging in further inappropriate or harmful behaviour.

The school may also choose a consequence such as exclusion or internal exclusion/inclusion/seclusion for a period of time to allow the child to reflect on their behaviour.

Where incidents involve sexual violence, sexual harassment or other serious forms of child-on-child abuse, the Designated Safeguarding Lead will complete and regularly review an individual risk assessment considering:

- ongoing safety of the victim;
- ongoing safety of the child displaying harmful behaviour;
- safety of other children and staff;
- supervision arrangements;
- separation measures where appropriate;
- online contact and social media risks.

After care

It is important that following the incident the children involved continue to feel supported and receive help even if they have stated that they are managing the incident. Sometimes the feelings of remorse, regret or unhappiness may occur at a much later stage than the incident. It is important to ensure that the children do not engage in any further harmful behaviour either towards someone else or to themselves as a way of coping (e.g. self-harm). For this reason, regular reviews with the children following the incident(s) are imperative.

Preventative Strategies

Child on Child abuse can and will occur on any site even with the most robust policies and support processes. It is important to develop appropriate strategies to proactively prevent Child on Child abuse.

This school has an open environment where children feel safe to share information about anything that is upsetting or worrying them. There is a strong and positive PSHE/RSHE curriculum that tackles issues such as prejudiced behaviour and gives children an open forum to talk things through, rather than seek one on one opportunities to be harmful to one another.

Staff will not dismiss issues as 'banter' or 'growing up' or compare them to their own experiences of childhood. Staff will consider each issue and each individual in their own right before taking action.

Children are part of changing their circumstances and, through school council and pupil voice for example, we encourage children to support changes and develop 'rules of acceptable behaviour'. We

involve pupils in the positive ethos in school; one where all children understand the boundaries of behaviour before it becomes abusive.

<https://learning.nspcc.org.uk/media/1657/harmful-sexual-behaviour-framework.pdf>

Normal	Inappropriate	Problematic	Abusive	Violent
Developmentally expected	• Single instances of inappropriate sexual behaviour	• Problematic and concerning behaviours	• Victimising intent or outcome	• Physically violent sexual abuse
Socially acceptable	• Socially acceptable behaviour within peer group	• Developmentally unusual and socially unexpected	• Includes misuse of power	• Highly intrusive
Consensual, mutual, reciprocal	• Context for behaviour may be inappropriate	• No overt elements of victimisation	• Coercion and force to ensure victim compliance	• Instrumental violence which is physiologically and/or sexually arousing to the perpetrator
Shared decision making	• Generally consensual and reciprocal	• Consent issues may be unclear	• Intrusive	• Sadism
		• May lack reciprocity or equal power	• Informed consent lacking, or not able to be freely given by victim	
		• May include levels of compulsivity	• May include elements of expressive violence	

12. Where to go for further information

- 12.1. DfE: Statutory guidance: Working together to safeguard children, 2023
<https://www.gov.uk/government/publications/working-together-to-safeguard-children--2>
- 12.2. DfE: Statutory guidance: Keeping children safe in education, September 2026
<https://www.gov.uk/government/publications/keeping-children-safe-in-education--2>
- 12.3. DfE: Searching, screening and confiscation at school, July 2023
<https://www.gov.uk/government/publications/searching-screening-and-confiscation>
- 12.4. DfE: Preventing and Tackling Bullying, July 2017
<https://www.gov.uk/government/publications/preventing-and-tackling-bullying>
- 12.5. DfE: Statutory guidance School exclusion, August 2024
<https://www.gov.uk/government/publications/school-exclusion>
- 12.6. DfE: Teaching Online Safety in Schools, January 2023
<https://www.gov.uk/government/publications/teaching-online-safety-in-schools>
- 12.7. DfE: Relationship Education and Relationship and Sex Education, September 2021 & September 2026
<https://www.gov.uk/government/publications/relationships-education-relationships-and-sex-education-rse-and-health-education>
- 12.8. DfE: Behaviour and discipline in schools, February 2024
<https://www.gov.uk/government/publications/behaviour-and-discipline-in-schools>
- 12.9. DfE: Mental health and behaviour in schools, November 2018
<https://www.gov.uk/government/publications/mental-health-and-behaviour-in-schools--2>
- 12.10. DfE: Children Missing Education, August 2024
<https://www.gov.uk/government/publications/children-missing-education>
- 12.11. DfE: Cyberbullying: Advice for headteachers and school staff, November 2014
https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/344444/cyberbullying-advice-for-headteachers-and-school-staff-november-2014.pdf

