



**Walkwood**  
Church of England  Middle School

**Early Help Offer**

“God was reconciling the world to himself in Christ, not counting people’s sins against them. And he has committed to us the message of reconciliation. We are therefore Christ’s ambassadors, as though God were making his appeal through us.”

2 Corinthians 5:19-20

“The vision, in line with the Church of England’s role as the established Church, is for the common good of the whole human community and its environment, whether national, regional or local. It is hospitable to diversity, respects freedom of religion and belief, and encourages others to contribute from the depths of their own traditions and understandings.”

*Deeply Christian, Serving the Common Good, 2016*

“The core purpose of any Church school is to maximise the learning potential of every pupil within the love of God.”

*SIAMS (Statutory Inspection of Anglican and Methodist Schools) 2012*



## Introduction

Walkwood's mission statement:

Love to Learn; Learn to Live; Live to Love.

### Love to learn

This aspect concerns the subject content, that is, structured and delivered in an age-appropriate, engaging and differentiated way. The content holds both the subject matter and the subject-specific processes that are taught and explored.

### Learn to Live

Here we have the learning roots – our 'Superhero skills'. These six aspects are part of the Walkwood Way, and are delivered in each lesson. Teaching draws out the opportunity for applying these learning and thinking skills. Literacy and numeracy strands are part of this section too.

### Learn to Love

Our ten school values – our Fruits of Faith – are an aspect of our school that is unique to us. These values are in action throughout our school, and are thus another part of the Walkwood Way. It is appropriate that opportunities to model these values, and to exercise them, are within lessons and in the wider school community and beyond.

Providing early help to our pupils and families at Walkwood Church of England Middle School means we are more effective in promoting support as soon as we can.

Early help means providing support as soon as a problem emerges, at any point in a child's life, from the foundation years through to teenage years.

## Implementation

At Walkwood Church of England Middle School, we meet the needs of our children through a variety of ways:

### Pupil Voice:

Pupils are actively encouraged to speak about any concerns they have to a member of staff or to our pastoral team. In lessons pupils are taught to speak openly about their emotions. Pupils know the staff take all their concerns very seriously.

### Attendance:

Our College Leaders regularly monitor the attendance of the pupils within their colleges. If attendance becomes a concern pupil and their families are supported in the following ways:

- **Supportive conversations with pupils to identify a support need.**
- **Staff communicating with parents/carers at home to offer help and support to improve attendance.**
- **Formal letters identifying the concern are sent to parents when attendance is not improving.**
- **Asking for medical evidence to support a child's absence from school.**
- **Referral to the Local Authority for further action when attendance is consistently a concern.**



The school operates a first day response system which means that parents are contacted by phone or text if their child is absent without reason. Home visits to the family home may be conducted if a child is absent without reason.

Attendance that is below 92% is logged as a concern on our electronic recording system. These concerns are discussed by the pastoral staff and the safeguarding team in school regularly and actions are reviewed and updated.

## Behaviour for Learning

Pupils are rewarded through our E-Praise system where merits are awarded. Children's behaviour is also rewarded with a celebration assembly. Please see separate behaviour policy document on our Website.

## Pastoral Support

Pupils at Walkwood Church of England Middle School are grouped into 4 colleges (Abberley, Bredon, Cleeve, and Malvern). Each college has a College Leader and Pastoral Manager who are accessible to the pupils who require further pastoral support. Pastoral Managers support the children by having regularly catch ups with them, putting into place plans to ensure children are as happy and as settled at school as they can be. Pastoral Managers contact parents to ensure that home school communication is good.

### Abberley

College Leader	Mr P Cockram
Pastoral Managers	Miss S Ellis (Mo, Fr) and Mrs S Phelan (Tu, We, Th)

### Bredon

College Leader	Mr C Hunt
Pastoral Manager	Mrs H Hands

### Cleeve

College Leader	Mr R MacDonald
Pastoral Managers	Mrs D Langstone (Mo, Tu, Th, Fr) and Mrs M Timmins (We)

### Malvern

College Leader	Miss T Tomes
Pastoral Manager	Mrs M Russell

## Special Educational Needs and Disabilities

Mrs L Monfardini coordinates the work with children and families with additional needs and can signpost parents to many different agencies.



## Designated Safeguarding Leads

The Designated Safeguarding Leads in school ensure rigorous and robust systems are in place within the school to ensure the safety of all of our children.

In **Keeping Children Safe in Education 2019** it makes it clear that all staff should be aware of their local early help process and understand their role in it. In addition, this statutory guidance makes it clear that any child may benefit from early help, but all school staff should be particularly alert to the potential need for early help for a child who:

- Is disabled and has specific additional needs.
- Has special educational needs (whether or not they have a statutory education, health care plan).
- Is a young carer.
- Is showing signs of being drawn in to anti-social or criminal behaviour, including gang involvement and association with organised crime groups.
- Is frequently missing/goes missing from care or from home.
- Is misusing drugs or alcohol themselves.
- Is at risk of modern slavery, trafficking or exploitation.
- Is in a family circumstance present challenges for the child; such as substance abuse, adult mental health problems or domestic abuse.
- Has returned home to their family from care.
- Is showing early signs of abuse and/or neglect.
- Is at risk of being radicalised or exploited.
- Is a privately fostered child.

