



2024-2025

## Hampstead Fine Arts Child on Child Harmful Behaviours Action Plan

Background: We now know that in education generally, some young people have felt that they have not had a voice to raise concerns and even when some did, they felt they were not listened too. Hampstead Fine Arts College recognises that we must start from the position that harmful behaviours are taking place and affecting our students lives both in school and outside. Along with our board of Governors, we have drawn up this action plan to ensure we have put procedures and policies in place for all our students to feel they can raise issues and we will hear and act.

Aim Nos	Aim	Actions need to complete aim	Lead on Action	Deadline for actions to be in place	Signed off as complete by Head/ Principal
1.	Records maintained to demonstrate issue and actions taken	Creation of child-on-child harmful behaviours marker on CPOMS	JC	Ongoing	ES
		Child-on-child behaviours reported to Governors on termly report	JC	Termly	ES
2.	Ensure we are listening for, recording, and acting on low level concerns.	Write a policy to ensure we are listening and acting on low level concerns and how these feeds into safeguarding if concerns are of a higher level.	JC	Aug 23 Reviewed annually	ES
		Refresher training and support for staff and students to identify and report low level concerns	JC	Sept 23 Reviewed annually	ES
3.	Students to have a voice to raise issues	Annual student survey to include questions around harmful Child-on-child behaviours	JC	Oct 23 Reviewed annually	ES
		Engaging with student voice to identify areas of concern and to identify areas of peer support	SLT	Ongoing	ES
		Highlight and utilise the Pupil Voice letter to promote an	JC	Ongoing	ES

		Anonymous reporting system for students.			
		Highlight our Open-Door Policy as a way of reporting issues.	SLT	Sept 23 Reviewed annually	ES
4.	Training to support staff and governors in managing and identifying issues	Annual training on handling Child-on-child abuse claims, handling of low-level concerns including misogynistic language	JC	Sept 23 Reviewed / updated annually	ES
5.	RSE & PHSE curriculum reviewed annually, including topics such as pornography, cyber-bullying, healthy relationships, sexting and youth producing sexual imagery.	Review and update annually the RSE & PSHE policies	OR/JC/ES	Sept 23 Reviewed /updated annually	ES
		To review the curriculum to ensure all issues covered, which may include consultation with student body to gather their view.	OR	Oct 23 Reviewed annually	ES
		Training for staff delivering PSE & PSHE curriculum.	OR	Sept 23 Reviewed annually	ES
		To create a programme of governors and SLT observing PSHE & RSE teaching to help understanding of current topics and issues raised in the classroom.	SLT	Oct 24	ES

**August 2024**  
**Reviewed by: JC**