

Unified Academy Safeguarding and Wellbeing Offer

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Unified Academy Safeguarding and Wellbeing Offer

INTRODUCTION

OHC&AT and Unified Academy are committed to providing outstanding educational opportunities for all our students. The safety and welfare of our students is of the utmost importance. All adults working in OHC&AT settings must protect children and vulnerable adults from abuse and be aware that any student may be abused or be at risk of abuse.

Unified Academy follows the Child Protection, Adult Protection & Safeguarding Policy and Procedures and the Student Mental Wealth, Health & Wellbeing Policy as agreed by the OHC&AT Board of Directors. Our Safeguarding & Wellbeing Offer provides further detail about the specific work, both proactive and reactive, that we undertake within the school to ensure that our students are able to learn and thrive in a safe and supportive environment. This document should therefore be read in conjunction with both of the above named policies and procedures. A full list of related policies and procedures can be found in the Child Protection, Adult Protection & Safeguarding Policy.

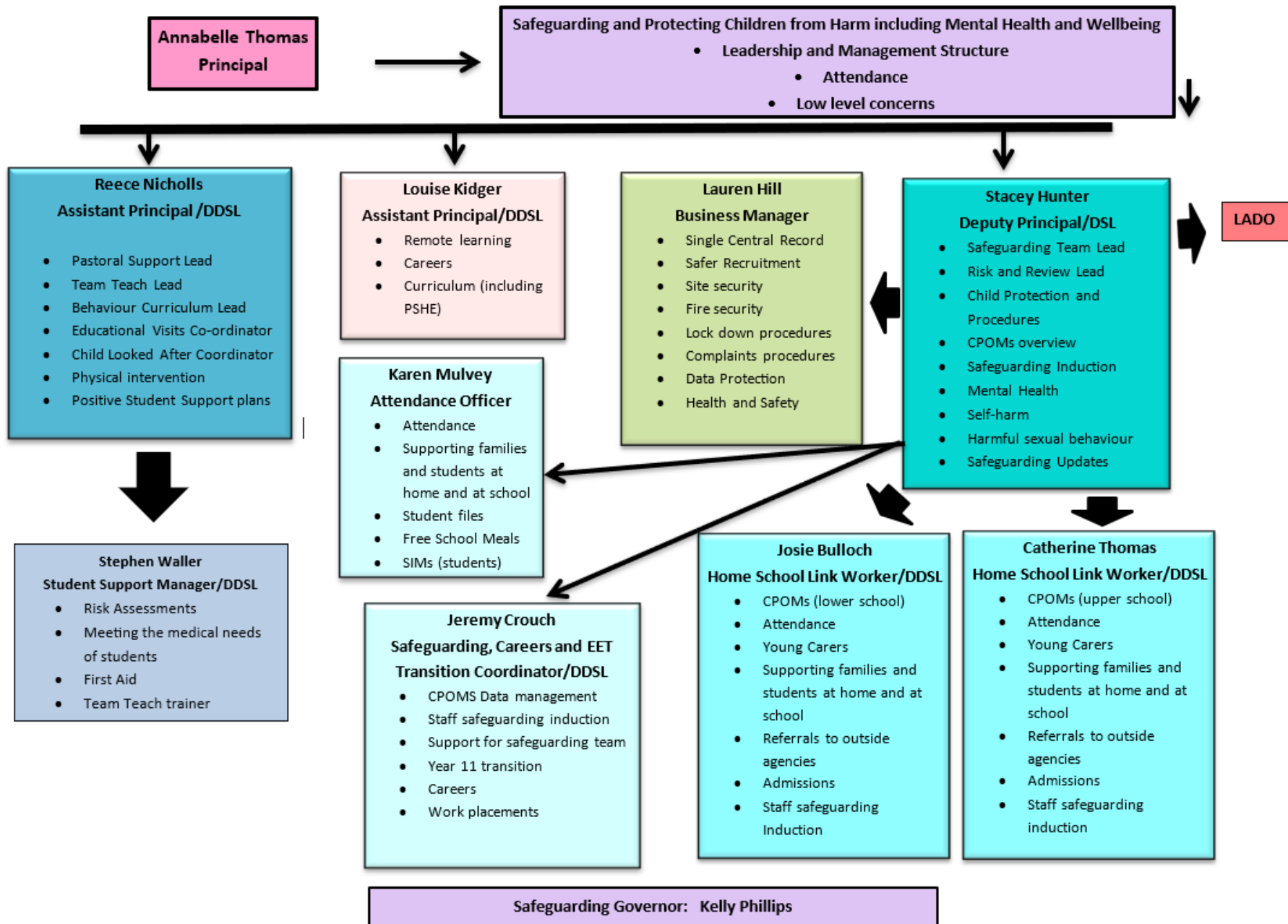
This document gives details of Unified Academy's contextual safeguarding approach and any localised child protection procedures. It is structured around three tiers of provision:

- Universal – this encompasses all proactive work undertaken to safeguard our students, e.g. pastoral care, curriculum delivery, whole school culture, student voice/student advocacy work, therapeutic support, partnerships with external services.
- Targeted – any specific programmes or initiatives aimed at students or families who may benefit from additional support e.g. special learning programmes, group work for students at risk.
- Specialist – external support or specialist support within school that is aimed at students and/or families who have been identified as needing extra support e.g. learning developed specifically to safeguard, therapy and nursing programmes.