All teachers and staff know precisely how to identify and report concerns, via staff training on induction and our regular updates on safeguarding. We have a record of annual recording that all staff have read Keeping Children Safe in Education (Sep 2019).

Concerns logged on our electronic recording system are monitored every week by our Designated Safeguarding Leads where actions are reviewed and updated.

All new staff complete safeguarding inductions.

### Key personnel

Designated Safeguarding Lead

[Mr S West](#)

Alternate Designated Safeguarding Leads

[Mrs G McKenna](#), [Ms L Monfardini](#), [Rev C Leach](#)

Safeguarding Administrator

[Ms J McAfee](#)

Mr West is also our Designated Lead for Children who are Looked After.

## Safeguarding framework

School staff work within the Worcestershire County Council Threshold Guidance document and all Level 2 and above concerns are recorded via our electronic safeguarding recording system.

There are four steps within the safeguarding framework:





## Early Help

Everyone needs help at some time in their lives and therefore an ethos of early help is important for any school. The coordinated Walkwood Church of England Middle School Early Help Offer is outlined in the table below. We believe that early interventions for pupils and their families, in many cases, will prevent children from experiencing harm.

Walkwood Church of England Middle School will refer to appropriate agencies when help is required to support children, young people or families or to prevent harm.

We also liaise with other agencies and people within the local community and in the table below are some National organisations that can support Children, Young people and their Families.

Support in school	
Wrap Around Care	Funzone Out of School Club runs on site at Walkwood Church of England Middle School. Funzone care for children from 4 – 13 years of age during school term time and all school holidays (closed for one week over Christmas). Opening hours are 7.30 am – 6 pm. Telephone: 07703 610788
College Leader Support in School	Each college has a College Leader who is a consistent member of staff to which children build up and form a relationship with. College leaders meet regularly with children and parents when support or learning needs are identified. College leaders liaise daily with pastoral manager and safeguarding leads to ensure pupil's needs are being met.
Pastoral Manager Support in School	Each college has a Pastoral Manager who provides daily, weekly or occasional pastoral support for pupils. Pupils build up a relationship with their pastoral manager



	throughout their journey at school. Their college remains the same from Year to Year 8 which allows them to have a consistent point of contact within school they can go to.
Thrive	<p>Within school we have Thrive trained staff who support children's emotional needs.</p> <p>'If children have been emotionally thrown off track, either temporarily or over longer periods, Thrive helps us understand the needs being signalled by their behaviour and gives us targeted strategies and activities to help them re-engage'.</p> <p>(Taken from the Thrive Approach Website 2020)</p>
Lunchtime club	School operate Lunchtime clubs for children who have been identified as having difficulties managing their school lunch time. Lunchtime club is by invitation only.

### Local supporting agencies we regularly work with

Early Intervention Family Support	<p>Here at Walkwood Church of England Middle School we know that sometimes an extra bit of support is needed. We work closely with Louise Young, our Early Intervention Family Support Worker to identify families who would benefit from extra support at home. EIFS can be self-referred to via the link below:</p> <p><a href="http://www.worcestershire.gov.uk/requestfamilysupport">http://www.worcestershire.gov.uk/requestfamilysupport</a></p>
Targeted Family Support	<p>There are children, young people and their families who at certain times in their life will have difficulties and challenges that may lead them to needing extra support from our Targeted Family Support Workers.</p> <p>Targeted Family Support teams work in partnership with families who are experiencing complex issues that require a multi-agency approach and plan of intervention. These can be identified through the <a href="#">Worcestershire LSCB levels of need guidance</a>.</p> <p>Targeted Family Support workers will <b>with the consent of the family</b> complete an <a href="#">Early Help Assessment</a> and plan in partnership with children young people and their families.</p> <p><a href="http://www.worcestershire.gov.uk/requestfamilysupport">http://www.worcestershire.gov.uk/requestfamilysupport</a></p>
CAMHS ( Child and Adolescent Mental Health Service) Worcestershire	<p>CAMHS stands for <b>Child and Adolescent Mental Health Services</b>. Within our CAMHS services we have a number of different teams that assesses and treat young people with emotional, behavioural or mental health difficulties and provide support to parents and professionals that work with young people.</p>



