

Young People's Academy Safeguarding and Wellbeing Offer

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<i>Reviewed by:</i>	Nicola Stephens
<i>Date of last review:</i>	27 th November 2021
<i>Audited by:</i>	Jackie van West and Suzi Challenger
<i>Date of next review:</i>	March 2022

The Young People's Academy Safeguarding and Wellbeing Offer

INTRODUCTION

OHC&AT and The Young People's Academy are committed to providing outstanding educational opportunities for all our pupils and students. The safety and welfare of our pupils and 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 pupil or student may be abused or be at risk of abuse.

The Young People's Academy follows the Child Protection, Adult Protection & Safeguarding Policy and Procedures and the Student Mental Health, 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/College to ensure that our pupils/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 The Young People's Academy 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 pupils/students, e.g. pastoral care, curriculum delivery, whole school culture, student voice/student advocacy work, therapeutic support, partnerships with external services e.g. CAMHS
- 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.

The Young People's Academy – Safeguarding and Wellbeing Offer

Responsibilities

Nicola Stephens	Lynette Willis	Clare Bailey	Louise Gabrys	Shahena Tarapdar	Wendy Bevis	Kola Odeniyi	Aundrioux Sankofa, Sinead Owen, Raheem Kahn, Brooke McDonald
Acting Principal Safeguarding team	Acting Deputy Principal SENCo DSL Safeguarding team	DDSL	Mental health lead	Business Manager	Acting AP Safeguarding team	Lead Skills Coach Safeguarding team	Skills Coaches Safeguarding team
Safer recruitment Site security Health and safety Mental Health Training staff Physical intervention L3 Safeguarding	Safeguarding Overview Arrangements for Child Protection Policies Safeguarding training Safeguarding induction training Attendance CAMHS Children missing in Education E safety Meeting special educational needs of pupils (SENCO) Looked after children designated staff member L3 Safeguarding	Safeguarding Overview Arrangements for Child Protection Policies Safeguarding training Safeguarding induction training Attendance CAMHS Children missing in Education E safety L3 Safeguarding	Level 3 safe guarding Designated mental health lead training	Single Central Register	Safeguarding in the curriculum including health and relationship education L3 Safeguarding	Behaviour EVC – Educational visits and Risk Assessment L3 Safeguarding	Bullying First Aid Pastoral support

Portfolio Governor for Safeguarding – Michael McGraw

DSL – Child protection Areas of Responsibility

Physical abuse
Sexual Abuse
Emotional Abuse
Neglect

Bullying
Child criminal exploitation
Child sexual exploitation and trafficking
Children missing education
Domestic violence
Female genital mutilation
Fabricated illness
Faith abuse
Gender-based violence
Gender identity and LGBTQIA+ based violence
Harmful sexual behaviour
Intimate care
Mental health
On-line safety
Peer on peer abuse
Physical intervention and use of reasonable force
Private fostering
Radicalisation / extremism
Substance misuse

The Young People's Academy – Safeguarding and Wellbeing Offer

Provision

UNIVERSAL PROVISION

Safeguarding

- All safeguarding concerns recorded on My Concern and picked up daily by DSL/DDSL
- Skills Coaches – additional support on a 1:1 basis for students (On-line and by phone if not attending)
- Daily attendance phone calls to all unauthorised non-attendees
- RAG rated Risk and Review meeting updated weekly, led by DSL/DDSL and attended by the Director of Safeguarding for OHC&AT
- Workbooks, Online learning on the platform on the website and home tuition available
- Form time slides used to update students on safeguarding, health and wellbeing
- Daily briefings to remind/update staff of necessary safeguarding information and student needs
- Twice weekly de-briefs led by SLT/Mental Health First Aiders to review the day and effectiveness of strategies in place for students
- Student passports/Risk Assessments updated half termly unless emergency review is needed. Updates completed by student's key staff
- One Designated Safeguarding Lead (DSL) - level 3 trained
- One Deputy Designated Safeguarding Lead – level 3 trained
- DSL supervision provided by the Academy Trust's Safeguarding and Wellbeing Director, fortnightly
- All SLT level 3 trained
- Four skills coaches – Three of them are level 3 safeguarding trained
- Mental health lead is Level 3 safeguarding trained
- Eleven mental health first aiders – level 2 trained
- Main drivers for off-site activities are level 3 safeguarding trained
- All staff level 1 safeguarding trained – updated annually
- New staff given priority safeguarding training during induction
- Staff access additional Educare on-line training – including PREVENT
- Compulsory completion of Educare safeguarding modules
- Safeguarding information easily accessible to stakeholders
- Safeguarding information for visitors (leaflet and poster) displayed by the school office and procedures explained by office staff on arrival
- Storing and monitoring of conversations records with parents / other professionals (MyConcern and SIMS)
- Weekly solutions team meetings – all pupils on plans discussed
- Attendance at OHC&AT termly safeguarding support network meetings and Local Authority training events
- Child centred EHCP plans to reflect the children's main learning and emotional health barriers with matched targets and provision to overcome these
- Termly Families Day with parents to discuss progress
- Safeguarding data regularly reviewed to inform training
- PHSCE programme in place to support pupils with topics such as e-safety, RSE, Diversity and Equality, British Values and PREVENT.
- County lines and CSE training via Safer Schools Police Officer (SSPO)
- AXIS monthly newsletter shared with all staff