DEFINITIONS

Safeguarding: the proactive safeguarding strategies in place to ensure **all** children and young people learn in an environment that protects their health and development and gives them opportunity to gain their best outcomes.

Child Protection: the child protection procedures in place to ensure **specific** children or young people are protected from harm, including children or young people who have suffered from, or may be at risk of, physical abuse, neglect, emotional abuse or sexual abuse.



Unified Academy – Safeguarding and Wellbeing Offer

Provision

UNIVERSAL PROVISION
Safeguarding and Wellbeing
Student and family support
<ul style="list-style-type: none">• All safeguarding concerns recorded on CPOMS and monitored/actioned daily by the safeguarding team.• Positive Behaviour support documents for every student – reviewed every six weeks or following a significant incident with interventions and impact recorded.• Student Risk Assessments- reviewed every six weeks and/or updated following an incident or identification of new risk.• SEND profile available for all students and new student profiles are shared as part of whole staff training.• Nurture-based reflective and restorative and trauma informed approach.• Group or individual student workshops with Safer Schools support, available on request for identified needs e.g., drug and alcohol• SMSC values embedded throughout the curriculum• British values are delivered through every subject. All Schemes of work state how this will be delivered. The universal PSHE offer, through which staff challenge misconceptions promote British values and support with a restorative and trauma informed approach, is in use at all times within the school day.• Staff debriefing following incidents to support wellbeing and incorporate lessons learned into future practice.• Solution circles provide staff with opportunities to support each other where situations and relationships appear ‘stuck’.• PHSE and RSE to support safeguarding and wellbeing knowledge.• Targeted assemblies supporting students with areas such as mental health, discrimination etc.• Student (Pastoral) Support Team, supporting the safety, safeguarding, positive behaviour and well-being of students throughout the school.• Canine assisted learning team supporting the mental health and wellbeing of the school community.• Weekly update phone calls to parents/carers.• Daily welfare and safeguarding absence checks.• Free School Meals for all students.• School Council Meetings, including safeguarding and well-being, run fortnightly with lower and upper school representatives providing student voice;

- To give students a chance to contribute to decisions and idea to improve the school environment.
- To initiate, implement and complete projects for the whole school community.
- To create a unity between students, teachers and SLT.
- To gain leadership and discussion skills.
To make a real change in school to the things that matter most to students.
- To boost self-confidence and self-worth
- Safeguarding meetings other schools via Surrey DSL forum and annual conference, to support knowledge/ contextual safeguarding.
- Regular DSL OHCA&T forum meeting for safeguarding and Wellbeing
- Daily personal development opportunities, which cover the following aspects – creative, physical, social, digital, cultural and cognitive. Students have increased opportunities including offsite.
- E-Safety is part of the PSHE curriculum to support learning as well as through a regularly monitored firewall to ensure safety on-line.
- Target setting days give opportunities to visit the school and speak with staff.

Staff support and training

- Designated Safeguarding Lead – Level 3 trained.
- Additional 7 staff trained to level 3 to support and deputise for the DSL
- Safeguarding team training includes; self-harm and suicide, Brook Traffic Light Tool, Operation Encompass, annual Prevent through the Home Office
- All staff receive certificated external safeguarding training annually.
- DSL receives 1:1 supervision at least monthly with director of safeguarding and wellbeing
- All new staff undertake safeguarding training as part of induction using Educare on-line training as a minimum, in addition to one-to-one meetings with the safeguarding and behaviour leads.
- All staff, including those from an agency, have regular safeguarding updates, delivered by a member of the DSL team, both via morning briefing and by email and via regular 'Andrew Hall' updates
- All staff complete specified OHCA&T and Unified Academy safeguarding and health and safety training.
- All permanent and long term staff complete and regularly update Team Teach training, with a focus on de-escalation.
- Weekly student Risk and Review safeguarding team meetings take place with all students RAB rated (Red, amber blue concerns, with remaining students being green)
- Participation in OHC&AT DSL network, including monthly Safeguarding and Wellbeing Forum chaired by director of safeguarding and well-being to share knowledge and best practice and access to peer support from DSLs across the Trust
- 12 staff trained in First Aid Mental health for staff and students – Level 2