	<p><b>Reach 4 Wellbeing</b> - promotes and supports the wellbeing of children and young people who are experiencing mild to moderate emotional difficulties</p> <p><b>CAST</b> - provides a comprehensive mental health specific service for professionals working with children and young people who have a Worcestershire GP.</p> <p><b>CAMHS Plus</b> - supports children and young people experiencing a mental health crisis. The service also undertakes ward assessments for those admitted to the paediatric ward for self-harm and suicidal ideation.</p> <p><b>Specialist CAMHS</b> - assesses and treats those with significant mental ill health in order to promote recovery.</p> <p><b>Child and Adolescent Eating Disorder Service</b> - a specialist service within the Worcestershire CAMHS team that specifically treats eating disorders in children and young people between the ages of 8 to 17 and ½.</p> <p><b>Integrated Services for Looked After Children</b> - supports looked after children from 0-18 years of age, who may need help with their health, emotional wellbeing and their mental health.</p> <p><b>Youth Justice Service and CAMHS</b> - supports those up to the age of 18 years and who are open to the Youth Justice Service.</p> <p>CAMHS Learning Disability Service - Some families with a child with a learning disability benefit from specialist support and the CAMHS Learning Disability Service can offer specific help to these families.</p>
Touchstones Bereavement Support	<p>If a child has experienced a death of a loved one and is struggling with being able to accept, understand and move forward with their grief, school with consent of parents can refer to Touchstones bereavement support.</p> <p>Parents can self-refer by visiting the website: <a href="http://www.touchstones-support.org.uk">www.touchstones-support.org.uk</a> or call Vicki Quarton on 07547367267</p>
The Front Door to Children's Services	<p>If a member of staff, parent/carer or member of the public thinks a child or young person is at immediate risk of significant harm they should contact the Family Front Door (FFD) – 01905 822 666 or in an emergency always call 999.</p>
WSCB (Worcestershire Safeguarding Children's Board) website.	<p><a href="http://www.worcestershire.gov.uk/safeguardingchildren">http://www.worcestershire.gov.uk/safeguardingchildren</a> Important information for parents and professionals across Worcestershire in relation to keeping children safe</p>



	<p>and avenues of support including early help options. Everyone should know how to access this website which has all of the agreed Worcestershire safeguarding and child protection processes on it.</p>
<p>Universal source of help for all families in Worcestershire: Worcestershire Family Information Service (FIS)</p>	<p>Worcestershire Family Information Service (FIS) advisors give impartial information on childcare, finances, parenting and education. FIS are a useful source of information for parents and professionals. They support families, children and young people aged 0-19 years of age (25 for young people with additional needs) and professionals working with these families. They can help link parents up with other organisations that might be able to help or provide the information themselves.</p> <p><a href="http://www.worcestershire.gov.uk/info/20507/childcare/1579/family_information_service">http://www.worcestershire.gov.uk/info/20507/childcare/1579/family_information_service</a></p>
<p>Home-school support</p> <p>Worcestershire Home Education Network</p>	<p>Home education is becoming an increasingly popular option for families in Worcestershire and we have a growing community that are able to offer each other support. Between us we have years of experience in educating children of all ages and are able to organise and put on a range of activities.</p> <p>We hold meetings usually at least weekly, throughout term time at various locations round the county-for example:</p> <ul style="list-style-type: none"> <li>- <i>Social gatherings occur monthly in North Worcestershire for all ages, with both indoor and outdoor games plus organised activities such as climbing/zip-wires/grass sledging for 8+.</i></li> <li>- <i>Monthly meeting in Worcester with games, music and crafts for all ages.</i></li> <li>- <i>Monthly social meeting in south Worcestershire, including indoor and outdoor games, group music session and a drama group.</i></li> <li>- <i>Bowling or Ice skating most months.</i></li> <li>- <i>"Education group" workshops organised regularly. Recent workshops have included: Marvellous Mosaics' 'Gunpowder plot' 'Medieval life', 'Making Music' and 'Creative Writing.</i></li> </ul> <p>We also meet up with people from neighbouring counties and many of us go along to the national camps and gatherings that are organised by home educators throughout the year.</p> <p>We have a Worcestershire Home Educators Newsletter (WHEN) that lists all of the activities for the coming month and run a Worcestershire Home Educators Internet support list.</p>



	<p>Contact us on:  <a href="mailto:info@worcestershire-home-educators.co.uk">info@worcestershire-home-educators.co.uk</a></p>
<p>Children with disabilities team (CWD)</p>	<p>The Children with Disabilities (CwD) Social Work Team provide services designed to meet the needs of children and young people who have complex disabilities.</p> <p>The CwD Social Work Team is one of a range of services that can provide support to children and young people with disabilities and their families. Other services available are those provided by health, education, play and youth services as well as community resources provided by voluntary agencies.</p> <p>The CwD team offer services to those children and young people requiring additional resources in respect of their disability, where the disability has a profound impact on the child or young person's life.</p> <p>An assessment will be offered where the child has a condition which is substantial, long lasting or permanent, is a physical and/or learning disability or a life limiting, life threatening condition. These may include:</p> <ul style="list-style-type: none"> <li>• severe learning disabilities</li> <li>• severe physical disabilities</li> <li>• severe developmental delay in motor and or cognitive functioning</li> <li>• profound multiple disabilities</li> <li>• severe sensory impairment (registered blind and/or profoundly deaf)</li> <li>• complex and severe health problems that arise from the disability, that are life threatening, degenerative illness or organic disorder resulting in severe disability</li> <li>• a diagnosis of Autistic Spectrum Condition with an associated learning disability and where the condition severely affects day to day functioning</li> </ul> <p><b>SEN Services and Support Groups</b></p> <ul style="list-style-type: none"> <li>• <a href="#">9 Tea Cups</a></li> <li>• <a href="#">autismlinks</a>  Links to events, services and information of use to families of people with Autism</li> <li>• <a href="#">Autism Spectrum Condition and Learning Disabilities Group</a>, a group for family members and carers, Kidderminster Hospital</li> <li>• <a href="#">Autism West Midlands</a> a support group for young people aged 16-24 with Asperger's Syndrome in the Malvern Hills area</li> </ul>



