

## Everyone's Invited Statement

Osborne Co-operative Academy Trust recognises our role in keeping children and young people safe, of instilling our co-operative values and ethical standards in our children and young people. The co-operative values of Self Responsibility, Self-Help, Democracy, Solidarity, Equity and Equality, along with the ethical values of openness, honesty, social responsibility and caring for others, underpin all our policies and the areas of learning taught in our schools. We take seriously our role in teaching them to have respect for one another, and ensuring our schools are safe places for children and young people to seek support and guidance. We need to embed an understanding in all children, young people and adults of the features of healthy relationships, acceptable behaviour and the right of everyone to equal treatment. This will help to create values and attitudes through which they all respect each other and go on to be understanding and kind adults.

Osborne Co-operative Academy Trust is committed to ensuring that all areas of safeguarding are constantly reviewed and updated, meeting all legislative and statutory requirements. As our partners in educating children and young people, we ask that all parents/carers support us in talking to their children about how they behave towards others and how they can keep themselves safe outside of school and the home, both online and off.

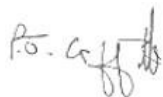
We keep the safety of all children and young people as our highest priority and we do not tolerate any form of sexual abuse and will take any occurrence of such, seriously. Our aim is to support alleged victims of sexual harassment and abuse. We will aim to educate and work in collaboration with all children and young people. Ensuring sexual harassment and abuse is not part of the school culture. This will require training of all staff to understand what acceptable behaviours are and what to do if and when they see or are told of such behaviours. All disclosures will be taken seriously: any person affected should contact the Designated Safeguarding Leads (DSL) in their particular schools, who will support and guide them and contact the agencies that will be able to give them the additional help and support that they need.

Osborne Co-operative Academy Trust has embedded the approach from KCSiE point 55... *"Staff working with children are advised to maintain an attitude of 'it could happen here' with regards to safeguarding. When concerned about the welfare of a child, staff should always act in the best interests of the child."* [KCSiE 2021](#).

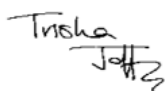
'Everyone's Invited' was created as a place for survivors to share their stories. Their mission is to expose and eradicate rape culture with empathy, compassion, and understanding. 'Everyone's Invited' is a safe place for survivors to share their stories completely anonymously. The act of sharing their story with Everyone's Invited allows many survivors a sense of relief, catharsis, empowerment, and gives them a feeling of community and hope. <https://www.everyonesinvited.uk/>. The Osborne Trust seeks to create an environment in which our students and staff feel empowered and confident to challenge any behaviours which undermine the equality and humanity of any person.

Osborne Co-operative Academy Trust is determined to support the work being undertaken by the Everyone's Invited Website. The testimonies on the website have highlighted wider, deep-rooted issues in society, which need to be addressed by us all, including in the education system, the community and within the family units. Sexual violence and sexual harassment are not acceptable and are not an inevitable part of growing up. We will not tolerate such behaviours in our trust and any report from staff, parents or our children and young people will always be dealt with in an appropriate and timely manner.

Chief Executive Officer:



Chair of the Trust:



Date:

27<sup>th</sup> January 2022