

# Carew Academy Safeguarding and Wellbeing Offer

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# Carew Academy Safeguarding and Wellbeing Offer

## INTRODUCTION

OHC&AT and Carew 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.

Carew 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/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 Carew 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 pupils/students, e.g. pastoral care, curriculum delivery, whole school culture, student voice/student advocacy work, therapeutic support, partnerships with external services e.g. clinical psychology.
- 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.

**Carew Academy – Safeguarding and Wellbeing Offer**

**Responsibilities**

<b>Helen Morris</b>	<b>Abbe Alete</b>	<b>Abi Mitchell</b>	<b>Nicola Lim</b>	<b>Lisa Nagle</b>	<b>James Kearns</b>	<b>Jon Davey</b>
<b>Vice Principal DSL</b>	<b>Family Support Worker and Deputy DSL</b>	<b>Attendance Officer and Lead EHCP Coordinator</b>	<b>RSHE and Mental Health in the Curriculum Lead Deputy DSL</b>	<b>Office Manager</b>	<b>Principal</b>	<b>Director of Student Support</b>
Child Protection  Mental Health Lead  Looked after children designated teacher  Safeguarding induction and training  Attendance  Children missing in Education  Oversees Anti-Bullying Work  Oversees Safeguarding in the curriculum including E safety and relationships, sex and health education	Early help and Intervention  Child Protection  Children missing in Education	Attendance  Children Missing in Education	Safeguarding and mental health in the curriculum  RSHE Lead	Health and safety  Single Central Register  Safer recruitment  First Aid	Site security  Oversees EVC-Educational Visits and Risk Assessment  Oversees Covid Risk Assessment  Oversees Covid Testing	Oversees Physical intervention  AntiBullying Work  Fire Marshall

## **Portfolio Governor for Health & Safety, Child Protection and Safeguarding**

Mandi Larnar - 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

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

## Carew Academy – Safeguarding and Wellbeing Offer

### Provision

#### UNIVERSAL PROVISION

##### Safeguarding

- Designated safeguarding lead – level 3 trained
- Two deputy designated safeguarding leads – level 3 trained
- SLT-level 3 trained
- All staff level 1 trained – updated annually
- All staff access ongoing online Educare training half termly. This is monitored by the DSL
- New staff given priority safeguarding training during induction
- Contextual safeguarding risks available to all stakeholders
- Parent workshops – focusing on safeguarding, e safety, behaviour strategies, mental health and emotional wellbeing
- Student workshops- focusing on safeguarding, mental health and e safety
- Safeguarding information easily accessible to stakeholders
- Safeguarding information displayed in each class and all offices. All visitors sign in at reception and wear red or green lanyards. Green indicates all DBS checks seen and recorded and red indicates DBS not seen and person to be accompanied by a staff member during visit at all times
- Each student chooses an identified adult to discuss concerns with
- Each student received an ELSA session as part of our covid recovery offer
- Ongoing data collection to identify most vulnerable pupils- including open and closed cases to Early Help and CAMHS
- Safeguard is used to log all safeguarding concerns
- Attendance at Sutton’s monthly DSL meetings and Local Authority training events
- Attendance at OHC&AT’s monthly DSL forum
- Attendance at OHC&AT’s monthly mental health leads forum
- Regular monitoring of the Single Central Register and Safeguarding Action Plan by the Principal, OHC&AT safeguarding lead and via external health checks
- Child centred EHC plans to reflect the children’s main learning and emotional health barriers with matched targets and provision to overcome these
- Termly multidisciplinary parent/carer coffee mornings to provide advice and support
- Termly meetings with parents and carers to discuss and review EHCP targets
- Home school communication books and emails
- RSHE curriculum offer

**Child Protection**

- All safeguarding concerns recorded on Safeguard
  - All concerns about staff managed by the Principal, the DSL and the LADO when appropriate and recorded on the SCR
  - Monthly Safeguarding/mental health team meetings
  - Weekly SLT safeguarding updates to share new concerns and monitor ongoing concerns
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- Chronologies summarised and used to report child protection concerns to accountability groups – Jackie van West for OHC&AT Safeguarding monitoring, Laurie Cornwell, Deputy CEO for OHC&AT risk management monitoring and Governors

