

The Skills Hub– Safeguarding and Wellbeing Offer

September 2023

UNIVERSAL PROVISION

The Skills Hub Safeguarding & Wellbeing Offer

Universal Provision

- CPD (Continued Professional Development) - Annual Level 1 KCSIE (Keeping Children Safe in Education) training; ongoing safeguarding CPD includes current, up- to-date and relevant topics (e.g., CCE (Child Criminal Exploitation), CSE (Child Sexual Exploitation), County Lines, FGM, ACE (Adverse Childhood Experiences), Using Appropriate Language, Child on Child Abuse and sexual harassment in schools etc.)
- All students trained in Introduction to Safeguarding and certificates issued.
- All students receive Safeguarding training and awareness through PSHE (Personal, Social, Health and Economic) in the following: CCE, CSE, Online awareness, FGM, Serious case reviews et.
- Feedback on all training by students and staff taken and developed.
- Curriculum provision includes RSE/PSHE, sexual health and C-Card
- Ongoing CPD: e.g., Safeguarding, Team Teach, First Aid
- Full-time provision for all students following permanent exclusion from mainstream school and for commissioned places
- All safeguarding concerns recorded on My Concern and picked up and actioned daily by DSL/DDSL
- Skills Coaches – one to one support for students (On-line and by phone if not attending)
- Daily attendance phone calls to all unauthorised non-attendees. (If unable to make contact, then a home visit will be carried out. If contact is still not made this will be reported to Police via 101)
- Daily briefings to update staff on issues
- Student Passports/Risk Assessments updated regularly (at least every half term)
- New intake baseline assessments and induction programmed in place for all students joining the Skills Hub. This is overseen by EP (Educational Psychologist) and can form part of evidence base for GCSE Access Arrangements.
- School nurse on site 1 day per week
- School Charter
- Regular liaison/meetings with parents/carers, by all staff.
- Regular safeguarding information sharing and Staff Wellbeing check (via briefings and Roundup)
- One Designated Safeguarding Lead (DSL) - level 3 trained • One Deputy Designated Safeguarding Lead – level 3 trained
- Safeguarding data extracted from My Concerns and current trends addressed and training delivered
- Whole school participation in national safeguarding and wellbeing initiatives e.g., Anti-Bullying Week, Mental Health Week
- Safeguarding visuals with information for support, around school for students, parents and staff
- AXIS monthly newsletter shared with all staff
- Team Teach, de-escalation techniques and safe physical intervention trained staff level 1 and level 2 trained.
- School Council to enable student voice and build positive staff-student relationships

- Student Wellbeing Ambassadors to advocate awareness around Safeguarding, Wellbeing and Mental Health
- Attendance by Mental Health lead and DSL at monthly Academy Trust Mental Health lead forum
- Reflective practice for all staff every half term
- Employee assistance programme: FREEPHONE: 0800 030 5182 Website: www.healthassuredeap.com
- Staff eligible to 1 day off per half term when delivering Extended learning curriculum
- Subsidised school meals for staff (or free as part of 'duties')
- Staff wellbeing session to be delivered within training times
- We are becoming a trauma informed school and staff receive regular updated training on this via our Trauma informed Lead.
- Termly School English Breakfast for students and staff
- School Christmas Lunch

TARGETED PROVISION – Still available by telephone/conference calls where appropriate

- Secure and up-to-date Safeguarding register and Risk and Review 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 (Child in Need) and Core Groups
- Attendance at all LAC (Looked After Children) and PEP meetings

- Attendance at Strategy/Professionals meetings
- Safe / nurturing / isolation space
- Home visits for welfare/wellbeing checks if there are concerns
- Substance Misuse Service (SORTED) on site 1 day per week.
- Sexual Health and Healthy Relationship Service on site biweekly (1 day) KISS (Keep It Safe n Sorted)
- Early Help Assessments as required
- Accurate and timely referrals to MASH
- School nurse on site to carry out health checks for CIN and CP
- Accurate and timely referrals to Safer Schools Police Officer
- Accurate and timely referrals to AXIS (those at risk of CCE/CSE)
- In school therapist support (Canine Assist)
- Mental Health Lead in school/ Mental Health First Aider onsite
- Students to be trained as Mental Health Champions
- CABS (Child and Adolescent Bereavement Service) referrals
- EP assessments where required
- Worry boxes in DSL and DDSL (Deputy Designated Safeguarding Lead) rooms, more are to be placed around the school

(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.
- Team Around The Hub (Skills Hub) (Multi Agency)
- Regular meetings with YJS Education Officer
- Regular meetings/discussions with AXIS

SPECIALIST PROVISION - By telephone/conference calls where appropriate

- Early Help referrals – (Team around the Family)
- MASH Referrals to Early Support Service
- Regular and ongoing contact with social workers
- Educational Psychologist input to all baseline assessments, Access arrangements and individual assessments as required.
- Safer Schools Police Officer on site regularly and in regular contact with DSL/DDSL
- Social Services Welfare Check for Initial Family Assessments
- Speech & Language referrals as required via school nurse **
- Fast-track referrals to CAMHS (Child and Adolescent Mental Health Services) if required via school nurse **
- DSL Local Forum
- DSL supervision, attendance at DSL forum meetings, annual OHC&AT conference
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** This provision is being developed as a result of concerns raised at the Local Authority High Risk Panel. We have developed a Health Network of professionals and we meet half-termly to identify issues and try to unblock barriers. Initial investigation by the Safeguarding Children Advisor, Central and North West London NHS (National Health Service) Foundation Trust has found that TSH (The Skills Hub) students have a high level of health needs with the majority having mental health needs identified in their medical records.

The Skills Hub – Safeguarding and Wellbeing offer

Responsibilities

Paul Chambers	Chiara Lane	Pouname Khaira	Laura Herzog	Laura Herzog	Beccy Cahill	
Principal Safeguarding and Wellbeing team	Deputy Principal Head of Teaching and Learning	Head of Behaviour and Inclusion	SENCo English Teacher	DSL Wellbeing Team	DDSL Wellbeing Team	Intervention Lead
Safer recruitment	Teaching and Learning KS3 KS4	Behaviour interventions	Safeguarding Overview	Safeguarding Overview	Safeguarding Overview	Behaviour interventions
Site security Health and safety	Teacher training and resources	PSHE Curriculum Mental health lead	Safeguarding training Safeguarding induction training	Arrangements for Child Protection Policies	Arrangements for Child Protection Policies	Skills coach interventions
Training staff Physical intervention	Wellbeing Safeguarding	Wellbeing Team Behaviour policies	CAMHS Children missing in Education	Safeguarding training Safeguarding induction training	Safeguarding training Safeguarding induction training	Trauma informed lead
L3 Safeguarding			E safety Meeting	Attendance	Attendance	
All school initiatives and SDP			Special educational needs of students (SENCO (Special Educational Needs Co Ordinator)) Looked after children designated staff L3 trained	CAMHS Children missing in Education E safety L3 Safeguarding	CAMHS Children missing in Education E safety L3 Safeguarding	