

# Public Document Pack



**North  
Northamptonshire  
Council**

Democratic Services  
The Corby Cube,  
George Street,  
Corby,  
Northants,  
NN17 1QG

**Meeting:** Executive Advisory Panel - AP Education, Skills and Employment  
**Date:** Wednesday 25th August, 2021  
**Time:** 5.00 pm  
**Venue:** To be held virtually (Executive Advisory Panels are not subject to the full Local Government Act 1972 (as amended), public meeting requirements do not apply).

**The meeting will be available for the public to view live at the Democratic Services North Northants YouTube channel:**  
[https://www.youtube.com/channel/UCcH\\_JAaHaMtgHDeMQEVXi2g](https://www.youtube.com/channel/UCcH_JAaHaMtgHDeMQEVXi2g)

**Committee Membership:**

Councillors Scott Edwards (Chair), Wendy Brackenbury, Leanne Buckingham, Annabel de Capell Brooke, Philip Irwin, Dorothy Maxwell and Lee Wilkes

**A G E N D A SUPPLEMENT**

**The following additional reports have now been published which were not available at the time the agenda was published.**

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Adele Wylie, Monitoring Officer  
North Northamptonshire Council

A handwritten signature in black ink, appearing to read 'Adele Wylie'.

Proper Officer  
23 August 2021

**This supplementary agenda has been published by Democratic Services.  
Committee Officer: Ben Smith  
Tel. 01832 742113  
Email. [ben.smith@northnorthants.gov.uk](mailto:ben.smith@northnorthants.gov.uk)**

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Where a matter arises at a meeting which **relates to** other Registerable Interests, you must declare the interest. You may speak on the matter only if members of the public are also allowed to speak at the meeting but must not take part in any vote on the matter unless you have been granted a dispensation.

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Members are reminded that they should continue to adhere to the Council's approved rules and protocols during the conduct of meetings. These are contained in the Council's approved Constitution.

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## EXECUTIVE ADVISORY PANEL - EDUCATION, SKILLS AND EMPLOYMENT 25 August 2021

Report Title	The Corporate Plan – Consultation on Education, Skills and Employment
Executive Member	Cllr Scott Edwards, Executive Member for Children, Families, Education and Skills
Report Author	Cathi Hadley Executive Director for Children’s Services <a href="mailto:Cathi.Hadley@northnorthants.gov.uk">Cathi.Hadley@northnorthants.gov.uk</a>

### List of Appendices

Appendix A – DRAFT Corporate Plan (Sections relevant to this Panel)

#### **1. Purpose of Report**

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- 1.1. To present the relevant sections of the draft Corporate Plan to the Executive Advisory Plan for consideration that relate to education, skills and employment and to ensure the opportunity to provide advice and feedback to the Executive.

#### **2. Information**

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##### **Background**

- 2.1 A report was considered at the meeting of the Executive on the 15<sup>th</sup> July 2021 setting out an indicative process and timeline for the development of a Corporate Plan for North Northamptonshire Council. That report sets out the rationale and purpose of the Corporate Plan along with an indicative timeline for the Corporate Plan’s adoption at Full Council and therefore provides important context when considering this item. See section 5 below for more details.
- 2.2 A stakeholder consultation will be carried out prior to the endorsement of the Plan at the Executive. Members should be mindful that a report setting out a draft vision for the Council was also considered by the Shadow Authority earlier this year. This followed comprehensive consultation with key stakeholders in 2020. The draft vision statement endorsed by the Shadow Authority has directly shaped the draft vision set out in the attached draft Corporate Plan.