	<ul style="list-style-type: none"> <li>• <a href="#">Autism in Worcestershire</a> ASPIE is a social self-help and motivation group for adults with Asperger's Syndrome. We provide a centre in Worcester where Aspies feel welcome and accepted.</li> <li>• Childrens Centres. Find out what's happening at <a href="#">your local Children's Centre</a></li> <li>• Community Paediatric Service is concerned with developmental delay and learning disability; Motor difficulties such as cerebral palsy and muscular dystrophy; Neuro-developmental conditions including ADHD and ASD; complex behavioural difficulties; sensory impairment; statutory medical &amp; educational assessments (<a href="#">The Community Paediatric Servic South Worcestershire</a>, <a href="#">The Community Paediatric Service Wyre Forest</a> and <a href="#">The Community Paediatric Service Redditch and Bromsgrove</a>) and annual reviews from your local SENDIASS.</li> <li>• <a href="#">Council for Disabled Children</a> A host of useful leaflets on SEND issues many in Easy Read format to help children understand</li> <li>• <a href="#">Disability Information Advice Line (DIAL) Worcestershire</a> Website of the disability advice line South Worcestershire; local info on: Mobility; Benefits and Finance; Carers Support and Respite; Community and Voluntary Support; Disabled Children's Services; Education and Employment; Health; Housing; Independent Living; Learning Disabilities; Legal Support; Leisure and Holidays; Mental Health; Mobility and Aids to Daily Living and Older People's Services</li> <li>• Dyslexia Parent Support Group. Find out more from the <a href="#">Worcestershire Dyslexic Support Group</a></li> <li>• <a href="#">Footprints Support for Bereaved Children and their Families in Worcestershire</a>  Support for bereaved children and their families in Worcestershire</li> </ul> <p><a href="#">Learning Disabilities (opens in a new window)</a> We work with people with learning disabilities, their families and the people who support them.</p>
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**Further Support and national advice agencies**

Mental Health	We have some useful self-help guides/leaflets available for you to access online. The guides are available for you to read online. The self-help guides can be accessed by typing
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	<p>the below link into your URL and selecting ‘Self Help Guides’: <a href="http://www.hacw.nhs.uk/a-to-z/letter-s/">www.hacw.nhs.uk/a-to-z/letter-s/</a></p> <p>Staying Safe <a href="http://stayingSAFE.net/">http://stayingSAFE.net/</a></p> <p>SANE 0845 767 800 Email: <a href="mailto:sanemail@org.uk">sanemail@org.uk</a> <a href="http://www.sane.org.uk">www.sane.org.uk</a></p> <p>Samaritans 116 123 (24 hour helpline) <a href="http://www.samaritans.org.uk">www.samaritans.org.uk</a></p> <p>Rethink Mental Illness 0300 5000 927 <a href="http://www.rethink.org">www.rethink.org</a></p> <p>Mental Health Foundation <a href="http://www.mentalhealth.org.uk">www.mentalhealth.org.uk</a></p> <p>MIND 0300 123 3393 or text 86463 <a href="http://www.mind.org.uk">www.mind.org.uk</a></p> <p>Anxiety UK 08444 775 774 <a href="http://www.anxietyuk.org.uk">www.anxietyuk.org.uk</a></p>
<p>Bullying (including cyberbullying)/ Child death/suicide/prevention</p>	<p>Cyberbullying is using the internet, email, online games or any digital technology to threaten, tease, upset or humiliate someone else.</p> <p>If the police consider a message or post to be potentially criminal, they will take appropriate action. This could involve arresting the person responsible or interviewing them under caution. Cases involving sustained abuse or where someone’s life is threatened will be treated seriously. The police will consider all of the circumstances when considering the best response to a report of cyber bullying. They will assess how vulnerable the victim is and what resources are required to trace the offender via social networking sites that often operate abroad and to different legislation. In certain cases it may be difficult to take action if the offender isn’t in the UK. They will work with the victim to bring about the most suitable and proportionate conclusion, this will include alternative options that include the officer in the case using their discretion and working with the offender to record an apology to the victim.</p>



	<p><b>Useful links</b></p> <p><a href="#">Bullying UK</a></p> <p><a href="#">Childline</a></p> <p>KidScape: Our resources provide information on issues surrounding bullying, online and personal safety. They can be used directly by young people and parents, as well as in the classroom within schools and youth organisations.</p> <p><a href="https://www.kidscape.org.uk/resources-and-publications/">https://www.kidscape.org.uk/resources-and-publications/</a></p>
Hate Crime	<p>A hate crime is a criminal offense whose motivation can be shown to be race, national origin, religion or sexual orientation. A difference of race alone is NOT sufficient to make it a hate crime. There would have to be evidence of racial slurs or racial statements in addition to the crime (this does not trivialise other serious offenses that are NOT hate crimes).</p> <p>Hate Crime: West Mercia Police: Email: <a href="mailto:contactus@westmercia.police.uk">contactus@westmercia.police.uk</a> Emergency number: 999 Non-Emergency number: 101 <a href="#">report online to True Vision (opens in a new window)</a> <a href="https://educateagainsthate.com/parents/">https://educateagainsthate.com/parents/</a> Call in at your local police station</p>
DDNs (Dangerous Drug Networks)	<p>DDN's are drug dealing gangs who target vulnerable people in order to set up drugs distribution networks.</p> <p>These criminals are using extreme violence to establish a presence, displacing an existing drug supply chain and intimidating rivals, witnesses and victims, this has resulted in local murders.</p> <p>DDN's exploit vulnerable teenagers to become drug runners for their network. Early intervention and intelligence are key to safeguard and protect the vulnerable.</p> <p><a href="#">Presentation For DDN's (PDF, 151.7 KB)</a></p> <p><a href="#">For professionals that work in health (PDF, 1.3 MB)</a></p> <p><a href="#">For professionals that work with young people (PDF, 1.3 MB)</a></p> <p><a href="#">For professionals working in housing (PDF, 1.3 MB)</a></p> <p><a href="#">Drug Gangs and Exploitation (PDF, 556.6 KB)</a></p>
Child Criminal Exploitation (County Lines)	<p>Here is some guidance for frontline professionals on dealing with county lines, part of the government's approach to ending gang violence and exploitation:</p>



