



Safeguarding Update - November

This month's staff safeguarding Newsletter focuses on Sexism and Sexual Harassment.

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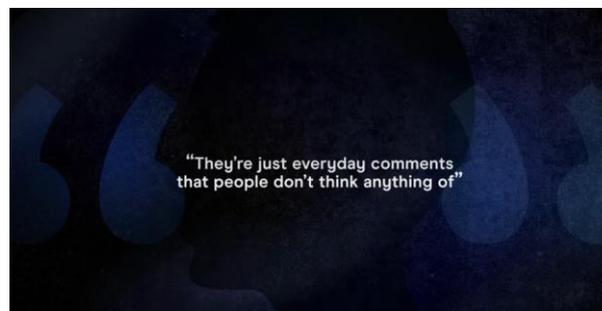
Sexual harassment: definition

Sexual harassment means unwanted sexual conduct.

It can happen online and offline. It can include:

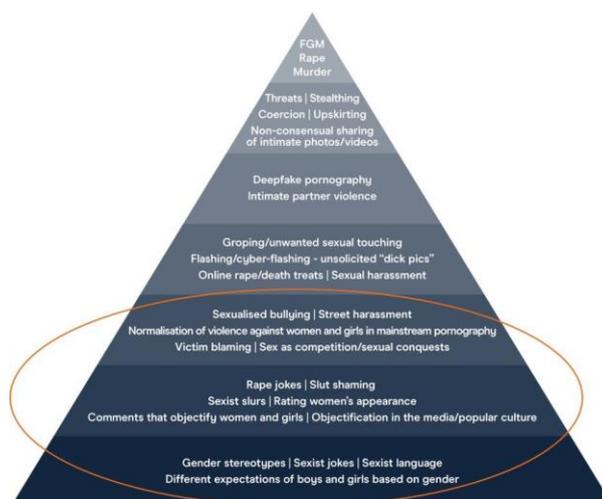
- Sexual comments, such as sexual stories, lewd comments, sexualised name-calling or sexual remarks about clothes and appearance
- Sexual 'jokes' or taunting
- Physical behaviour, such as deliberately brushing against someone or interfering with their clothes (note: this can sometimes cross a line into sexual violence), or displaying pictures, photos or drawings of a sexual nature
- Online sexual harassment, such as non-consensual image sharing, unwanted sexual comments and messages, sexualised online bullying, sexual exploitation, coercion, threats, or upskirting

[Click here to view a video on why we are focusing on sexism and sexual harassment](#)



What can seem like small biases and stereotypes feed into a wider culture of sexism and sexual harassment. Watch the video to see how these 'small' biases can progress to something much more harmful

Small Behaviours feed into a bigger problem



The Lower End of the continuum might look like this in a school:

- Calling a girl a 'slut' or a 'bitch'

- Flicking bra straps
- Lifting up skirts
- Unwelcome looks and comments about appearance
- Comments about how boys and girls should behave
- Different expectations about which toys boys and girls should play with
- Boys saying girls are 'gross'

Spotlight on: Andrew Tate

- Popular social media influencer
- Promotes his money and success (e.g. sharing pictures of his very expensive cars) and tells young men they can achieve the same
- Uses this 'hook' to share violent misogynistic views, and toxic masculinity
- A lot of teenage boys see him as a role model
- Teenage girls are being convinced that they're not worth anything without a man

I think the women belong to the man

[There is] no such thing as an independent female

[Women are] intrinsically lazy

The hallmark of a real man is controlling himself, controlling his emotions, and acting appropriately regardless of how he feels

Depression isn't real

Andrew Tate's so popular on social media, and because he sells his views as a way to achieve fame and fortune, a lot of young people are heavily influenced by him.