- 2.3 Consideration of the draft content of the Corporate Plan at the Executive Advisory Panel is an important part of developing the Plan’s content. Members of the Executive Advisory Panel are invited to comment on the draft content of the plan and provide advice and feedback to the Executive on its content and any related considerations.
- 2.4 Members should be aware that the plan is work in progress. Executive Directors are working with Executive Members to develop its content. The feedback from the Executive Advisory Panel will inform this process.
- 2.5 The sections of the Corporate Plan that are relevant to this Executive Advisory Panel are set out as Appendix A of this report.
- 2.6 The Corporate Plan will be a high-level document. There will be more detailed information about the actions to deliver the Corporate Plan within Service Plans which will be developed once the Corporate Plan has been drafted. The Corporate Plan is therefore a vital initial building-block in setting the broad strategic direction of the Council.
- 2.7 The timeline for developing the Plan is tight but achievable. Given that this is the first Corporate Plan for the new Council, it is envisaged that the Corporate Plan will continue to be developed with an opportunity to take stock of its content annually through the Council’s Constitutional processes.
- 2.8 Delivery of the Corporate Plan will naturally be subjected to the rigour of the Council’s Scrutiny function moving forward. The Corporate Plan will set out actions and targets that will allow Scrutiny the opportunity to determine its priorities for future attention.

### **3. Timeline for Consideration**

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- 3.1 The indicative process and timetable for adoption of the Corporate Plan is set out below:

Date	Activity	By Whom
18 August – 2 September	Consideration of the Corporate Plan and recommendations made to the Executive	Executive Advisory Panels
September 2021	Stakeholder Consultation	Feedback will be considered by the Executive
September/October 2021	Approval of the draft Corporate Plan and recommendation of adoption of plan	Executive
1 December 2021	Adoption of the Corporate Plan	Full Council

#### **4. Recommendations**

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- 4.1 That the Executive Advisory Panel consider the draft content of the Corporate Plan as set out in the Appendices and provide feedback and advice as considered appropriate to the Executive.

#### **5. Background Papers**

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- **The Corporate Plan, NNC Executive, 15<sup>th</sup> July 2021**

LINK TO MEETING AGENDA: [Meeting of North Northamptonshire Executive on Thursday 15 July, 2021 - North Northamptonshire Council](#) (item 16 refers)

- **North Northamptonshire Shadow Executive Committee, Draft Vision Statement**

The North Northamptonshire Shadow Authority established a Culture and Vision Task and Finish Group to look at the development of a draft vision for the new Page 19 Council. The Task and Finish Group carried out a range of consultation with key stakeholders and developed a draft vision for the new Council. Meeting of North Northamptonshire Shadow Executive Committee on Wednesday 10th February 2021 - North Northamptonshire Council (Item 7 refers)

LINK TO MEETING AGENDA: [Meeting of North Northamptonshire Shadow Executive Committee on Wednesday 10th February, 2021 - North Northamptonshire Council \(moderngov.co.uk\)](#)