- Staff have opportunities for training and discussion around Zones of Regulation, restorative approaches, academic and emotional resilience, ACES and Trauma Informed approaches
- Staff group debriefing following an incident
- DSL completes a termly Surrey Safeguarding audit and an OHCA&T audit termly.
- Portfolio governor for Health & Safety, Child Protection & Safeguarding offers support and challenge to DSL and SLT, including regular visits, learning walks and feedback to LGB.
- All staff have access to OHC&AT Occupational Health service including Employee Assistance Programme, wellbeing initiatives and resource bank, Perkbox employee benefits package.
- All staff complete the OCH&AT mandatory training which includes the following areas; A Practical Guide to the GDPR for Education, Equality and Diversity, Fire Safety in Education, Health and Safety, Health & Safety in Education: Staff Awareness, Online Safety, Safeguarding Young People, The Prevent Duty.
- DSL accesses safeguarding support and resources from Surrey Local Authority
- Scripts are provided to and discussed with staff to support de-escalation and to provide a common and consistent approach e.g. sexualised language

TARGETED PROVISION

Safeguarding and wellbeing

Student and family support

- Group tutorial sessions, key topics covered such as CCE, CSE, knife crime, racism etc
- Mapping student relationships (internal and external) to support contextual safeguarding understanding
- Student briefing following incidents to gain a range of accounts and discuss what the school could be doing differently to further support students
- Restorative meetings with staff and students following an incident
- Fire wise group support
- Youth Offer allocation (Surrey) to help young people avoid becoming NEET
- Partnership work with the Youth Justice team, which is both preventative and responsive.
- Safer schools police officer supporting knife crime sessions with targeted small groups of pupils
- Fearless – outreach workers to provide sessions/workshops and drop in sessions for crime prevention
- Healing Together Programme – therapeutic intervention to support pupils who have experienced domestic abuse or trauma.
- Grief Recovery programme (13 staff trained)
- ELSA support for identified students and drop ins or classroom support

- Drum and music coaching to support identified students and classroom support
- Home School Link Workers – supporting students and their families
- Canine supported learning supporting literacy, speech, language and communication and wellbeing
- Safety in the workplace – targeted learning through risk assessments
- Safety in the community – through PSHE curriculum
- Group sessions and assemblies targeting discrimination
- Student support for worries and concerns, identifying who to talk to and how
- Young carers
- In school support for gender diversity
- Personalised curriculum offers including intervention provision and reading programmes.
- Learning Space and Mindworks supporting student mental health and wellbeing
- Personalised blended learning programmes with ALP or work placement provision.
- Reintegration meetings following exclusion to include student and family voice and opportunities for a fresh start.
- 1 member of staff trained as Healing Together facilitator

Staff support and training

- Small group CPD, including specific training for teaching assistants
- Small group mentoring and coaching based around the further development of schemes of work.
- SLT open door policy
- Whole staff INSET based on need as well as relevant safeguarding and wellbeing updates.
- All new staff receive individual safeguarding induction training.
- All new staff undertake safeguarding training as part of induction using Educare on-line training as a minimum, in addition to one-to-one meetings with the safeguarding and behaviour leads.
- Attendance officer is trained to level 3 in safeguarding.
- ESLA Lead is training to level 3 in safeguarding.

SPECIALIST PROVISION

Safeguarding and wellbeing

- Bespoke 1:1 tutorial sessions, with topic/incident specific focus
- Mental health first aid support
- Student support 1:1 when need identified
- EHCP urgent/emergency review meeting
- Bespoke curriculum – learning sessions with a particular focus on safeguarding and wellbeing issues/support

- Fire wise support 1:1
- Safeguarding team support with police interviews
- Family support process referrals
- 1:1 debriefing following an incident
- Student mapping to support contextualised safeguarding
- Use of CSE screening tool
- Referrals to Catch 22 (Surrey young person's substance misuse service)
- Brook Traffic light tool - to monitor sexual behaviours
- Police partnership intelligence form – sharing information on CCE etc
- ACT Referrals
- CAMHS Referrals
- Targeted Youth Support Referrals
- Early help Referrals
- Prevent Referrals
- Operation Encompass
- Speech and Language Therapy

Child Protection

- Referrals to CP team
- Multi Agency Referral Forms (request for support forms) CSPA
- Attendance to core group meetings, child in need meetings, PEPs, case conference, strategy meetings, etc.
- Attendance to Risk Management Meetings (RMM)
- Mapping (MAPE) enquiries completed when requested

Staff wellbeing

- 1:1 and group support
- Identified Line Manager
- Funding and support for individual further development via the appraisal process
- Access to resources/facilities outside of school
- Specific wellbeing activities for staff
- Employee Assist program
- Referrals to OHC&AT Occupational Health service as required, in order to access bespoke support including return to work, wellbeing plans, individual risk assessments
- Individual risk assessments as required, in order to support with specific health needs or circumstances
- Mental Health First Aiders on hand to support staff and students and to sign post as necessary
- Safeguarding Team support for staff as required e.g. police reports/updates