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**Safeguarding Training**

|  |  |  |
| --- | --- | --- |
| ROLE IN SCHOOL | DATE OF TRAINING | COURSE ATTENDED |
| Teaching staff | September Inset  Or within 10 working days of contract start | Level 2 refresher - KCSIE, SET and SHS Protocols |
| Support staff | September Inset  Or within 10 working days of contract start | Level 2 refresher - KCSIE, SET and SHS Protocols |
| Governors | September of within 10 working dates of joining governing body | Webinar version staff training, literature guidance linked to role of governance in relation to safeguarding |
| SLT |  | All staff training |
| Invigilators |  | Level 2 overview - KCSIE, SET and SHS Protocols |
| Peripatetic(s) | September/October 2022 | Level 2 refresher - KCSIE, SET and SHS Protocols |
| Coaching staff | September/October 2022 or within 10 working dates of contract | Level 2 refresher - KCSIE, SET and SHS Protocols |
| New staff during year | Throughout year, within 10 working days | Level 2 refresher - KCSIE, SET and SHS Protocols, Prevent |
| 6th Form Peer Mentors | October | Student version of a L2 refresher |
| Students | Autumn term  Spring term  Summer term | Overview of approach, support mechanisms in school  Online Safety refresher  Mental Health: Movember  Mental Health: Stress  Internet safety day  Edibles and impact  Final safeguarding assembly – what we haven’t said  Exam stress |

**Specialist safeguarding training**

| Type of training | attended by | DATE OF TRAINING | COURSE ATTENDED |
| --- | --- | --- | --- |
| Safer Recruitment Training | CCO  KWH  ACO  RDR  JMA  SRO  JRI  KSH  SAD  JSW | 29/9/22  14/9/22  26/9/23  26/9/23  22/9/23  7/11/23  25/6/23  23/6/23  15/03/23  15/11/23 | Safer Recruitment Training |
| Level 3 Safeguarding training | GED  NBO  DJB  SNE  CCO | Renewal February 2024  Renewal March 2025  Renewal July 2024  Renewal on return  November 2023 | L3 |
| Mental Health Lead training | GED | All year | Designated Mental Health Lead |
| Specialist CPD | Various |  | Brook Traffic Light Training  Online safety and filtering  LGBTQ training  Trauma Perceptive Practice |

**Single central record (SCR)**

| REVIEWED BY | DATE REVIEWED | COMPLIANT? | DATE OF NEXT REVIEW |
| --- | --- | --- | --- |
| Julian Beard – Link Safeguarding governor | Autumn term | Yes |  |
| Julian Beard – Link Safeguarding governor | Spring Term | Yes |  |
| Julian Beard – Link Safeguarding governor | Summer term | Yes | Spring term 2024 |

**Vulnerable pupils 2022-2023**

|  | NUMBER OF PUPILS |
| --- | --- |
| Children with an education, health and care (EHC) plan | 48 |
| Children on the SEND / additional needs register | 302 |
| Children with a child protection plan | 4 |
| Child in Need | 0 |
| Early Help/TAF | 4 |
| Care/Safety plan | 28 |
| Looked-after children (LAC) | 4 |
| Previously Looked After | 8 |
| Young carers | 46 |

**Referrals and incidents**

|  | NUMBER |
| --- | --- |
| LADO referral since last report | 1 |
| Social Care Referrals | 19 |
| Reported bullying incidents | 4 bullying, 24 racism, 14 homophobia |
| Reported online safety incidents | 157 in total |
| Number of female genital mutilation (FGM) concerns | 0 |
| Number of forced marriage concerns | 0 |
| Total unique CPOMs entry | 2797 |

**Summary and improvement plan**

|  |
| --- |
| SAFEGUARDING STRENGHS |
| * CPOMs now fully embedded into SG practices and culture of school * Establishment of new Safeguarding Officer role with other members joining safeguarding team * Safeguarding Archive now in line with national guidance * Evolving tracking/analysis of incidents * Effective, streamlined working practices across in-school Safeguarding partners inclusive of documented professional challenge. * Visibility of Safeguarding team and routes for students to seek support. * External SG review highlighting effectiveness. |