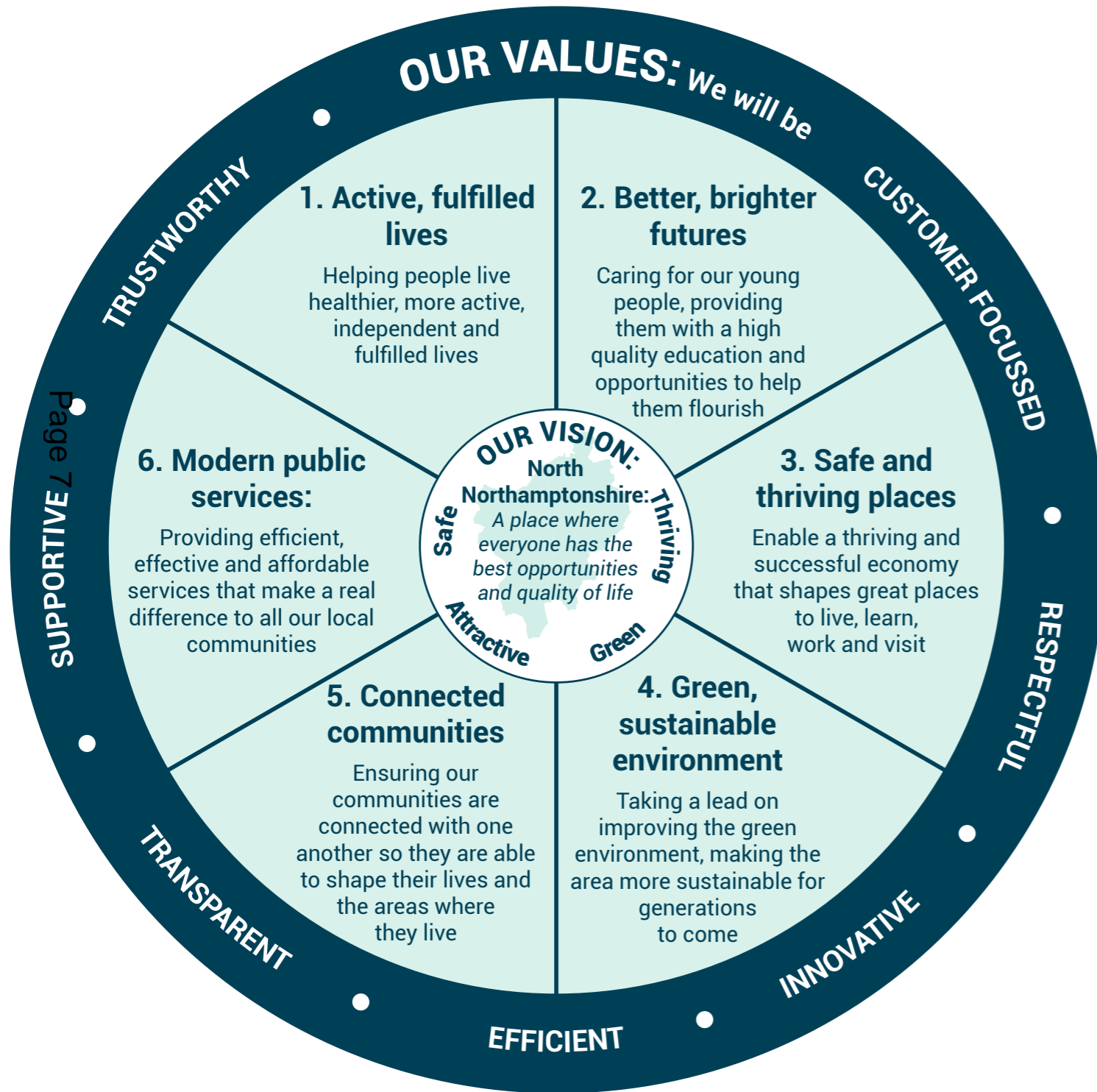
LINK TO REPORT: [Item 07 - Draft Vision Statement.pdf \(moderngov.co.uk\)](#)

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# Our vision, values and key commitments

# Our priorities for North Northamptonshire:



## 1. Active, fulfilled lives

- Greater access to better quality adult social care
- Value and support our carers and volunteers
- Improve the accessibility and use of leisure, culture and sport
- Provide enhanced support to improve mental health and wellbeing
- Tackle the causes of complex problems such as homelessness

## 2. Better, brighter futures:

- Ensure every child has equal access to a good standard of education
- Support the Children's Trust to provide higher standards of care
- Promote better training and employment opportunities for young people

## 3. Safe and thriving places:

- Strengthen the cultural identity of towns, villages and rural communities
- Help town centres and villages respond to changing trends
- Attract tourism, visitors and inward investment
- Support the creation of high-quality, better-skilled jobs
- Improve the standard of new and existing homes and ensure housing supply meets demand
- Tackle the causes of difficult issues leading to nuisance, crime and anti-social behaviour
- Promote sustainable, active travel
- Maintain our highways infrastructure to keep people moving safely around North Northamptonshire
- Enable people to travel across North Northamptonshire, and beyond
- Ensure everyone has access to high-speed internet connectivity

## 4. Greener, sustainable environment:

- Work with communities and businesses to tackle climate change and improve air quality
- As an exemplar to other organisations, demonstrate clear leadership on tackling sustainability
- Embed low carbon technology, sustained and improved green infrastructure, and sustainable forms of transport fit for the future
- Protect and further enhance the natural environment and ecology
- Ensure we all throw away less, reuse more, and recycle as much as we can
- Protect the countryside and ensure it is accessible for everyone to enjoy

