



**St John Henry Newman**  
Catholic School

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14 June 2021

Dear Parent/Carer

As you may have read in the news recently, OFSTED have published a report detailing instances of sexual harassment in schools. You can find it [here](#).

Acting proactively on the back of this report, we do not want to assume that because we do not know about it, sexual harassment doesn't happen in our school community; quite the contrary, we must assume it does. This is something we take absolutely seriously and believe should never happen in any corner of society, let alone school. We want our pupils to feel safe, empowered and confident, irrespective of the gender they identify with.

In addition to our comprehensive HRSE Curriculum, we are taking additional measures to ensure that sexual harassment has no place in our school community. To that end, I have enclosed our strategy for the coming school year and beyond highlighting how we will be proactively highlighting and raising the profile of this important issue with our staff and pupil body.

We have already devoted a page on our school website where we will be collating and displaying additional advice, guidance and pertinent aspects of our Rewards & Behaviour policy, our Safeguarding Policy and Child on Child abuse policy. You will find it active from Monday 14 June by clicking: **curriculum > HRSE > Sexual Harassment**.

Over the coming weeks, we will be showing pupils in all year groups the linked video here: <https://www.youtube.com/watch?v=HKk-pbeW3ic>. Whilst it is simplistic, we feel it encapsulates the essence of what sexual harassment is and also what is not acceptable behaviour in a clear, age-appropriate and accessible way. Of course, our HRSE lessons over the coming weeks and months will deal far more robustly, and in much more depth with this issue. The video will be followed by an anonymised survey so that we can ascertain how prevalent this issue is in our community. Furthermore, if you as a parent are aware of instances of sexual harassment taking place in our school community, please do get in touch with us to let us know.

As always, we welcome your feedback as parents. We appreciate this is a sensitive topic, however it is something that as a school we are committed to tackling in full communication with yourselves. We fully assert the belief that equality is a right and that every pupil deserves to feel safe and empowered irrespective of the gender with which they identify.

If you have any questions or concerns, please do not hesitate to get in touch with me via the school office.

Yours sincerely

Mr S Forrester  
Assistant Headteacher

## Sexual Harassment in School Strategy 2021 – 2023

Whilst all leaders and staff strive to instil a respectful, equal community, we are not naïve in thinking that Sexual Harassment does not happen within our community. That is why we have developed a robust strategy to put gender equality and sexual harassment as a priority for our planning over coming years, to ensure all our pupils feel an additional layer of reassurance and safety.

Year	Actions
Year 1 (Summer 2021)	<ul style="list-style-type: none"> <li>• Disseminate OFSTED report to staff pertaining to sexual harassment in schools</li> <li>• Show pupils concise video explaining sexual harassment in schools. Then, initiate anonymised pupil voice gaging occurrences of sexual harassment in our school, out of school, and its frequency. Follow up with individual Form groups more detailed questionnaire to address areas of concern</li> <li>• Review HRSE scheme of work, incorporating more specific, revisited instances of sexual harassment education (share with parents)</li> <li>• Revisit our Rewards &amp; Behaviour Policy, our Safeguarding Policy and Child on Child Abuse Policy drawing out pertinent information into a sexual harassment document</li> <li>• Consult and incorporate any updated diocesan advice and guidance</li> <li>• Create a page on our website with specific information surrounding sexual harassment</li> <li>• Invite external body (NSPCC) into school to ratify and advise on plans</li> </ul>
Year 2 (Autumn 2021 – Summer 2022)	<ul style="list-style-type: none"> <li>• Apportion clear INSET time for all staff – specifically relating to sexual harassment in schools – make sexual harassment an agenda focus item in every meeting</li> <li>• Make a clear behaviour log on SIMs to allow for recording and clear tracking of instances of sexual harassment occurring in school</li> <li>• Embed and promote, primarily through HRSE, but also through Form Time, SALAD days and focus weeks, clear strategies to empower pupils, of all genders, to report and eliminate instances of sexual harassment from the community</li> <li>• Conduct further, regular pupil voice to monitor attitudes towards, and encounters with sexual harassment</li> </ul>
Year 3 (Autumn 2022 – Summer 2023)	<ul style="list-style-type: none"> <li>• Conduct extensive analysis, evaluation and review, through monitoring of behaviour logs, evaluation of pupil, parent and staff voice questionnaires and clear case studies to inform next three year strategy</li> <li>• Share findings with governors and other stakeholders</li> <li>• Invite external provider (NSPCC) into school to conduct an independent review of policy and practice to further inform next steps</li> </ul>