	<p><a href="https://www.gov.uk/government/publications/criminal-exploitation-of-children-and-vulnerable-adults-county-lines">https://www.gov.uk/government/publications/criminal-exploitation-of-children-and-vulnerable-adults-county-lines</a></p> <p>Children who are trafficked, exploited or coerced into committing crimes are victims in need of safeguarding and support. Though perceptions are altering these young people are still often criminalised and perceived as having ‘made a choice’ to take part in illegal activity.</p> <p><a href="https://www.catch-22.org.uk/child-criminal-exploitation/">https://www.catch-22.org.uk/child-criminal-exploitation/</a></p>
<p>Child Sexual Exploitation (CSE)</p>	<p>West Midlands Safeguarding Children Procedures has a page dedicated to <a href="#">Child Sexual Exploitation</a>. It provides information about child sexual exploitation, the roles and responsibilities of relevant agencies and the procedures practitioners should follow to ensure the safety and well-being of children and young people whom it is suspected have been sexually exploited or are at risk of sexual exploitation.</p> <p><b>Making a referral</b></p> <p>The Local Authority has a duty to make enquiries where a child may be suffering harm or neglect. If you think that a child may be at risk then you can let us know via the referral form linked below</p> <p><b>Useful Websites</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Barnardo's</a> spot the signs: Advice for parents, professionals and young people on the signs of sexual exploitation and how to keep safe</li> <li>• <a href="#">Department for Education (Gov.uk)</a> National Action Plan for Tackling Child Sexual Exploitation</li> <li>• <a href="#">Parents Against Child Sexual Exploitation</a> page is the leading national charity working with parents and carers whose children are sexually exploited</li> <li>• <a href="#">NSPCC</a> definitions, statistics, facts and resources about CSE.</li> <li>• <a href="#">NWG Network</a>: Fighting against CSE and working to inform, educate and prevent child sexual abuse within the UK.</li> <li>• Spotting The Signs of Child Sexual Exploitation: a 15 minute <a href="#">YouTube clip</a> from Health Education England</li> </ul>
<p>Domestic violence</p>	<p>Here is a very helpful website for what do to in many different difficult situations:  <a href="http://www.worcestershire.gov.uk/info/20379/domestic_violence_and_sexual_abuse">http://www.worcestershire.gov.uk/info/20379/domestic_violence_and_sexual_abuse</a></p> <p>West Mercia Women's Aid: 0800 980 3331</p>



	<p style="text-align: center;">0800 783 1359</p> <p><a href="mailto:helpline@westmerciawomensaid.org">helpline@westmerciawomensaid.org</a></p> <p><b>Further reading</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Controlling or Coercive Behaviour in an Intimate or Family Relationship Statutory Guidance Framework (GOV.UK website, opens in a new window)</a></li> <li>• <a href="#">Domestic Abuse - A toolkit for employers (Wellbeing.BIT website, opens in a new window)</a></li> <li>• <a href="#">Groups for parents - information and guidance</a></li> <li>• <a href="#">Multi-agency Statutory Guidance for the Conduct of Domestic Homicide Reviews (GOV.UK website, opens in a new window)</a></li> <li>• <a href="#">Worcestershire Domestic Abuse Strategy 2017 - 2020 (click to download)</a></li> </ul> <p><a href="#">Worcestershire Multi-agency domestic abuse training – Learning Outcomes (click to download)</a></p>
<p>Teenage relationship abuse</p>	<p>Here is a great PDF helping to understand teenage relationship abuse: <a href="#">U:\U161 CHS\U695 Education Safeguarding\G3 SG\AAA .Education Adviser Safeguarding\G1 Mgt &amp; Admin\03.Education Adviser - Safeguarding files\Admin Assisstant\A_parents_and_carers_guide_to_violence_and_abuse_in_teenage_relationships.pdf</a></p> <p>Crush CRUSH is an awareness raising and support programme to help young people make safe and healthy relationships. The sessions are run in small groups and are specifically designed for 13-19 year olds. <a href="http://www.westmerciawomensaid.org/crush/">http://www.westmerciawomensaid.org/crush/</a></p> <p>The Hollie Gazzard trust is another fantastic organisation for advice with Teenage relationship abuse <a href="https://holliegazzard.org/">https://holliegazzard.org/</a></p>
<p>Fabricated and induced illness (FII)</p>	<p>Fabricated or induced illness (FII) is a rare form of child abuse. It occurs when a parent or carer, exaggerates or deliberately causes symptoms of illness in the child.</p> <p><a href="https://www.nhs.uk/conditions/Fabricated-or-induced-illness/">https://www.nhs.uk/conditions/Fabricated-or-induced-illness/</a></p>



