



## Offer of Early Help

**Review Date: July 2024**

**Next Review Date: July 2026**

REFERENCE: Keeping Children Safe in Education

At Uplands Primary School child protection is given a high priority by all its staff and governors. We recognise that it is everyone's responsibility to keep children safe. We therefore ensure that the following is in place:

- Training – all staff must receive appropriate child protection training which is regularly updated
- All staff retain responsibility for:
  - Ensuring a safe learning environment
  - Knowing the signs of abuse and what to look for
  - Making referrals to Children's Social Care
  - Identifying children in need of extra help or at risk of significant harm
  - Being aware of the school's systems to support safeguarding

We place families at the centre of the support process and recognise the need for open conversations with parents so that we are able to identify where to go to for the support that will best match their needs. This will form the basis of our offer for Early Help.

All children are encouraged to express their feelings, anxieties and fears. This can be done communally through PSHCE activities, in moderate or small groups, or individually.

All staff are committed to safeguarding of children who have access to their teachers, teaching assistants, support staff and the leadership team if they wish to speak to someone about their concerns. Staff are also vigilant to the anecdotal conversations and signs of abuse in order to safeguard the children in our care and/or community. At Uplands, we have a 'it could happen here' approach to safeguarding where ALL staff are to remain vigilant at all times to signs of abuse.

The school has close working partnerships with extended professional teams such as the school nurse team, Family Practitioners, Communication and Interaction team and occupational therapy team. Guidance on a range of issues can be found at:

- <http://www.gscb.org.uk>
- [www.glosfamiliesdirectory.org.uk](http://www.glosfamiliesdirectory.org.uk)
- [familyinfo@gloucestershire.gov.uk](mailto:familyinfo@gloucestershire.gov.uk)

| Safeguarding issue/risk | Early Help available   |
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| <b>Domestic Abuse</b>   | <p>The cross-government definition of domestic violence and abuse is any incident or pattern of incidents of controlling, coercive, threatening behaviour, violence or abuse between those aged 16 or over who are, or have been, intimate partners or family members regardless of gender or sexuality. The abuse can encompass, but is not limited to:</p> <ul style="list-style-type: none"> <li>• psychological</li> <li>• physical</li> <li>• sexual</li> <li>• financial</li> <li>• emotional</li> </ul> <p>Enlist support and advice of a Social Services, family practitioner with extended referral to GDASS (Gloucestershire Domestic Abuse Support Service), access to counsellor for pastoral and emotional support, access to social worker and partnership with Local PCSO, NSPCC if needed. Signpost to Gloucestershire Domestic Abuse Support Services (GDASS).</p> <ul style="list-style-type: none"> <li>• Call the police (999 in an emergency or 101 for a non-emergency situation).</li> </ul> <p>Helpline: 0845 602 9035<br/>Clare's Law – right to ask, right to know</p> |
| <b>Bereavement</b>      | <p>We would draw on the facilitation of Winston's Wish (08452030405), School nurse and our school counsellor. This referral may be instigated by the parent, carer or from school</p>  |
| <b>Eating disorders</b> | <p>The science and PSHCE curriculum focus on healthy balanced diet. Fruit, milk and lunch consumption is open to observation and discrete or specific monitoring, if agreed by staff and/or parents. Vigilance is maintained by lunchtime staff of the eating patterns of all children, and teachers, teaching assistants and HT if required. Access to Counsellor for pastoral support. Access to advice and guidance from School nurse and Gloucestershire healthy living and learning (GHLL), access to advice from Social Services helpdesk if required.</p>   |

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| <b>Medical disorder/young carer</b>   | Support and advice from school nurse, occupational therapy team and school counsellor. Extensive number of staff paediatric first aid trained. Pastoral support from school counsellor, class teacher and The Door for older children. Multi-agency support – My Plan +/- EHC Plan.<br>Training provided by specialist nursing teams if required e.g. Diabetic nurse, Continence nurse   |
| <b>Disabled or have Special Educational Needs (SEND) – see SEND policy and SEND Local Offer</b> | The SENCo is responsible for the provision and inclusion of pupils. Plans are a needs-led provision so that this is bespoke to each pupil. Provision to ensure access and inclusion such as visual timetables, differentiated resources and support resources. Provision of Teaching assistants in each class. Access to Advisory Teaching Services for Communication, Interaction, Hearing and Vision. Access to School nurse team, Educational Psychologist and Occupational Therapy.<br>Graduated approach: One page profile, My Plan, My Plan +, EHC Plan.<br>Refer to Policy for Special Educational Needs and Disability, School Offer, SEND Information Report (all available on the school web site)   |
| <b>Separation of parents</b>  | Access to school counsellor for emotional support if required<br>Signpost to support agencies e.g. Family Lives, Families First Plus, and refer to family support practitioner – possible CAF.<br>Refer to school nurse if appropriate e.g. changes in eating/sleeping patterns.<br>Refer to Social Services if well-being/ mental health concerns.  |
| <b>Female Genital Mutilation</b>  | Female Genital Mutilation includes all procedures that involve partial or total removal of the external female genitalia, or other injury to the female genital organs for non- medical reasons. PSHCE curriculum informing children of body parts, ‘safe and unsafe’ areas to touch, Access to school counsellor or trusted adult in school. Access to school nurse for guidance and advice. Vigilance of attendance/medical appointment patterns. Referral to Gloucestershire Domestic Abuse Support Service – 0845 603 9035, FGM Unit :fgmenquiries@homeoffice.gsi.gov.uk   |
| <b>Child Sexual Exploitation and Trafficking</b>  | Child sexual exploitation (CSE) is a type of sexual abuse in which children are sexually exploited for money, power or status. Children or young people may be tricked into believing they're in a loving, consensual relationship. They might be invited to parties and given drugs and alcohol.<br>PSHCE curriculum informing children of body parts, ‘safe and unsafe’ areas to touch, Access to counsellor or trusted adult in school. Access to school nurse, social Services and Police for guidance and advice. Vigilance of attendance/medical appointment/illness patterns. Attendance systems robust for monitoring school movers. Staff to be aware of key indicators of exploitation: <ul style="list-style-type: none"> <li>• appearing with unexplained gifts or new possessions;</li> <li>• associating with other young people involved in exploitation</li> <li>• having older boyfriends or girlfriends</li> <li>• suffering from sexually transmitted infections</li> <li>• mood swings or changes in emotional wellbeing;</li> <li>• drug and alcohol misuse; and</li> <li>• displaying inappropriate sexualised behaviour</li> <li>• child going missing from school</li> </ul> |