|  |  |  |  |
| --- | --- | --- | --- |
| AREAS FOR DEVELOPMENT | ACTIONS | RESOURCES REQUIRED | Progress |
| * Mental Health Strategy | Linked to actions from National Course | Course already cost neutral funded via grant in 2021-2022. Process now to embed strategies. Also exploring a Wellbeing Mark for the school alongside LHO | GED has moved this forward significantly particularly securing ongoing link with Mental Health Support Teams. |
| * Bespoke interventions through Gateway | Gateway as safe space and intervention hub. With XJL acting as an internal intervention specialist | Need to explore staffing capacity to ensure appropriate coverage and interventions take place | Gateway now encapsulated one part of the Positive Impact Centre (PIC). XJL left post and XCW has joined as part of PIC team |
| * Completion of digitisation of historic records | Complete process of historic paper files onto CPOMS | XTB is supporting now with the administration of this process | All historic files were digitised, archive not digitised but now matches national advice |
| * Expansion and development of DSL team | A number of new staff members being employed who have L3. Planning needed as to how best to use this resource | This planning and on-going work will be encapsulated in weekly DSL meeting. | SNE joined team but currently on maternity leave. |
| * Active and proactive monitoring of key vulnerable students | Centrally recorded (CPOMS) monitoring with most vulnerable students | Liaison with pastoral and key workers of students. DJB to monitor | Monitoring systems have improved with other DSLs involved in the monitoring and CPOMs as a tool to allow monitoring |
| * Further development of LAC/PLAC strategy | The numbers to date and bespoke offer needs refinement to be planned ahead of new terms | Liaison between DJB and XNB | We have worked with virtual schools to refine. Main focus is incorporating SDQ scoring into process |
| * Young Carers strategy and Silver Award | Necessary review of in school provision now Essex has removed funding pool for existing service | XNB will take a lead on this area under guidance of DJB | This has paused as the provision in Essex no longer exists. Our support of these vulnerable students remains |

| **FROM SAFEGUARDING pROVISION ENCHANCEMENT PLAN** |
| --- |
| **long-term plan (2 to 3-year timescale):** |
| Include 3 or 4 long-term goals.   1. From the 3 year School Strategic plan: A well planned and well matched curriculum for safeguarding and wellbeing so students have the knowledge and skills to keep themselves safe e.g. lessons, assemblies, presentations, workshops, interventions, mental health support, wellbeing support, parental general communications. 2. Developing the roles of the Safeguarding team so key areas are monitored, actioned and developed to enable pro – active as well as reactive safeguarding e.g. Strategic lead, parental general communications lead, producing data reports, overseeing file transfers, attendance monitoring, CPOMS daily monitoring, having a 6th form Deputy DSL. 3. Training of staff to increase the profile and skills of the staff team e.g. more regular in person training, include it in staff CPD plan, clear plan for mid year staff starters training. |

| **priorities (1-year timescale):** |
| --- |
| *Include 2 or 3 short-term goals based on your school improvement plan and subject audit.*   1. From the 3 year School Strategic plan: Developing a School Mental health strategy as mental health is a category highlighted on CPOMS with a significant number of incidents. 2. From the 3 year School Strategic plan: Developing a School Social media strategy as social media is a category highlighted on CPOMS with a significant number of incidents e.g. increase in parental general communications, interventions for alleged victims and perpetrators, monitoring system for school online web use implemented. 3. Introducing from CPOMS regular data reports, analysis, resulting actions and impact. |

**Safeguarding Dashboard – 2022/2023**

**Referral tracking**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | | **Half term 1** | **Half term 2** | **Half term 3** | **Half term 4** | **Half term 5** | **Half term 6** | **Total** |
| Whole School  Years  7 to 13 | Referrals made **to** DSL  2022/23 | **604/1060** | | **573/1117** | | **465/744** | | **1642 / 2921** |
| Referrals made **by** DSL  2022/23 | **5** | **4** | **4** | **4** | **1** | **2** | **19** |