<p>Faith abuse</p>	<p>Faith and belief-based child abuse, including practices around ‘spirit possession’ and ‘witchcraft’, is a hidden crime, which makes it difficult to quantify in terms of magnitude. However, from our own experience and in consultation with communities, we know this kind of abuse is under-reported.</p> <p><a href="http://www.gov.uk/government/publications/national-actionplan-to-tackle-child-abuse-linked-to-faith-or-belief">www.gov.uk/government/publications/national-actionplan-to-tackle-child-abuse-linked-to-faith-or-belief</a></p> <p>Further contacts for advice can be found from the local representatives for some faiths.</p> <ul style="list-style-type: none"> <li>• An Exploration of Knowledge About Child Abuse Linked to Faith or Belief (2016)</li> <li>• National Action Plan to Tackle Child Abuse Linked to Faith or Belief (2012)</li> <li>• Safeguarding Children from Abuse Linked to a Belief in Spirit Possession (2007) this good practice guidance is archived but still available.</li> <li>• Eleanor Stobart report 2006: Child Abuse Linked To Accusations of Possession And Witchcraft (2006)</li> <li>• Unicef study report: Children Accused of Witchcraft</li> <li>• AFRUCA: Africans Unite Against Child Abuse</li> </ul>
<p>Honour based violence (HBV)</p>	<p>Honour’ based violence (HBV) occurs when perpetrators believe a relative or other individual has shamed or damaged a family’s or community’s ‘honour’ or reputation (known in some communities as izzat), and that the only way to redeem the damaged ‘honour’ is to punish and/or kill the individual. ‘Honour’ based violence is a term that is widely used to describe this sort of abuse however it is often referred to as so called ‘honour’ based violence because the concept of ‘honour’ is used by perpetrators to make excuses for their abuse. There is a very strong link between ‘honour’ based violence, forced marriage and domestic abuse. The term ‘Honour Based Violence’ is the internationally recognised term describing cultural justifications for violence and abuse. Honour Based Violence cuts across all cultures and communities: Turkish, Kurdish, Afghani, South Asian, African, Middle Eastern, South and Eastern European for example. This is not an</p>



	<p>exhaustive list. Where a culture is heavily male dominated, HBV may exist. The police have made it a high priority to help communities fight back to tackle both honour based violence and hate crime.</p> <p>The 'Honour Network Help line': 0800 5 999 247</p>
Female genital mutilation (FGM)	<p>Female Genital Mutilation (FGM) comprises all procedures involving partial or total removal or the external female genitalia. FGM is illegal in the UK and as of October 2015 mandatory reporting commenced. If education staff or other professionals discovers that an act FGM appears to have been carried out on a girl under 18 years old there is a statutory (legal) duty on teachers for them PERSONALLY to report it to the police.</p> <p>Read <a href="http://www.nhs.uk/Conditions/female-genitalmutilation">http://www.nhs.uk/Conditions/female-genitalmutilation</a> for NHS information and signs of FGM. Any suspicion of FGM should be referred to the Police and social care.</p> <p>E-learning package- <a href="http://www.fgmelearning.co.uk/">http://www.fgmelearning.co.uk/</a> for interested staff or professionals (free home office eLearning)</p>
Forced marriage	<p>UK Forced Marriage Unit <a href="mailto:fm@fco.gov.uk">fm@fco.gov.uk</a> Telephone: 020 7008 0151 Call 999 (police) in an emergency.</p> <p><a href="http://www.gov.uk/stop-forced-marriage">www.gov.uk/stop-forced-marriage</a> for information on Forced Marriage. Visit Home Office website to undertake Forced Marriage e-learning package <a href="https://www.gov.uk/forced-marriage">https://www.gov.uk/forced-marriage</a>.</p> <p>Please see 'Multi-Agency Practice Guidelines- Handling cases of Forced Marriage' for more information and detail: <a href="https://www.gov.uk/forcedmarriage">https://www.gov.uk/forcedmarriage</a>.</p> <p>Prevention Freedom Charity- Aneeta Prem 'But it's not fair' book. A book for teenagers looking at forced marriage from the point of view of school friends of the girl who went to India and didn't come back. This book promotes discussion. <a href="http://www.freedomcharity.org.uk">www.freedomcharity.org.uk</a> The Freedom Charity (UK charity) have a helpline, text facility and app which can be downloaded to help to provide support and protection for victims of abuse, FGM or forced marriage. They can be contacted on tel: 0845 607 0133 or text 4freedom to 88802 or go to the website to download the app from the app page.</p>
Gangs and youth violence	<p><a href="https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/418131/Preventing_youth_violence_and_gang_involvement_v3_March2015.pdf">https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/418131/Preventing_youth_violence_and_gang_involvement_v3_March2015.pdf</a></p> <p>This is a website for the Youth Violence Prevention Initiative: <a href="http://www.worcesterma.gov/youth-opportunities/youth-violence-prevention">http://www.worcesterma.gov/youth-opportunities/youth-violence-prevention</a></p>