## 5. Connected communities:

- Inform and listen to our communities, giving them a greater say in their future
- Respect and engage our local communities
- Empower a thriving voluntary and community sector

## 6. Modern public services:

- Provide good quality and efficient services valued by our customers
- Enhance the services provided at our community hubs
- Value our staff and become an employer of choice
- Use our assets, skills, knowledge and technology to make a real difference
- Robust financial and performance management

# 2

## Better, brighter futures

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*Caring for our young people providing them with a high quality education and opportunities to help them flourish.*

### Tasks:

Development of a Education schools improvement strategy and implementation

Development of key relationships to support the Trust

Development of an opportunities pathway

### Ensure every child has equal access to a good standard of education

We will:

- Support schools to provide good and outstanding educational provision
- Ensure there is enough schools placements in the right places
- Increase the number of first choice school places for families

### Support the Children's Trust to provide better early support to families and better standards of care

We will:

- Work with the Trust and partners to develop early help services to provide early support to families.
- Work with partners in the Safeguarding Partnership to promote and develop safeguarding activities for children and families.
- To work with the Trust to develop quality services for children and their families.

### Promote better training and employment opportunities to young people

We will:

- Develop an opportunities pathway in to apprenticeships
- Identify training and employment opportunities across the Council
- Review the 16-19 training and employment offer to ensure it meets local skills needs

## Key measures of success

- Increase the number of Good and Outstanding rated schools
- Improvements in the Trust performance recognised by Ofsted
- Number of young people NEET decreases



## 3

# Safe and Thriving Places

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*Enable a thriving and successful economy that shapes great places to live, learn, work and visit.*

## Tasks:

Co-design an Inclusive Growth Strategy for North Northamptonshire

Develop a Design Charter that will form the basis for driving up design quality and place-making standards

### Strengthen the cultural identity of towns, villages and rural communities

We will:

- Support our local communities to shape their localities through Neighbourhood Plans.
- Review, maintain and enhance the quality of conservation areas.
- Drive up the standards of design in new development.
- Work with our partners to attract investment in our heritage assets.
- Diversify and support the wider rural economy

### Help town centres and villages respond to changing trends

We will:

- Reimagine and redesign our key town centres with developed masterplans
- Work to enhance the offer and environment, in our town centres and villages.
- Identify opportunities for public realm improvements.
- Seek to secure external funding to enable town centre regeneration projects.
- Review how our town and local centre assets could be utilised to support our communities and businesses to thrive

### Attract tourism, visitors and inward investment

We will:

- Promote local festivals, events and attractions working with local businesses, communities and other stakeholders.
- Launch and grow Chester House as a major visitor attraction.
- In partnership with the sector, develop a Visitor Economy Strategy for North Northants
- Work with our partners to promote the area as a tourism destination.
- Support further investment to improve tourism facilities and assets and broaden the offer for families and other key target groups

### Support the creation of high-quality jobs and better skills

We will:

- Co-design with key sectors to develop a Skills Strategy for the area
- Work with education providers to provide a skilled local workforce.
- Foster an environment that successfully attracts business investment and job creation.
- Develop closer links between schools and local employers, including local skills fairs
- Provide support for digital skills and innovation working with local businesses
- Support key sectors such as construction and renewable energy
- As part of the Oxford Cambridge Arc, attract high quality employers and jobs to the area

### Improve the standard of new and existing homes and ensure housing supply meets demand.

We will:

- Push for all new developments to have full fibre connectivity, access to Electric Vehicle (EV) charging points and support active and sustainable travel.
- Actively enforce to ensure new homes are built to consented standard.
- Work with house builders to encourage them to build above minimum standard.
- Actively manage the pipeline of market and affordable housing delivery to ensure NNC has the right homes in the right places.