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| <p><b>Forced marriage</b></p>   | <p>A Forced Marriage is a marriage in which one or both spouses do not (or in the case of some adults with support needs, cannot) consent to the marriage and duress involved. Duress can include physical, psychological, financial, sexual, emotional pressure. PSHCE curriculum explores positive relationships and emotional well-being and power of choice. Attendance systems robust to monitor requests for and actual absence. Access to school counsellor, GHLL lead teacher, School nurse for pastoral support, and Social Services.</p> <p><b>It is important to bear in mind:</b></p> <ul style="list-style-type: none"> <li>• a child under the age of 13 is not legally capable of consenting to sex (it is statutory rape) or any other type sexual activity with a child under 16 is also an offence;</li> <li>• it is an offence for a person to have a sexual relationship with a 16 or 17 year old if they hold a position of trust or authority in relation to them;</li> <li>• where sexual activity with a 16 or 17 year old does not result in an offence being committed, it may still result in harm, or the likelihood of harm being suffered;</li> <li>• non- consensual sex is rape whatever the age of the victim; and if the victim is incapacitated through drink or drugs, or the victim or his or her family has been subject to violence or the threat of it, they cannot be considered to have given true consent and therefore offences may have been committed</li> <li>• Child sexual exploitation is therefore potentially a child protection issue for all children under the age of 18 years and not just those in a specific age group</li> </ul> |
| <p><b>Pupils with English as an Additional Language (EAL)</b></p>                                       | <p>Provision to ensure access and inclusion such as visual timetables, differentiated resources and support resources. Staff trained in the provision and development of early language skills. Access to Advisory Teaching Services.</p>   |
| <p><b>Looked After Children</b> – see Looked After Children policy</p> <p><b>Privately fostered</b></p> | <p>Private fostering is when a child or young person aged under 16 (or under 18 if they are disabled), is cared for and provided with accommodation for 28 days or more by an adult who is not a close relative. A close relative is an aunt, uncle, step-parent, grandparent or sibling, but not a cousin, grand aunt/uncle or a family friend. The SENCO and counsellor is available in school to manage pastoral support, which is often provided through a TA in class. Access to Virtual school and support from Gloucestershire Healthy Learning and Living (GHLL) team. Training provided by the Virtual School if required</p>  |
| <p><b>Vulnerable to being bullied, or engaging in bullying</b> – see Anti-bullying policy</p>           | <p>Personal, Social, Health, Emotional and Citizenship (PSHCE) curriculum implemented for every child. Golden rules and systems to ensure that children know how to safeguarding themselves. Accessible staff available for children to talk through their worries or issues. Access to social emotional aspects of learning throughout the curriculum, including an anti-bullying week. Childline has information and support for anyone who is experiencing cyber bullying. Tel: 0800 11 11 and Bullying.co.uk</p>  |
| <p><b>Suffering with, or living with another with, mental health difficulties.</b></p>                  | <p>Support and advice from school nurse, occupational therapy team and counsellor. Extensive number of staff paediatric first aid trained.. Pastoral Support from SENCO and counsellor. Refer to Family Support Practitioner. Refer to MASH team if required</p>  |
| <p><b>Affected by parental substance misuse</b></p>   | <p>SENCO and counsellor available to provide emotional support through: 1:1 sessions; Personal Social Health Citizenship Education (PSHCE); access to family worker and outreach services through Family Information Service; children’s centre and Gloucester health Living and Learning team. Referral to Families First Plus, MASH (multi-agency safeguarding hub) Screening Tool available at:<br/><a href="http://www.gscb.org.uk">http://www.gscb.org.uk</a></p>  |

