



## School Response Plan

<b>Map and Photos of Location</b>	
[Omitted for anonymity]	
<b>Date:</b>	<b>Summer 2021</b>
<b>Location:</b>	[REDACTED]
<b>Who is Involved?</b> - include 'Traditional' and 'Non-Traditional' Partners	
<p>Open Access Youth Team Practice Development PRU staff DCSM partners</p>	
<b>What are your worries about the context?</b>	
<ul style="list-style-type: none"> <li>• Incident during class changeover, heightened by tension between groups of pupils with different ethnicities</li> <li>• Young people lack an understanding of extra familial harm, specifically consent</li> <li>• Evidence of problematic and sexually harmful behaviour within school</li> <li>• Relationships between staff and students and between peers would benefit from more cohesion and understanding of each other's experiences in relation to race and ethnic background</li> </ul>	
<b>What are young people's worries about the context?</b>	
<p>All young people reported feeling safe in school. Some young people expressed worries that school staff and other young people had little understanding about how culture impacted on their experiences in school. Although there was clear evidence of problematic of sexually harmful behaviour no young people identified this.</p>	
<b>What are partner's worries about the context?</b>	
<p>Partners are worried that the disconnect between young people/families from [the majority ethnic group] and those from [the minoritised ethnic group] could lead to further escalation in conflict between staff and students as well reduced attendance of young people from the [minoritised ethnic group]. Also worried about the culture of harmful sexual behaviour in school.</p>	
<b>What is the intended outcome of this plan? How are you going to create safety to address the context of harm? Think about what the context will look like when the interventions are complete.</b>	
<p>There are many factors which influence the context of the school (for example community and peers) which has the potential to undermine safeguarding capacity within the school context.</p> <p>However, focusing on school being a safer place for all students, there is a need to address the culture within school concerning divisions and bias on race, ethnicity, and gender.</p>	



<b>School Response Plan</b> What do young people/partners suggest is needed?				
<b>Worry or Issue</b>	<b>Action</b>	<b>By Who</b>	<b>By When</b>	<b>Review Date at local Extra-familial harm Panel</b>
Harmful sexual behaviour in school (HSB)	Share with staff Brooke Advisory Tools on how to identify, respond and manage disclosures of HSB	Open Access Youth	Sept 2021	Jan 22
	RSHE (Relationship, Sexual, Health Education) needs to be tailored to enable students to gain understanding on extra-familial harm, specifically around violence, consent, sexual harassment and sexual assault	School	Sep 2021	Jan 22
	Young Men's group focussed on healthy relationships, consent and understanding sexual harassment and harmful sexually behaviour	Open Access Youth	April 2022	Jan 22
There is a need to address the culture within school concerning divisions and bias on race, ethnicity.	Young people and staff need to come together regularly to specifically understand each other's diverse cultures and backgrounds – cooking, sharing food together, etc.	Open Access Youth	April 2022	Jan 22
	Headteacher to continue to pursue diversity within recruitment strategy so that staff are more reflective of the community	Headteacher	Sept 21	Jan 22
	School staff to improve home/school link and prioritise using interpreters for non-English speaking parents	School	Ongoing	Jan 22
	Consider using agencies to support understanding the diverse community and who focus on safety	School	Ongoing	Jan 22
	All staff need to be confident to challenge harmful behaviour and attitudes every time.	School	Sept 21	Jan 22
All school staff to consider what they can do regarding bias and leadership development training	Race and racism training, including bias training, to be updated by all staff and part of staff induction for new staff	School	Sept 21	Jan 22



	Refresher training for staff on key policies	School	Jan 22	April 22
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<b>Extra-familial harm Panel Review</b> <b>What progress has been made? What has changed?</b>
Further review June 22 after delivery by Open Access of sessions in school