

Early help is about children, young people and families getting the right help at the right time, before issues get worse. All children receive Universal Services. However, some children will need extra support to be healthy, safe and to achieve their potential.

As a school, we are committed to providing a safe environment for all our students. We have systems and procedures in place which support safeguarding, enable us to identify quickly those in need of extra help or at risk and to ensure that problems do not escalate or intensify.

Prevention

Staff Training: All staff complete the Educare module "Child Protection Awareness in Education" under the auspices of the NSPCC as part of the induction process and on a three-year rotation. The Senior Leadership Team and many governors have also completed the on-line Educare module in "Safer Recruitment" and one person with the training is always on every interviewing panel. Heads of Year are offered training in a wide range of pastoral, social and health issues.

Pastoral System

All students are placed in a tutor group which we expect to remain constant for five years. The tutor and Head of Year also move up with the tutor group so that at least two adults build a relationship and get to know each student well. They should therefore be able to spot any changes in behaviour or mood quickly. Over time, they will also develop good relationships with parents.

Review meetings

Pastoral reviews are held weekly with the AHT (Pastoral) and Heads of Year. The AHT (Pastoral) and AHT (Inclusion) also meet weekly. These meetings review: attendance; behaviour; academic progress and student access to extra-curricular activities/appropriate support. Outcomes might include setting up peer mentoring or mentoring with an adult; referral to the school nurse or school counsellor; enabling a student to participate in a school trip.

We may also refer to other agencies using the Graduated Pathway (My Plan/My Plan+) or a Pastoral Support Plan (PSP) or agency-specific referral forms.

As a school that sits on the boundary of 4 local authorities (Gloucestershire, Oxfordshire, Wiltshire and Swindon) it is vital that we have maintain good working relations and collaborate fully with all our local agencies:

School Nurse – offers a weekly drop-in service. She will also: respond to referrals; do home visits; run small groups on specific themes (eg anxiety/body image).

Youth Workers – offer mentoring work with individual students on a long-term basis and some small-group sessions. Students are also invited to attend day-trips and subsidised holidays.

Counsellors – Three counsellors from Cotswold Counselling offer four half-day sessions in school, seeing an average of twenty students a week. Students can also self-refer.

Student Services – this reception area for students has been established this year. It is the first point of call for all students queries/concerns. It is staffed at all times of the school day to deal with illness, uniform, lost property, questions, worries.

Student Services Manager – this new role in the Pastoral team has a key focus on attendance. They also support students to make better choices, if they have been removed from a lesson. The Student Services Manager is able to follow up incidents and gather information to resolve in-school issues.

Police – we see the police and Police Community Support Officers on a regular basis. They will come into school to discuss specific concerns; attend pastoral support plan meetings; and give advice.

Child and Young People's Service (CYPS: Gloucestershire) & Child and Adolescent Mental Health Service (CAMHS: Swindon & Wiltshire). We work closely with CYPS/CAMHS to ensure that student needs are met. On occasion, this can mean that young people have their appointments in school.

Info-Buzz - the drugs advisory service provides training to the pastoral team; runs sessions with sixth-form students; and provides mentoring for students who have been screened and felt to be at risk of drug or alcohol abuse.

Early Help Coordinator: When families -and professionals who are helping them - need more support, this can be requested from Early Help Partnerships. There are six Early Help Partnerships across Gloucestershire and each has a fortnightly Allocations Group. These are made up of representatives of services who decide the help that's needed and offer advice, guidance and support to Practitioners. These groups are supported by Families First Plus teams in each District. To access support, a Request for Support form needs to be completed along with a Consent form from the family and sent to the locality Families First Plus inbox

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The Learning Support Department

The Learning Support Department holds meetings every half-term to discuss the progress and welfare of all students on the Special Needs Register. At each meeting there is a focus on a particular year group. All students are assessed on entry in Year 7 and again in Year 9. Any member of staff or parents can raise a concern at any time.

The department also provides lunch time clubs and a safe place for students to be. All students with SEND meet with a member of the Learning Support team three times a year to discuss their Pen Profile.

PSHCE

Lessons occur once a week for 35 minutes led by the tutor team. Topics include:

- Year 7: Relationships (including bullying)
Social media and Internet safety
The body
Human rights
- Year 8: Health (including drugs)
Government elections & voting
The body, sexual activity, risks and protection
Economic wellbeing
- Year 9: Social media (including sexting & internet bullying)
Future Choices
Health and the body, including mental health
- Year 10: Relationships