[ata/file/374850/Cyberbullying Advice for Headteachers and School Staff 121114.pdf](#)

- 12.12. DfE: Sharing nudes and semi-nudes: advice and guidance March 2024
<https://www.gov.uk/government/publications/sharing-nudes-and-semi-nudes-advice-for-education-settings-working-with-children-and-young-people>
- 12.13. UKCIS: Tackling race and faith targeted bullying face to face and online. May 2017
<https://www.gov.uk/government/publications/tackling-race-and-faith-targeted-bullying-face-to-face-and-online-a-guide-for-schools>
- 12.14. UKCIS: Education for a connected world, June 2020
<https://www.gov.uk/government/publications/education-for-a-connected-world>
- 12.15. Brook Traffic Light Tool
<https://www.brook.org.uk/>
- 12.16. Gov.uk: Equality Act 2010: advice for schools
<https://www.gov.uk/government/publications/equality-act-2010-advice-for-schools>
- 12.17. Equality and Human Rights Commission: Public Sector Equality Duty Guidance
<https://www.equalityhumanrights.com/guidance/public-sector>
- 12.18. NPCC- When to call the police
<https://www.nspcc.org.uk/keeping-children-safe/reporting-abuse/what-if-suspect-abuse/>

ANNEX A

Risk Assessment Example

Basic information	
Referrer Name and role	
Referrer Contact details (email address and phone number)	
Name of school(s) for victim(s)	
Name of school(s) for child/ren alleged to have caused harm	
Did incident occur on school premises? If not, where did the incident occur?	

CONSIDERATIONS	RISK (CONSIDER VICTIM, CHILD ALLEGED TO HAVE CAUSED HARM, OTHER PUPILS AND STAFF)	RISK LEVEL (HIGH, MEDIUM OR LOW)	ACTIONS TO REDUCE RISK	REVISED RISK LEVEL (HIGH, MEDIUM OR LOW)
- What is the incident? ☐ Who was involved? - Where did it happen				
☐ Does this incident constitute a crime? Assault, sexual assault, rape, sharing of indecent images of children, etc. As such has this been referred to the police?				
☐ Is it necessary to limit contact between the children involved? Refer to KCSiE and DFE guidance on sexual harassment and sexual violence in schools and colleges.				

CONSIDERATIONS	RISK (CONSIDER VICTIM, CHILD ALLEGED TO HAVE CAUSED HARM, OTHER PUPILS AND STAFF)	RISK LEVEL (HIGH, MEDIUM OR LOW)	ACTIONS TO REDUCE RISK	REVISED RISK LEVEL (HIGH, MEDIUM OR LOW)
☐ Is there an actual or perceived threat from the child alleged to have caused harm to the victim and/or others?				
☐ Is either the victim or the child alleged to have caused harm at risk of physical harm as a result of this incident (for example, bullying or 'retribution' by peers)?				
☐ Do they share classes?				
• Do they share break times? • Do they share peer/friendship groups?				
☐ Do they share transport to/from school?				
☐ Are they likely to come into contact with each other (or anyone else involved in/with knowledge of the incident) outside of school?				
☐ How can such contact be limited?				
☐ Is there a risk of harm from social media and gossip?				

Further action taken by the school : Please complete for each child involved.

Action	YES/NO	Date
Police informed		
Referral to external support services		
Referral to internal support services		
Referral to CAMHS		
Referral to early help		
Other		

Action	YES/NO	Date
Police informed		
Referral to external support services		
Referral to internal support services		
Referral to CAMHS		
Referral to early help		
Other		