<p>Gender-based violence/violence against women and girls</p>	<p><a href="https://www.gov.uk/government/publications/violence-against-women-and-girls-evidence-digest-january-2018">https://www.gov.uk/government/publications/violence-against-women-and-girls-evidence-digest-january-2018</a></p> <p>For information about West Mercia Rape and Sexual Abuse visit: <a href="https://www.wmrsasc.org.uk/">https://www.wmrsasc.org.uk/</a></p> <p>FGM (Female Genital Mutilation) is violence against women and girls. Forced marriage and so called ‘Honour’ based violence are a violation against human rights and is a high priority area of the national and local Violence Against Women and Girls Agenda. It is, primarily an issue for young women and girls aged between 13 and 30 years. Hope House SARC (Sexual Assault Referral Centre): 01452 754390</p> <p><a href="http://www.onyourmindglos.nhs.uk">www.onyourmindglos.nhs.uk</a> for ‘I’ve been raped or sexually assaulted’ information.</p>
<p>Gender Identity Issues</p>	<p>The Gender Trust is a listening ear, a caring support and an information centre for anyone with any question concerning their gender identity, or whose loved one is struggling with gender identity issues. People who might be Transgender, Transsexual or people who do not identify with the gender they were assigned at birth or those who are simply unsure. Address: 76 The Ridgeway, Astwood Bank, B96 6LX tel: 0845 231 0505 <a href="http://www.gendertrust.org.uk">www.gendertrust.org.uk</a></p> <p>Here is a very useful blog from a member of staff who works in Child and Adolescent Mental Health Services (CAMHS) <a href="https://unsafespaces.com/2014/07/18/camhs-and-gender-identity/">https://unsafespaces.com/2014/07/18/camhs-and-gender-identity/</a></p>
<p>Private fostering</p>	<p>National Fostering Agency (NFA) Call on: 0808 284 9226</p> <p>Kinship Care Kinship care means that relatives or friends look after children who cannot live with their parents. Visit this website for more information: <a href="http://www.worcestershire.gov.uk/privatefostering">http://www.worcestershire.gov.uk/privatefostering</a></p>
<p>Preventing Radicalisation and Extremism/HATE (PREVENT duty)</p>	<p><a href="http://www.educateagainsthate.com">www.educateagainsthate.com</a> is the government website providing information and practical advice for parents, teachers and schools leaders on protecting children from radicalisation and extremism. Anti-Terrorist Hotline: tel 0800 789 321 also be raised by email to the Home office: <a href="mailto:counter.extremism@education.gsi.gov.uk">counter.extremism@education.gsi.gov.uk</a>.</p>



	<p>Let's talk about it is an excellent website for parents: <a href="http://www.itai.info/">www.itai.info/</a> as is <a href="http://www.preventtragedies.co.uk">www.preventtragedies.co.uk</a></p> <p>While it remains very rare for school age children to become involved in extremist activity to the point of committing criminal acts, young people can be exposed to extremist influences or prejudiced views, including via the internet, from an early age. As with other forms of criminality or risk of harm, early intervention is always preferable. Schools, working with other local partners, families and communities, can help support pupils who may be vulnerable as part of wider safeguarding responsibilities.</p> <p>Channel guidance:  <a href="https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/425189/Channel_Duty_Guidance_April_2015.pdf">https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/425189/Channel_Duty_Guidance_April_2015.pdf</a></p>
<p>Sexting/Sextortion/youth produced imagery</p>	<p><a href="http://www.nspcc.org.uk/preventing-abuse/keepingchildren-safe/sexting">http://www.nspcc.org.uk/preventing-abuse/keepingchildren-safe/sexting</a> (NSPCC website).</p> <p><a href="https://www.westmercia.police.uk/article/8206/Sexting">https://www.westmercia.police.uk/article/8206/Sexting</a> (West Mercia Police website)</p>
<p>Children Missing in Education (CME)</p>	<p>Children Missing Education (CME) refers to 'any child of compulsory school age who is not registered at any formally approved education activity eg school, alternative provision, elective home education, and has been out of education provision for at least 4 weeks'. CME also includes those children who are missing (family whereabouts unknown), and are usually children who are registered on a school roll / alternative provision. This might be a child who is not at their last known address and either has not taken up an allocated school place as expected, or has 10 or more days of continuous absence from school without explanation, or left school suddenly and the destination is unknown.</p> <p>This is the link for Children Missing Education on the Worcestershire website  <a href="http://www.worcestershire.gov.uk/info/20595/behaviour_and_attendance/293/children_missing_education">http://www.worcestershire.gov.uk/info/20595/behaviour_and_attendance/293/children_missing_education</a></p> <p>Babcock Prime – Educational Welfare Team:  <a href="mailto:Primeedinvservice@babcockinternational.com">Primeedinvservice@babcockinternational.com</a>  <b>01905 678138</b></p>