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|   | Signpost to adult services - Single Point of Contact Tel- 0300 123 1512  |
| <b>Maltreatment on the grounds of : race, ethnicity, religion, faith, sexuality or gender identity including lesbian, gay, bisexual or transgender – see Anti-bullying policy</b> | We will not tolerate acts of discrimination. Pupils will be given opportunities to share their own particular interests, knowledge and experience with others, and these will be universally valued. E.g. circle time, speaking and listening sessions, celebration assemblies, class discussion time. Any incident of harassment or discrimination is treated seriously and follows protocol outlined within the Behaviour, Safeguarding, and Anti-bullying policies.   |
| <b>Exposed to radicalisation</b>  | Any concerns about a person or group should be raised with your organisations' Prevent / Safeguarding SPoC, (single point of contact) reported to the Local Police Prevent team using 101 or via the Anti- terrorist Hotline (0800 789 321).<br>Local Police contacts:<br><a href="mailto:adam.large@gloucestershire.police.uk">adam.large@gloucestershire.police.uk</a><br><a href="mailto:matthew.morris@gloucestershire.police.uk">matthew.morris@gloucestershire.police.uk</a><br>Staff training: WRAP is a free specialist workshop, designed by HM Government to give you: <ul style="list-style-type: none"> <li>• An understanding of the Prevent strategy and your role within it</li> <li>• The ability to use existing expertise and professional judgment to recognise the vulnerable individuals who may need support</li> <li>• Local safeguarding and referral mechanisms and people to contact for further help and advice.</li> </ul> |
| <b>Potentially at risk of honour-based violence, forced marriage, female genital mutilation</b>   | Honour based violence is a crime or incident, which has or may have been committed to protect or defend the honour of the family and /or community.<br>PSHCE curriculum informing children of body parts, 'safe and unsafe' areas to touch, Access to SENCO and counsellor or trusted adult in school. Access to school nurse for guidance and advice. Vigilance of attendance /medical appointment patterns, attendance.<br>Referral to Gloucestershire Domestic Abuse Support Service – 0845 603 9035  |
| <b>Potentially at risk of gender-based violence</b>   | PSHCE curriculum informing children of bullying, keeping safe .Access to learning mentor or trusted 'confidante' in school.<br>Referral to Gloucestershire Domestic Abuse Support Service – 0845 603 9035  |
| <b>Involved directly or indirectly in prostitution or child trafficking</b>   | PSHCE curriculum informing children of body parts, 'safe and unsafe' areas to touch, Access to SENCO and counsellor or trusted adult in school. Access to school nurse for guidance and advice. Vigilance of attendance/medical appointment/illness patterns. Attendance systems robust for monitoring school movers. Staff to be aware of key indicators of exploitation: <ul style="list-style-type: none"> <li>• appearing with unexplained gifts or new possessions;</li> <li>• associating with other young people involved in exploitation</li> <li>• having older boyfriends or girlfriends</li> <li>• suffering from sexually transmitted infections</li> <li>• mood swings or changes in emotional wellbeing;</li> <li>• drug and alcohol misuse; and displaying inappropriate sexualised behaviour</li> <li>• child going missing from school</li> </ul>   |

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| <b>Asylum seekers</b>                                      | Support to integrate into the preferred community. Support to access translators via WEMAS (widen ethnic minority achievement service). Refer to Family Support Practitioner – consider TAC (team around child) meeting and support.  |
| <b>Living away from home</b>                               | SENCO and counsellor available in school to manage pastoral support. Access to Family Worker and outreach services of the Children’s Centre. Access to Virtual school and support from Gloucestershire Healthy Learning and Living team. Reference: ‘Protocol on partnership working when children and young people run away and go missing from home or care.’ |
| <b>Living in temporary accommodation</b>                   | Refer to Refer to Family Support Practitioner – consider CAF. Support for housing, benefits, debt management. Refer to Families First Plus, CAF, (common assessment framework) MASH team (multi-agency safeguarding hub).   |
| <b>Living transient lifestyles</b>                         | SENCO and counsellor available in school to manage pastoral support. Nurture support and assigned Key Worker. Monitor attendance. Refer to Family Support Practitioner. Refer to Families First Plus, CAF, MASH team.   |
| <b>Living in chaotic and unsupportive home situations</b>  | SENCO and counsellor available in school to manage pastoral support. Refer to Family Support Practitioner – consider CAF. Signpost to Parenting Course through The Door and other support agencies e.g. Family Lives and Families First Plus, MASH team. Refer to Alternative Provision Unit if Behaviour is challenging and child is at risk of Exclusion.     |
| <b>Exposed to social media and mobile abuse</b>            | Pastoral support with SENCO and counsellor. See Anti-bullying policy.   |
| <b>Subject to or exposed to Teenage Relationship Abuse</b> | SENCO and counsellor available in school to manage pastoral support. Refer to Family Support Practitioner. Seek advice from Gloucestershire Children’s Safeguarding Board.  |

**This document will be updated depending on advice and services available.**