



## Burgess Hill Girls Response to "Everyone's Invited"

September 2022

The educational world has been extremely shaken with regards to the "Everyone's invited" website. A vast number of testimonies have been written highlighting the rape culture which has been uncovered at a number of primary and secondary schools as well as colleges and universities. The "Everyone's Invited" initiative was set up to enable people to share their story [www.everyonesinvited.uk](http://www.everyonesinvited.uk).

Burgess Hill Girls states that we have a zero-tolerance\* approach to any forms of sexism, harassment, misogyny and/or misandry. Within our community we uphold the values of respect, kindness and safety in everything that we do.

As a school we have a culture where students communicate their feelings, concerns and worries not just through language but also through their behaviour and overall demeanour. Staff are very vigilant in observing, recording and reporting all their concerns no matter how small, as this helps us build a better picture of each student and what may be happening to them. The emotional wellbeing of all our students is very closely monitored and we would urge students to come forward and report any incidents of concern and certainly any incidents of sexual assault or abuse, to a member of staff or a trusted adult.

Where actions are needed, such as making a referral to Children's Services, a child's allocated Social Worker or to the Local Authority Designated Officer (LADO), they are taken in a timely manner.

The school has already taken the following actions as a result of Everyone's Invited:

- We have updated our safeguarding policy, to ensure that it clearly guides staff when they have concerns that a child is being sexually harassed, abused or assaulted.
- We are reviewing and updating our PSHE curriculum across all year groups to ensure that students are given appropriate opportunities to discuss and explore these areas of concern. The PSHE curriculum is regularly reviewed by staff and

students to ensure that we are adequately preparing our students for this aspect of their lives.

- We aim to contribute to the continuing professional development for our staff body in this area of concern as well as training for PSHE teachers
- We aim to work closely with local organisations such as “Survivors Network, Brighton” to provide support and training for both staff and students.
- We aim to organised additional training to raise student and staff awareness of the severity of the situation and both the short and long-term potential impact of sexual abuse on children and young people’s physical and emotional wellbeing. This includes talks on consent provided to key year groups.
- We aim to create new opportunities for students to talk to staff about their experiences and concerns and are working with them to ensure our school is a safe and supportive environment.

#### \*Zero-tolerance – what do we mean?

A decision to exclude a pupil permanently will only be taken as a last resort when a wide range of strategies for dealing with disciplinary offences has been employed to no avail or if an exceptional ‘one off’ offence has been committed, e.g:

- serious violence, actual or threatened, against a pupil or member of staff
- sexual abuse or assault
- supplying an illegal drug or consumption on school premises or on a school trip
- carrying an offensive weapon
- bringing the School into disrepute

[Burgess Hill Girls Complaints Policy](#)