<p>Missing Children and Adults Strategy (vulnerable children and adults who go missing)</p>	<p>Every year an estimated 200,000 people go missing in the UK. In some cases, missing adults may have made a choice to leave and ‘start their lives over again’, but the vast majority of missing people, children and adults, are vulnerable and need protection and support. The strategy has three key objectives which provide the right foundations for any effective local strategy to tackle this issue: Prevention - reducing the number of people who go missing, including through prevention strategies, education work and early intervention in cases where children and adults repeatedly go missing Protection - reducing the harm to those who go missing, including through a tailored, risk-based response and ensuring agencies work together to find and close cases as quickly as possible at a local and national level Provision - providing support and advice to missing persons and families by referring them to agencies promptly and ensuring they understand how and where to access help. The police should be informed if any child or adult goes missing. The Missing Children and Adults strategy can then be referred to for further information and help. It is a home office publication (2011).</p> <p><a href="https://www.gov.uk/government/publications/missing-children-and-adults-strategy">https://www.gov.uk/government/publications/missing-children-and-adults-strategy</a>  <a href="https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/117793/missing-persons-strategy.pdf">https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/117793/missing-persons-strategy.pdf</a></p>
<p>Children with family members in prison</p>	<p>Approximately 200,000 children have a parent sent to prison each year. These children are at risk of poor outcomes including poverty, stigma, isolation and poor mental health. NICCO (<a href="http://www.nicco.org.uk">www.nicco.org.uk</a>) provides information to support professionals working with offenders and their children to help mitigate the negative consequences for these children.</p> <p><a href="https://www.solgrid.org.uk/education/safeguarding/child-protection/issues/children-family-prison/">https://www.solgrid.org.uk/education/safeguarding/child-protection/issues/children-family-prison/</a></p>
<p>Children and the court system</p>	<p>Children are sometimes required to give evidence in courts, either for crimes committed against them or for crimes they have witnessed. There are two guides to support these children which can be found at <a href="http://www.worcestershire.gov.uk/">http://www.worcestershire.gov.uk/</a> (young witness booklet for 5 to 11 year olds) which is a pdf. There is also a document called “going to court and being a witness age 12 to 17” which is also found at <a href="http://www.worcestershire.gov.uk/">http://www.worcestershire.gov.uk/</a> Making family arrangements via court can be stressful and entrench conflict in families. The ministry of Justice has just</p>



	<p>launched an online dispute resolution service. This can be useful to parents and carers. Got to <a href="http://www.worcestershire.gov.uk/">http://www.worcestershire.gov.uk/</a> and search for “get help with arrangements.”</p>								
<p>Stalking</p>	<p>General Advice:</p> <ul style="list-style-type: none"> <li>▪ If it doesn't feel right it probably isn't!</li> <li>▪ Seek support from trusted family/friends</li> <li>▪ Report to the police and do this early</li> <li>▪ Keep a diary in a secure location</li> <li>▪ Screenshot emails etc and save them</li> <li>▪ Photograph/video your stalker if safely possible.</li> <li>▪ Get advice: Hollie Gazzard Trust, Paladin etc...</li> <li>▪ Tighten security; home, work and on-line</li> </ul> <p>National Stalking Helpline For advice and support. The helpline will operate a triage service for local support and make referrals -Phone: 0808 802 0300 Website: <a href="http://www.stalkinghelpline.org">www.stalkinghelpline.org</a> Email: <a href="mailto:advice@stalkinghelpline.org">advice@stalkinghelpline.org</a></p> <p>Paladin: National Stalking Advocacy Service For advice and referral. Phone line: 020 3866 4107 Email: <a href="mailto:info@paladinservice.co.uk">info@paladinservice.co.uk</a> Website: <a href="http://www.paladinservice.co.uk/">www.paladinservice.co.uk/</a> Hollie Gazzard Trust <a href="https://holliegazzard.org/">https://holliegazzard.org/</a></p>								
<p>Sexual violence and sexual harassment between children in schools and colleges</p>	<p>Here is advice from the WCC webpage: <a href="http://www.worcestershire.gov.uk/info/20379/domestic_abuse_and_sexual_violence/886/sexual_violence_and_abuse">http://www.worcestershire.gov.uk/info/20379/domestic_abuse_and_sexual_violence/886/sexual_violence_and_abuse</a></p> <p>West Mercia Rape and Sexual Abuse Support Centre: <a href="https://www.wmrsasc.org.uk/">https://www.wmrsasc.org.uk/</a> 01905 724 514      <b>Helpline opening times:</b></p> <table border="1" data-bbox="547 1462 1259 1659"> <tr> <td>Monday</td> <td>7.30pm to 9.30pm</td> </tr> <tr> <td>Tuesday</td> <td>1.00pm to 5.00pm</td> </tr> <tr> <td>Thursday</td> <td>7.30pm to 9.30pm</td> </tr> <tr> <td>Friday</td> <td>10.00am to 2.00pm</td> </tr> </table>	Monday	7.30pm to 9.30pm	Tuesday	1.00pm to 5.00pm	Thursday	7.30pm to 9.30pm	Friday	10.00am to 2.00pm
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## Prevent training – Radicalisation

All staff in school have received PREVENT training provided by the home office on how to identify the early stages of radicalisation and what to do. We follow the mantra;

*Notice*

*Check*

*Share*

## Child Sexual Exploitation

All staff at have been trained to identify early cases of child sexual exploitation. Some members of staff have had further training in how to respond and share concerns of child sexual exploitation.

## Female Genital Mutilation

Staff know how to identify if a child may be at risk. They know the signs to look for and most importantly how to refer, following the schools safeguarding procedures.