**Referrals made by demographic**

|  |  |  |  |
| --- | --- | --- | --- |
|  | | Referrals made **to** DSL  2022/23 | Referrals made **by** DSL  2022/23 |
| **Year 7** | **Total** | 575 | 4 |
| Male | 337 | 0 |
| Female | 238 | 4 |
| LAC | 0 | 0 |
| PP | 277 | 1 |
| EHCP | 18 | 0 |
| SEN K | 240 | 4 |
| **Year 8** | **Total** | 653 | 2 |
| Male | 301 | 1 |
| Female | 352 | 1 |
| LAC | 25 | 0 |
| PP | 349 | 0 |
| EHCP | 113 | 0 |
| SEN K | 278 | 2 |
| **Year 9** | **Total** | 750 | 2 |
| Male | 406 | 1 |
| Female | 344 | 1 |
| LAC | 85 | 0 |
| PP | 402 | 0 |
| EHCP | 85 | 0 |
| SEN K | 235 | 0 |
| **Year 10** | **Total** | 398 | 8 |
| Male | 178 | 4 |
| Female | 220 | 4 |
| LAC | 0 | 0 |
| PP | 156 | 1 |
| EHCP | 54 | 1 |
| SEN K | 151 | 1 |
| **Year 11** | **Total** | 112 | 2 |
| Male | 425 | 1 |
| Female | 695 | 1 |
| LAC | 0 | 0 |
| PP | 400 | 0 |
| EHCP | 146 | 0 |
| SEN K | 399 | 1 |
| **Year 12** | **Total** | 180 | 1 |
| Male | 38 | 1 |
| Female | 142 | 0 |
| LAC | 0 | 0 |
| PP | 71 | 1 |
| EHCP | 0 | 0 |
| SEN K | 43 | 0 |
| **Year 13** | **Total** | 129 | 0 |
| Male | 59 | 0 |
| Female | 70 | 0 |
| LAC | 0 | 0 |
| PP | 24 | 0 |
| EHCP | 4 | 0 |
| SEN K | 9 | 0 |

**Serious incident tracking**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  | **HT1** | **HT2** | **HT3** | **HT4** | **HT5** | **HT6** | **Total** |
| **Year 7** | H.S.B |  |  | 3 | 2 |  | 1 | **6** |
| Discrimination |  |  |  |  |  |  |  |
| Online safety |  | 2 | 9 | 3 | 1 | 4 | **19** |
| Suicidal Ideation | 3 |  | 7 | 2 | 1 | 2 | **15** |
| Self harm | 4 | 4 |  | 5 | 6 | 13 | **32** |
| Substance related | 3 | 2 |  | 2 |  | 12 | **19** |
| **Year 8** | H.S.B | 1 | 2 | 3 |  | 2 | 2 | **10** |
| Discrimination |  |  |  |  |  |  |  |
| Online safety | 2 | 2 | 4 | 1 | 3 | 4 | **16** |
| Suicidal Ideation | 7 | 9 | 7 | 3 | 1 | 5 | **32** |
| Self harm | 4 | 5 |  | 2 | 1 | 2 | **14** |
| Substance related |  |  |  | 5 |  | 5 | **10** |
| **Year 9** | H.S.B | 1 | 1 | 2 | 2 | 2 | 2 | **10** |
| Discrimination |  |  |  |  |  |  |  |
| Online safety | 3 | 2 | 2 | 4 | 4 | 9 | **24** |
| Suicidal Ideation | 6 | 7 | 8 | 4 | 1 |  | **26** |
| Self harm | 3 | 4 |  | 3 | 1 | 6 | **17** |
| Substance related | 5 | 5 |  | 5 | 10 | 11 | **36** |
| **Year 10** | H.S.B | 1 | 3 | 10 | 4 | 2 | 1 | **21** |
| Discrimination |  |  |  |  |  |  |  |
| Online safety | 8 | 9 | 18 | 6 | 6 | 10 | **57** |
| Suicidal Ideation | 7 | 10 | 11 | 7 | 8 | 7 | **50** |
| Self harm | 6 | 8 |  | 24 | 16 | 12 | **66** |
| Substance related | 6 | 7 |  | 15 | 14 | 12 | **54** |
| **Year 11** | H.S.B |  | 1 | 3 | 2 | 1 |  | **7** |
| Discrimination |  |  |  |  |  |  |  |
| Online safety | 6 | 3 | 5 | 4 | 7 | 1 | **26** |
| Suicidal Ideation | 1 |  | 4 | 5 | 2 | 1 | **13** |
| Self harm | 4 | 2 |  | 7 |  |  | **13** |
| Substance related | 8 | 5 |  | 7 | 11 | 1 | **31** |
| **Year 12** | H.S.B |  |  |  |  |  |  |  |
| Discrimination |  |  |  |  |  |  |  |
| Online safety | 1 | 1 |  |  |  | 1 | **3** |
| Suicidal Ideation | 1 |  | 1 | 1 |  |  | **3** |
| Self harm | 1 |  |  | 1 |  |  | **2** |
| Substance related | 1 |  |  | 1 |  |  | **2** |
| **Year 13** | H.S.B | 1 | 1 | 1 |  |  |  | **3** |
| Discrimination |  |  |  |  |  |  |  |
| Online safety | 5 | 4 |  | 2 | 1 |  | **12** |
| Suicidal Ideation | 10 | 9 | 1 | 4 |  |  | **24** |
| Self harm | 2 | 2 |  |  |  |  | **4** |
| Substance related |  |  |  |  |  |  |  |