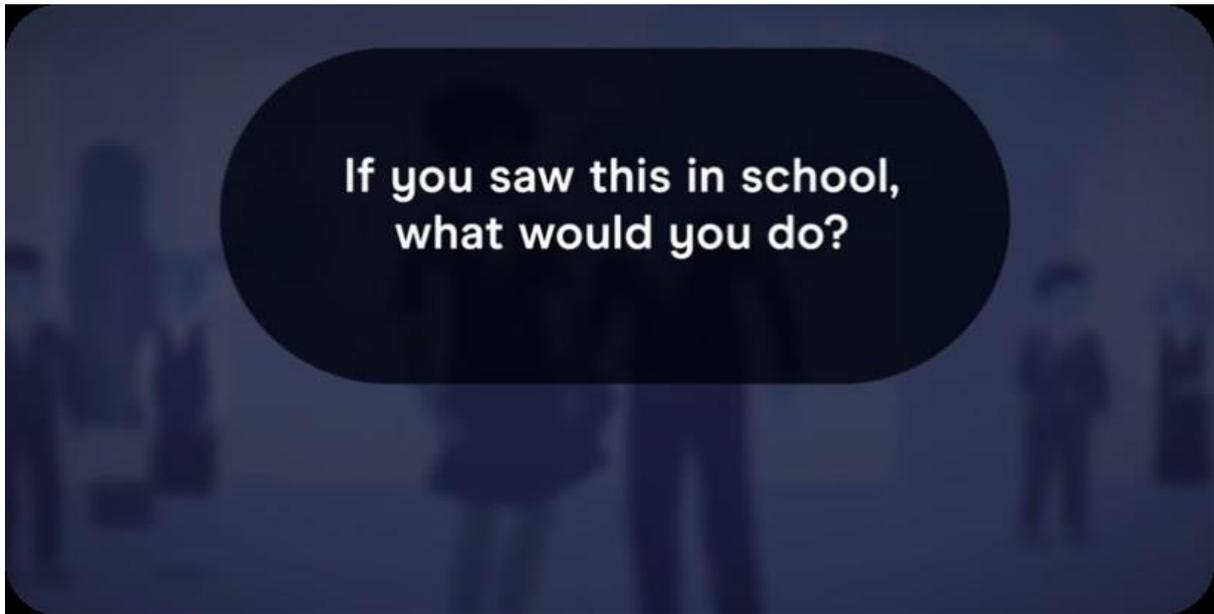
- We know that a lot of young boys look up to him as an idol, and are taking his teachings on women and masculinity to heart

- We also know that young girls are being affected by his messaging, having issues with self-worth as they're told by this seemingly very successful figure that women are inferior

Be prepared to challenge pupils if you hear them talking about Andrew Tate.

Remind pupils that misogyny and sexism are not acceptable.

Scenario: Sexual Harassment



[Click here to view a video involving a sexual harassment scenario](#)



What Healthy Sexual Behaviour in Children looks like

0 to 4 years old

- Touching or rubbing their own private parts
- Showing curiosity about the private parts of other people
- Talking about private body parts and their functions, using words like 'willy', 'bum', 'poo' and 'wee'
- Role playing about different relationships, for example marriage

5 to 9 years old

- Becoming more modest and asking for privacy
- Asking questions about sex and relationships
- Kissing, hugging and holding hands with a boyfriend or girlfriend
- Using swear words or slang to talk about sex after hearing other people use them

9 to 13 years old

- Having or wanting a boyfriend or girlfriend
- Using sexual language, making jokes about sex or discussing sexual acts with peers
- Wanting more privacy
- Looking for information about sex online (this might lead to accidentally finding sexual images or videos)
- Masturbating in private

When Sexual Behaviour might be harmful

Red flags to watch out for:

- Behaviour that's developmentally or socially unexpected, or not appropriate to the context
- Behaviour that's not consensual or reciprocal
- Behaviour that upsets other children
- Victimising someone else
- Behaviour involving violence, coercion or force
- Intrusive behaviour
- Compulsive behaviour

If you see these behaviours, report it to the DSL

Key Points about tackling sexism and sexual harassment

Challenge it there and then. It's important to do this to send a clear message that the comment or behaviour isn't acceptable. Don't dismiss or downplay an incident

Challenge the behaviour, not the person. This depersonalises the challenge. For example, "That is sexist language" is a more helpful comment than "You're sexist"

Explain what the problem is. This gives a reason for your challenge and helps pupils see why their comment or behaviour was problematic

Support the victim and show empathy. Let them know it's not their fault. Consider the incident from their perspective and encourage others to do the same

Challenge gender bias and stereotypes. And be aware of your own biases too. Don't stereotype or make assumptions based on your perceptions of the pupils involved

Focus on the perpetrator's behaviour rather than the victim's. This moves us away from seeing sexual harassment and violence as 'inevitable' and something girls should adapt their behaviour to avoid

- **Sexism and gender stereotypes feed into a culture where gendered violence is normalised**

- **By dealing with behaviours at the lower end of the continuum head on, we can help prevent behaviours further up the spectrum**
- **Girls are more likely to be victims than boys, but both can be victims (and perpetrators)**
- **Always challenge sexism and sexual harassment, no matter how small the incident seems to be**
- **It is essential that all victims are reassured that they are being taken seriously and that they will be supported and kept safe**

Safeguarding Concerns

Are you
concerned
about a child?

Speak to a DSL



Ms Martin
Headteacher



Mr Gadsby
Deputy Headteacher



Mrs Bramley
Assistant Headteacher



Mr Glanney
KS1 Leader



Mrs Tarling
Acting EYFS Lead
Nursery Lead

Record your concern in writing on

CPOMS

<https://biertoncombined.cpoms.net/>