

SAFEGUARDING - EARLY HELP OFFER

The school ethos and vision promotes a safe, positive and secure environment that gives the students a sense of worth and being valued as individuals. The unique community at the school fully embraces the every child matters approach and we celebrate everyone's gifts, talents and skills.

- All staff read and sign the following policies so fully aware of expectations of the School regarding Safeguarding:
 - Keeping Children Safe in Education (Part 1)
 - Safeguarding Policy
 - Confidentiality
 - Safer Working practices in education
- The school values Safeguarding training for all staff, teaching and support staff. All staff undergo Safeguarding Training from the Gloucestershire Safeguarding Board every 3 years and the DSL and DDSL every 2 years. The DSL and DDSL have had multi-agency training on a regular basis and attend local safeguarding forums - to improve identification and response to the needs of vulnerable children, including radicalisation.
- Staff are encouraged to sign up for the Gloucestershire Safeguarding Boards' alerts keeping their knowledge and awareness of safeguarding up-to-date and at the heart of their practice.
- The school also completes the Local Authority Section 175 Audit and Action plan (aiding prevention work).
- The school actively encourages student voice where any student can speak to any member of staff about any concerns that they may have. Students are encouraged to speak openly and they are aware that staff will take their concerns seriously.
- The school ensures that all student related policies, such as Behaviour, Anti-Bullying, ICT, sex and relationship policy, Equality duty policy, Supporting students with medical needs and the safer working practices in education policy, support all students, especially the vulnerable ones.
- The school ensures that all unexplained absences are followed up by a phone call within an hour and a response is given. Attendance is closely monitored by Student Support in the main school and the Sixth Form: Student Support and Sixth Form administrator in the case of the Sixth Form. Long term or repeated absences will be investigated by the Form Tutor, Year Co-ordinator, Student Support in the main school and the Form Tutor and Director of Post 16 working with Student Support and Sixth Form administrator in the Sixth Form. If a student is missing from education then the school would follow the Gloucestershire missing children protocol and the School's Missing Children policy.
- When a Looked After Child is enrolled at school, the designated teacher is assigned to the child to support and promote her/his achievements. This member of staff is involved in all multi-agency meetings and has access to all the information available.

- The school works with the local MASH to support families and understand referral systems.
- The school is fully engaged with the MARAC process (Multi-Agency Risk Assessment Conference).
- The School works with the Referral and Assessment Social Workers when students have been identified.
- The School engages with community social workers and with family support workers when the need arises.
- Assistant Head Student Support (Years 7 – 11) has undergone CAF Training.
- There is a proper identification of students with vulnerabilities and good working practice and policies are in place to prevent concerns escalating eg. exclusion of SEN students.
- Member of staff has undergone Therapeutic Counselling training from Infobuzz to aid further identification.

Using the voice of a young person: Early help

- All staff aware of the importance of discussing any concerns that they have.
- Referrals made on special report form and brought directly to the DSL, if Safeguarding is an issue. Otherwise the special report form is shared with staff on a need to know basis.
- Staff have opportunities to discuss any issues concerning a child with Student support, the Year Co-ordinator, the Assistant Head: Pastoral Years 7-11 and DDSL or Assistant Head: Director of Post 16 and the Headteacher, the DSL.
- Tutors hold discussions with students about them and their families, if appropriate.
- Students are involved in the OPS. Results monitored and actions put into place as soon as results out. The results are discussed at SLT and at governors. Any anomalies are looked into and strategies put in place.

Child Sexual Exploitation: Early help

- The school uses the PINK Curriculum – GHLL initiative within our Tutorial and PSHE and Citizenship offer.
- Information discussed in Tutorial and PSHE lessons and assemblies, especially SRE/internet safety.
- Chelsea's Choice – play for Year 9.
- Students have had CEOPs assemblies about staying safe. Have a member of staff CEOPs trained who can deliver these sessions. Alternative providers also used.
- The school uses the Child Sexual Exploitation Screening tool for early identification and makes referrals as necessary.
- The school makes Referrals to Social Services, if have concerns/directly to the Police.

Children in Hospital: Early help

- The school maintains contact with home and with medical professionals through the designated member of staff: Student Support.
- The member of staff liaises with Hospital Education Service to provide work and to liaise with the service and family.
- A phased return to school occurs if and when it is appropriate.

Students with mental health issues: Early help

- Member of staff has undergone Therapeutic Counselling training to aid further identification.
- The school works with external agencies such as Teens in Crisis, CYPS, Infobuzz and offers to hold sessions in school.
- The school will contact agencies with students if the need arises.
- Students provided with numbers and websites for Childline, Samaritans, Teens in Crisis and www.onyourmindglos.nhs.uk/ etc.

Radicalisation: Early help

- DSL has undergone WRAP training.
- All staff have had training on the PREVENT Strategy and what need to look out for. This is updated annually.
- Various aspects discussed in PSHE and Tutorial programmes.

Domestic Abuse: Early help

- Domestic abuse is discussed in the PSHE Programme and in the Council of Women.
- Staff understand the correlation between domestic abuse and child protection.
- Staff vigilant for any signs of Domestic Abuse and they listen to young people and take actions.
- The Domestic Abuse Referral processes would be activated if the need arose.

Prevention of suicide: Early help

- Staff fully aware of possible signs, listen to young people and report any concerns.
- Stickers – Nobody understands are ordered and distributed to be put in planners.
- CYPS professional helpline is actioned when necessary or other services.
- The school raises awareness to parents of self harm and eating disorders websites in order to prevent things escalating, as the School is fully aware of the correlation between self-harm and suicide.

Female Genital mutilation, Forced marriages and Child trafficking: Early help

- Staff are aware about the extent of FGM, Forced marriages and child trafficking and are aware of their legal responsibilities.
- Staff know and understand FGM Protection orders and mandatory reporting.

Updated October 2017