**Wellbeing****Student Wellbeing**

- Mental health and wellbeing is explicitly taught across the curriculum through RSHE and Zones of Regulation
- Mindfulness Training
- Attendance Rewards
- Merit system
- Citizenship and RSHE Lessons
- Student Voice
- Student Ambassador Programme
- Enrichment curriculum
- Offsite learning opportunities
- Mental Health Awareness Week
- Anti-bullying Week
- E safety Week
- Whole school Therapeutic School Award Training

**Staff Wellbeing**

- Weekly Mental Health and Wellbeing tips and advice email sent to all staff by SLT wellbeing lead
- Half termly appraisal meetings address staff wellbeing with a particular focus on a healthy work, life balance
- Wellbeing Wednesdays termly
- Staff Emotional Wellbeing Training
- Mental Health Awareness Week
- Mental Health Trailblazer Project offering mental health training and support to staff
- Whole school Therapeutic School Award Training
- OHC&AT Employee Assistance Programme

<b>TARGETED PROVISION</b>
<p><b>Safeguarding</b></p> <ul style="list-style-type: none"> <li>• Child centred planning meetings to include parents and professionals to outline the key barriers to a child's learning and development</li> <li>• Student support plans</li> <li>• Bespoke family worker support</li> <li>• Bespoke school's police officer support</li> <li>• Pupil risk assessments and support plans</li> <li>• Trailblazer workshops</li> <li>• Bespoke safeguarding sessions from RHSE lead</li> </ul>
<p><b>Child Protection</b></p> <ul style="list-style-type: none"> <li>• Weekly DSL team meetings</li> <li>• Monthly mental health/safeguarding team meetings</li> <li>• Recording of any meetings, conversations or communication about individual children causing concern using Safeguard</li> </ul>
<p><b>Wellbeing</b></p> <p><b>Student Wellbeing</b></p> <ul style="list-style-type: none"> <li>• Student support team offer daily wellbeing support to targeted students</li> <li>• Individual learning support plans promote wellbeing</li> </ul> <p><b>Staff Wellbeing</b></p> <ul style="list-style-type: none"> <li>• Post behaviour incident debriefs with staff to check on their wellbeing</li> <li>• Reflective practice group with trailblazer link psychologist</li> <li>• Individual staff support slots with drama therapist</li> </ul>

SPECIALIST PROVISION	
<b>Safeguarding</b>	
<ul style="list-style-type: none"> <li>• Early Help Assessments</li> <li>• TAC and TAF meetings</li> <li>• CAMHS referrals</li> <li>• Counselling referrals</li> <li>• Education welfare officer referrals</li> <li>• Educational Psychologist referrals</li> <li>• Jigsaw referrals</li> <li>• Young carers</li> <li>• Family Fund</li> <li>• Fair Share</li> <li>• Stripey Stork</li> </ul>	
<b>Child Protection</b>	
<ul style="list-style-type: none"> <li>• CFCS referrals</li> <li>• CAMHS referrals</li> <li>• Attendance at Child Protection meetings called by the Child Protection services</li> <li>• Adherence to child protection plans, interventions and monitoring</li> </ul>	
<b>Wellbeing</b>	
<b>Student Wellbeing</b>	
<ul style="list-style-type: none"> <li>• Drama therapy, canine assisted learning, construction therapy, draw and talk, mentoring and ELSA support</li> <li>• Mental Health Trailblazer Project offering mental health support to students and parents</li> <li>• Student Mental Health First Aiders</li> <li>• Short Breaks referrals</li> <li>• Educational Psychologist referrals</li> <li>• Bespoke individual timetables</li> </ul>	
<b>Staff Wellbeing</b>	
<ul style="list-style-type: none"> <li>• Staff Mental Health First Aiders</li> <li>• Occupational Health Referrals</li> <li>• Agreed absence in exceptional circumstances (in accordance with staff absence policy)</li> <li>• Personalised phased return to work following extended periods of absence</li> </ul>	