Child-on-Child Abuse Policy

Keeping Children Safe in Education 2026, states education providers should "ensure their [safeguarding] policy includes procedures to minimise the risk of child-on-child abuse and sets out how allegations of child-on-child abuse will be investigated and dealt with". Showcase Training operate a zero-tolerance policy on all forms of abuse, bullying, harassment, and discrimination of any kind, and operate in accordance with the DfE guidance on sexual violence and harassment (which is embedded in Keeping Children Safe in Education 2026).

This policy is in conjunction with the following policies:

- e-Safety and IT Acceptable Use
- Code of Conduct and Behaviour
- Safeguarding
- Dignity at Work
- Discipline and Sanctions
- Equality, Diversity, Inclusion and Belonging (EDIB)

All of which can be found in the policies folder on OneFile or at www.showcasetraining.co.uk/policies.

Child-on-child abuse is never acceptable and must not be dismissed as "banter", "part of growing up" or an inevitable part of learning or workplace culture. The absence of a report does not mean that abuse is not occurring. Staff must remain alert to indicators, respond consistently and report concerns in line with the Safeguarding Policy.

This policy includes learners both *on site* at Showcase and *in settings*/employers.

All staff should be aware that children can abuse other children and that it can happen both inside and outside of learning and online. It is essential that all staff understand the importance of challenging inappropriate behaviours between children and that any concerns must be discussed with the Designated Safeguarding Lead.

Types of Abuse

There are many forms of abuse that may occur between peers and this list is not exhaustive:

- **Physical abuse** may include, hitting, kicking, nipping, shaking, biting, hair pulling, or otherwise causing physical harm to another person.
- **Sexually harmful behaviour/sexual abuse** may range from inappropriate sexual language, inappropriate role play, to sexually touching another or sexual assault/abuse. It may also include causing someone to engage in sexual activity without consent, such as forcing someone to strip, touch themselves sexually, or to engage in sexual activity with a third party.
- **Sexual harassment** may include sexual comments, remarks, jokes and online sexual harassment, which may be standalone or part of a broader pattern of abuse.
- **Bullying** is unwanted, aggressive behaviour that involves a real or perceived power imbalance. The behaviour is repeated, or has the potential to be repeated, over time. Bullying includes actions such as:
    - Making threats
    - Spreading rumours
    - Attacking someone physically or verbally or for a particular reason e.g. size, hair colour, gender, sexual orientation
    - Excluding someone from a group on purpose.
- **Cyberbullying/abuse is the use of phones, instant messaging, e-mail, chat rooms or social networking sites such as Facebook and Twitter to harass threaten or intimidate someone for the same reasons as stated above.**
    - Cyberbullying can fall into criminal behaviour under the Malicious Communications Act 1988 under section 1, which states that electronic communications which are indecent or grossly offensive, convey a threat or false information or demonstrate that there is an intention to cause distress or anxiety to the victim would be deemed to be criminal.
    - This is also supported by the Communications Act 2003, Section 127 which states that electronic communications which are *grossly offensive or indecent, obscene, or menacing, or*

false, used again for the purpose of causing annoyance, inconvenience or needless anxiety to another could also be deemed to be criminal behaviour.
    - If the behaviour involves the use of taking or distributing indecent images of young people under the age of 18 then this is also a criminal offence under the Sexual Offences Act 2003.
- **Sharing nudes and semi-nudes (sometimes referred to as sexting) includes the sending, receiving, requesting or sharing of nude or semi-nude images, videos or live streams. Concerns involving under-18s must be managed as a safeguarding matter in line with current UKCIS and DfE guidance. Staff must not view, copy, print or share an image unless specifically authorised as part of a safeguarding or police process.**
    - By having in their possession, or distributing, indecent images of a person under 18 on to someone else, young people are breaking the law as stated under the Sexual Offences Act 2003.
- **Sharing of nude and semi-nude images and/or videos** both consensual and non-consensual.
- **Upskirting** which typically involves taking a picture under a person's clothing without their permission, with the intention of viewing their genitals or buttocks to obtain sexual gratification, or cause the victim humiliation, distress, or alarm.
- **Prejudiced behaviour/discrimination** refers to physical and emotional behaviour which causes someone to feel powerless, worthless, excluded, or marginalised due to certain characteristics, including, but not limited to:
    - Gender
    - Race
    - Religion/Belief
    - Disability
    - Gender Reassignment
    - Likes/dislikes
    - Culture
- **Abuse in intimate personal relationships between children** refers to 'teenage abuse' and is any type of abuse between two young people.
- **Initiation/hazing type violence and rituals** which includes activities involving harassment, abuse, and humiliation, and may include an online element.

Reporting Abuse

Any abusive behaviour, actions, or language must be reported to the tutor or Designated Safeguarding Lead (DSL) and appropriate action taken swiftly.

It is important to deal with a situation of child-on-child abuse immediately and sensitively.

Staff should establish only the information needed to understand the immediate safeguarding concern. They must listen, use open and non-leading questions, record the learner's own words where possible and avoid investigating, interviewing witnesses or attempting to determine whether abuse has occurred. The DSL will decide the appropriate safeguarding response and whether external referral is required.

- Gather all the facts in writing, asking open questions
- Consider the intent - has this been a deliberate or contrived situation for a young person to be able to harm another
- Consider
    - The age of the involved parties
    - Where the incident(s) occurred
    - Have the parties provided any kind of explanation
    - What is each person's take on what occurred
    - Has the behaviour been a repeated incident

Tutors must take immediate action to remove the risk of harm, including exclusion/separation, discipline, verbal and written warnings, and removal of a learner from the environment. You must report ALL incidents to the Designated Safeguarding Lead (DSL), detailing any actions already taken. The Designated Safeguarding Lead (DSL) will then review the incident and action taken.

Sanctions

In the event of a breach of this Policy, we may:

- Issue a formal warning
- Restrict or exclude learners from the course
- Withdraw a learner from a placement
- Where appropriate, disclose information to law enforcement agencies and take any legal action against a User for breach of this Policy.

In addition, where the User is also a member of the Showcase Team, we may take such action, disciplinary or otherwise as it deems appropriate.

Support

The Designated Safeguarding Lead (DSL) is available for confidential support and advice at any time.

For the person who has been harmed appropriate IAG will be provided, including but not limited to:

- Referral to counselling
- Additional monitoring
- Extra time and support for missed learning
- Risk assessments as appropriate
- Moving of setting/placement

For the person who has displayed harmful behaviour appropriate IAG will be provided, including but not limited to:

- Referral to counselling
- Continual monitoring of behaviour
- Risk assessments as appropriate
- Moving of setting/placement
- Training and information regarding self-care
- Revision of planned course dates as appropriate if temporarily excluded.

1	29/10/2018	Ellen Mould	1st Issue
2	04/02/2019	Ellen Mould	Reviewed Policy
3	15/04/2020	Ellen Mould	Reviewed Policy
4	23/09/2021	Ellen Mould	Revised Policy
5	13/12/2022	Ellen Mould	Policy Reviewed
6	14/06/2023	Ellen Mould	Policy Updated
7	23/05/2024	Ellen Roberts	Policy reviewed
8	23/09/2025	Ellen Roberts	Policy Reviewed and Updated
9	24/09/2026	Ellen Roberts	Policy reviewed and updated for KCSIE 2026, terminology and reporting practice.