### Tackle the causes of difficult issues leading to nuisance, crime and anti-social behaviour.

We will:

- Ensure we work with developers to design out crime in new development
- Raise awareness of local job opportunities and support measures to help people into employment.
- Work towards achieving Purple Flag status across all our towns
- We will work with communities to tackle anti-social behaviour and nuisance
- We will assist businesses in providing safe and healthy working environments for their employees and customers

## Key measures of success

- Building for a Healthy Life scores over X%
- No. of business start-ups
- Business survival rates in year 1 and 3
- Town Centre footfall
- Number of housing completions
- (Potentially include one around visitor Economy

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## **EAP - Education, Skills and Employment**

**25<sup>th</sup> August 2021**

<b>Report Title</b>	<b>Keeping Children Safe in Education (KCSIE)</b>
<b>Report Author</b>	<b>Debbie Carrie</b> <b>Service Manager Safeguarding in Education Service</b> <a href="mailto:Debbie.Carrie@northnorthants.gov.uk">Debbie.Carrie@northnorthants.gov.uk</a>

### **List of Appendices**

#### **Appendix A – Keeping Children Safe in Education (KCSIE) Report**

##### **1. Purpose of Report**

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- 1.1 To provide an overview of the main changes/additions to the statutory guidance for schools on safeguarding and to highlight the actions required to ensure that the Local Authority is properly discharging its duty to advise on safeguarding in education settings.

##### **2. Executive Summary**

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- 2.1 **Keeping Children Safe in Education (KCSIE)** is statutory guidance for all education settings about safeguarding responsibilities for schools and other settings. It is updated yearly and this year's update is effective from 1 September 2021.

##### **3. Recommendations**

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- 3.1 It is recommended that the Panel:

- a) are appraised of the updated Safeguarding Guidance for Schools.
- b) recognise the revisions that support the delivery of Safeguarding recommendations within schools in North Northamptonshire.
- c) understand that the Safeguarding in Education Service will promote and support the introduction of the new guidance to promote Safeguarding in Education.

#### **4. Report Background**

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4.1 This report sets out the changes to Safeguarding and revision of guidance.

#### **5. Timeline**

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5.1 Changes to Safeguarding to come in to enforce 1<sup>st</sup> September 2021.

#### **6. Implications (including financial implications)**

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6.1 No Financial implications to these changes.

#### **7. Conclusions**

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7.1 Adherence to Safeguarding in Education will go some way to ensure Children in all settings are appropriately safeguarded.

### Keeping Children Safe in Education (KCSIE)

#### 1) Introduction

**Keeping Children Safe in Education (KCSIE)** is statutory guidance for all education settings about safeguarding responsibilities for schools and other settings. It is updated yearly and this year's update is effective from 1 September 2021.

Publication of KCSIE 2021 was delayed this year to take account of the outcome of the **Ofsted review of Sexual abuse in schools**, set up as a consequence of the testimonies posted on the "Everyone's Invited" website. The outcome of this review has informed the KCSIE 21 update along with significant revisions to the associated DFE guidance for schools, **Sexual violence and sexual harassment between children in schools and colleges (Sept 2021)**. As a consequence, Ofsted have also updated their inspection guidance for schools.

This SLT briefing: -

- focusses on the key changes contained in the updated guidance for schools, education settings and the Local Authority.
- identifies the actions required by the Local Authority to discharge its responsibilities for safeguarding children as a consequence of the updated guidance.
- highlights the changes to the Ofsted Inspection framework for schools in respect of this issue and the implications of this for schools and the Local Authority.

#### 2) Background, context and key facts

Define the project or problem/issue. Include any information necessary to give a better understanding and assist final decision making.

**KCSIE 2021** guidance has had a substantial update this year and is due to come into force on 1 Sept 2021.

#### Key Points

- Its statutory remit has been extended from early years, schools and colleges to cover 16-19 Academies (and apprenticeships) as well.
- The update has removed all links to additional COVID guidance – guidance for remote learning and safeguarding children isolating/at home has been fully embedded into the document
- There is a greater emphasis on a 'whole-school approach' to safeguarding.
- The guidance is extended from Heads and governing bodies to include whole senior leadership teams.
- Emphasis is not only on all education staff reading the guidance but how senior leadership teams are testing and evidencing the understanding of staff.
-

- Online safety training for staff is required (at induction and regularly thereafter) and there is more integration of online safety throughout.
- Education staff should be aware of vulnerabilities and overlapping safeguarding issues.
- The response to the **Ofsted review of Sexual Abuse and Sexual Harassment** between children in Schools and colleges is evident throughout.
- There is a greater emphasis on information sharing and recording.