- Team Teach, de-escalation techniques and safe physical intervention trained staff
- School Nurse
- PPE provided for all staff and students
- COVID updates provided to students in form tutor slides and assemblies
- On site COVID testing as per government guidelines
- Twice weekly COVID home testing kits for all students and staff
- Regular handwashing for all staff – social distancing
- Student Hygiene – regular handwashing – social distancing
- COVID catch up provision provided

Child Protection

- Child protection concerns or allegations recorded and given to the DSL/DDSL for discussion/ decision. Logged onto MyConcern
- All appropriate concerns passed onto the LADO

Wellbeing - students

- Use of EduPod to complete mental health assessment audits and to conduct regular pupil surveys
- Access to MH first aid qualified staff
- Termly positive phone call week
- Access to Reflection room
- Attendance by Mental Health lead and DSL at monthly Academy Trust MH lead forum
- Solutions and Skills Teams, discussions and updates around effective strategies are shared and student passports and Risk assessments update accordingly

Wellbeing - staff

- Use of EduPod to complete mental health assessment audits and to conduct regular staff surveys
- Striving for second level EduPod accreditation
- Wellbeing sessions delivered by Mental Health lead
- Access to Mental Health first aid qualified staff
- Working parties set up to gather input into work related policies
- Free lunch for all staff as part of 'duties'
- Half termly staff events
- CPD programme for Wednesday afternoons
- Attendance by Mental Health lead and DSL at monthly Academy Trust Mental Health lead forum
- Employee assistance programme:
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FREEPHONE: 0800 030 5182 Website: www.healthassuredeap.com
 Username: **ORCHARD** Password: **HILL**

TARGETED PROVISION

Safeguarding

- Therapy programmes (SaLT, and Canine Assisted Learning) and intervention timetables in place
- Up-to-date Safeguarding register kept with details of student, reason they are on register and details of social worker and others working with student/family.
- Attendance at all Case conferences; CIN and Core Groups - including out of borough meetings
- Attendance at all LAC and PEP meetings
- Attendance at Strategy/Professionals meetings
- Home visits for welfare/wellbeing checks if there are concerns - including out of borough meetings
- Early Help Assessments/CAMHS/Papyrus and other external agencies referrals as required
- Accurate and timely referrals to MASH
- Laptops provided to access remote learning offer
- Support to arrange medical/safeguarding appointments
- Support to complete forms related to pupils' education, care or special needs
- **(We are represented on all of these targeted panels)**
- High Risk Panel – Operational Group. The information then feeds into:
- High Risk Panel – Strategic Group – unblocks any hold ups to support
- Borough Strategy Meetings / Professionals about one or more young people.
- Attendance by DSL at the monthly DSL Academy Trust forum
- Student hygiene – regular handwashing – social dishwashing – COVID 19 visuals

Child Protection

Recording of any meetings, conversations or communication about individual children causing concern for safeguarding reasons – individual pupil files, online MyConcern chronology.

Wellbeing - students

- Pastoral system in place to allow for each pupil to have a trusted Adult to speak to.
- Mental Health First Aiders to signpost to additional support for students as necessary

Wellbeing - staff

- Shape policies through Working Parties
- Dedicated PPA time for all teachers
- Mental Health First aid training
- Mental Health First Aiders to signpost to additional support as necessary
- Staff Association activities

SPECIALIST PROVISION

Safeguarding

- Team around the family (TAF) meetings or Child in need (CIN) meetings with relevant professionals and parents
- Students who are named on specific plans are Red RAG rated in the weekly Risk and Review meeting to ensure weekly update on ATL and necessary safeguarding updates
- CAMHS referrals
- Multi-disciplinary team meetings take place
- Early Help referrals – (Team around the Family)
- MASH Referrals
- Regular contact with social workers
- Educational Psychologist
- Regular contact with external agencies providing training and insights for students
- Safer Schools Police Officer (SSPO) – including providing appropriate adults at interviews
- Social Services Welfare Check for Initial Family Assessments
- Support parents booking and attending CAMHS/Hospital Appointments/CDC
- PHSCE programme in place to support pupils with topics such as e-safety, RSE, Diversity and Equality, British Values, Harmful sexual behaviour and PREVENT
- Support with completing DLA forms
- Support with completing ZIP card applications
- Transport applications/issues

Child Protection

- MASH referrals
- Attendance at Child Protection meetings called by the Child Protection services
- Adherence to child protection plans, interventions and monitoring

Wellbeing - students

- Regular liaison with Social Workers to ensure that visits to pupils on plans can be facilitated in school to monitor well-being.
- Use of reflection room
- Mental Health First Aiders to signpost to additional support for students as necessary

Wellbeing - staff

- HR support as necessary
- Staff Risk Assessments as necessary
- CPD pathways programme
- Employee assistance Programme
- Stress risk assessment
- Support from Mental Health leads
- OHCAT Occupational Health Specialist
- Mental Health First Aiders to signpost to additional support as necessary.