**Evolve Youth Academy Harmful Sexual Behaviour Policy**

Introduction:

Evolve Youth Academy is committed to providing all students a safe and supportive learning environment. We recognize that harmful sexual behaviour can significantly impact students’ wellbeing, and we are committed to taking steps to prevent and respond to such behaviour. This policy sets out our approach to dealing with harmful sexual behaviour and provides guidance for all stakeholders.

Definition:

Harmful sexual behaviour is any sexual behaviour that is developmentally inappropriate, intrusive, abusive, or harmful to another person, and/or that involves coercion, manipulation, or exploitation.

Responsibilities:

The Director of Evolve Youth Academyis responsible for ensuring that this policy is implemented and adhered to. The Designated Safeguarding Lead (DSL) will be responsible for receiving and responding to reports of harmful sexual behaviour and ensuring that staff are trained to recognize and respond to such behaviour.

All staff members are responsible for reporting any concerns or suspicions regarding harmful sexual behaviour to the DSL. Students who witness or experience harmful sexual behaviour should report it to a member of staff or the DSL.

Guidelines:

1. Prevention: The academy will promote a culture of respect, consent, and healthy relationships, and will provide education and support to students to prevent harmful sexual behaviour.
2. Reporting: Any concerns or suspicions regarding harmful sexual behaviour should be reported to the DSL as soon as possible. The academy will respond to reports in line with its safeguarding policy and procedures.
3. Support: The academy will provide appropriate support to students who have experienced or witnessed harmful sexual behaviour, including access to counselling and other support services.
4. Investigation and Response: The academy will investigate all reports of harmful sexual behaviour in a timely and sensitive manner, and will take appropriate action to protect the safety and wellbeing of all students.
5. Confidentiality: All reports of harmful sexual behaviour will be handled sensitively and confidentially, in accordance with the academy’s safeguarding policy and procedures. The academy will respect the confidentiality of all parties involved, subject to its legal obligations and safeguarding responsibilities.
6. Record Keeping: The academy will keep accurate and up-to-date records of all reports of harmful sexual behaviour, including any action taken.

Conclusion:

This policy will be reviewed annually and updated as necessary. The academy will work in partnership with parents, carers, and external agencies to prevent and respond to harmful sexual behaviour, and to provide a safe and supportive learning environment for all students.