### **Ofsted Review of Sexual Abuse in Schools**

The review was a direct consequence of the testimonies posted on the Everyone's Invited website which contains thousands of testimonies from victims of sexual harassment and sexual abuse, many but not all in education settings. A list of the schools named in the testimonies has been published and there are a number of Northamptonshire schools on that list.

### **Ofsted Review findings**

900 children 13 years and over were consulted. Of the girl's responses (Review and KCSIE recognise more likely to experience peer on peer abuse as girls), the following happens 'a lot' or 'sometimes' to them or their friends...

- Sexist name-calling (92%)
- Rumours about their sexual activity (81%)
- Unwanted or inappropriate comments of a sexual nature (80%)
- Being sent pictures or videos that they didn't want to see (88%)
- Being put under pressure to send sexual images of themselves (80%)
- Having their images shared on more widely than intended without knowledge/consent (80%)
- Being photographed without their knowledge or consent (59%)
- Having pictures or videos of themselves that they didn't know about being circulated (51%).
- Sexual assault (79%)
- Feeling pressured to do sexual things that they didn't want to do (68%)
- Unwanted touching (64%)

### **Key Findings**

- Many children have experienced some form of sexual harassment.
- Children were not positive about RSHE. They felt that the curriculum was not equipping them with the information and advice that they needed.
- In some cases, teachers and leaders underestimated the scale of the problem.
- Professionals consistently underestimated the prevalence of online sexual abuse.
- It is very difficult for schools to make decisions about how to handle allegations of sexual abuse when there is no prosecution or conviction. The guidance is not strong enough to help in making decisions about this.
- This cannot be a school responsibility alone. The Online Safety Bill and other, wider interventions will need to be part of the process.

As a consequence of the review and recommendations the DfE revised and updated Part 5 of KCSIE and also updated separate guidance called **Sexual Harassment and Sexual Violence between children in schools and colleges Dfe Guidance Sept 2021**.

It now: -

- Includes a reminder that staff should read Part 5 of KCSIE alongside the 'Sexual violence and sexual harassment' (SVSH) advice.
- Makes it clear that SHSV can happen inside or outside of school and online.
- Importance of acknowledging and understanding the scale of harassment and abuse.
- Highlights the need to be aware that children might not tell staff about their abuse and that it maybe that staff overhear a conversation or the child's behaviour changes etc.
- New information to highlight that how a school or college responds to an incident will impact future victims of sexual violence or sexual harassment.
- Highlights a zero tolerance approach to sexual violence and sexual harassment.
- Clarification about regularly reviewing actions e.g. for patterns of inappropriate behaviour and bail considerations.
- New section on unsubstantiated, unfounded, false or malicious reports which provides a reminder about recording concerns and what to do when a report is found to be unsubstantiated, unfounded, false or malicious.
- A reminder to schools and colleges that sexual assault can result in a range of health needs and signposts to sources of support.
- Includes further information about harmful sexual behaviour and signposting to sources of support.

Sexting – additional terminology

Sharing nudes and semi-nudes: Advice for education settings working with children and young people

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Sexting – additional terminology

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### **Impact on Ofsted Inspection framework and guidance**

#### **The school inspection handbook has been updated to reflect the revised and updated guidance**

It includes the requirement that on the first day of the inspection the inspectors will ask the school/education setting for a report on the records and analysis of sexual harassment or sexual violence alongside the usual information requested.

It includes new guidance that Inspectors will... try to ensure that they speak to at least some single-sex pupil groups to provide the opportunity for pupils to speak more freely about issues such as sexual harassment, online sexual abuse and sexual violence.

#### **Behaviour and attitudes**

Ofsted will expect to see...an environment in which pupils feel safe, and in which bullying, discrimination, sexual harassment, sexual abuse and sexual violence – online or offline – are not accepted and are dealt with quickly, consistently and effectively whenever they occur.

As part of assessing safeguarding, inspectors will consider how the school handles allegations and instances of sexual harassment, online sexual abuse and sexual violence. This includes checking:

- that the school has appropriate school-wide policies in place that make it clear that sexual harassment, online sexual abuse and sexual violence (including sexualised language) is unacceptable, with appropriate sanctions in place
- that the school's policies are reflected in its curriculum (see the 'relationships, sex and health education' section), which specifically addresses sexual harassment, online abuse, sexual violence and issues of consent
- that the school's staff have appropriate knowledge of part 5 the government's 'Keeping children safe in education' guidance
- that all pupils are supported to report concerns about harmful sexual behaviour freely
- that concerns are taken seriously and dealt with swiftly and appropriately, and pupils are confident that this is case
- that comprehensive records of all allegations are kept

308. As set out in 'Inspecting safeguarding in early years, education and skills settings', inspectors will expect schools, among other things, to:

- **assume that sexual harassment, online sexual abuse and sexual violence are happening in and around the school, even when there are no specific reports, and put in place a whole-school approach to address them**

309. Inspectors will not investigate allegations of harmful sexual behaviour themselves but will ensure that allegations are reported to the appropriate authority, where that has not already happened.

310. Where schools do have not adequate processes in place, it is likely that **safeguarding will be considered ineffective. This will impact on the leadership and management judgement**, as explained below. Inspectors may also, depending on the circumstances, take this evidence into account when

considering personal development and behaviour and attitude judgements (particularly in respect of pastoral support and pupils feeling safe respectively).

### 3) Supporting Evidence including (where applicable)

- Finance
- HR
- IT

Links to the full guidance documents: -

[Keeping Children Safe in Education Sept 2021](#)

[Ofsted Review of Sexual Abuse in Schools](#)

[Sexual Harassment and Sexual Violence between children in schools and colleges Dfe Guidance Sept 2021](#)

[Ofsted inspection framework 2021](#)

### 4) Analysis

Outline the relationship between supporting evidence and the statements of fact

This is a significant change to the existing guidance to reflect a heightened awareness of and understanding of the prevalence and scale of sexual abuse and sexual harassment happening in education settings.

The implementation of the revised KCSIE and Sexual Harassment and Sexual Violence between children in schools and colleges Dfe Guidance Sept 2021 will require a significant programme of work to be implemented by the unitary authorities to provide support and guidance to schools to implement the revised guidance.

The unitary authorities will need to lead on supporting schools to respond and will need to provide a range of supporting guidance and briefings to support implementation across the County.

Ofsted school inspection judgements could be impacted as a direct consequence of the new guidance.

### 5) Impact assessment

Detail any consequences and impact, direct or non-direct, of this project on:

#### Internal

- Finance
- HR
- IT
- Legal
- Transformation/Improvement
- learning and development implications
- other CFN services/existing projects in place/running

#### External

- The child/children
- Their family

Will impact on NSCP, all education settings, internal LSE colleagues and potentially lead to an increase in reports to MASH re Harmful Sexual Behaviour (HSB) taking place in schools.

## **6) Conclusion**

Based on the analysis of the facts and supporting evidence

**The Safeguarding in Education Service has developed a Project plan that covers the following actions: -**

- a) to provide a briefing to all education staff (LSE) on key findings, changes to requirements for safeguarding for schools and settings and implications for inspection framework
- b) to provide webinars for all education settings in Autumn term on the new guidance and the actions required from schools to implement the guidance and review their peer-on-peer response
- c) to revise the model Safeguarding and Child Protection Policy for schools to reflect the changes in KCSIE ready for implementation by schools on 1 September
- d) to provide a model peer on peer abuse policy for schools to adapt and implement for their settings
- e) to review and update the existing peer on peer abuse training provided for schools to access and extend the content and approach
- f) to develop toolkit and guidance for schools to use when addressing harmful sexual behaviour in schools/settings