

Current Practices

A summary is provided below of the current practices and some recent innovations in the area of safeguarding and child welfare at Brockhurst and Marlston House Schools.

Part A

Self-reflection

The school's key policies, procedures and summary documents are developed in line with statutory guidance, ISI regulatory requirements, Local Authority requirements and best practice.

- Since January 2016, we have invited a number of safeguarding specialists to the school to review our safeguarding practices and procedures. This includes staff from independent senior schools and from the Local Authority Childrens' Board.
- Key staff have visited a number of schools to share good practice and have attended specific training delivered by the Boarding Schools Association, Independent Schools Inspectorate and the Local Authority Childrens' Board.
- The School has purchased a safeguarding and pastoral monitoring system called MyConcern, which allows staff to record and update concerns. With all concerns recorded centrally, the Designated Safeguarding Lead (DSL) and Deputy DSL are able to monitor concerns closely and to identify those pupils who would benefit from an early help intervention. By working closely with our parents and outside agencies we can ensure positive outcomes for those pupils needing extra support. Please see further details in Part B under the heading **Early Help for children and families**.
- Please see Appendix 1 of this document, which shows how we respond to the differing levels of concern.
- Guidance on policy and procedure is provided by Dr Griffiths, our Oversight Advisory Governor for Safeguarding.

Staff Training

Safeguarding and child protection training

- All members of staff have Universal Safeguarding Training, which is updated regularly in line with LSCB requirements.
- The Headmaster, Headmistress, Deputy Head Pastoral & Designated Safeguarding Lead, Head of HR & Deputy Designated Safeguarding Lead, Head of the Junior School and School Nurse have enhanced training in Safeguarding and Child Protection.
- Members of the Senior Leadership Team and recruiting Heads of Department are trained in Safer Recruitment.
- Our Oversight Advisory Governors are trained in Child Protection.

Safeguarding induction training

- A best practice, in-house induction training strategy has been developed and implemented to train all staff on appointment in safe working and safeguarding. All staff now receive this training before or on their first day of work. All vetted volunteers also receive training in safeguarding before commencement of volunteering.
- Induction processes for all staff include: safeguarding and child protection induction and Level 2 training.
- Members of the Senior Leadership Team support all new staff and ensure that there is commitment to promoting exemplary professional standards, including in the provision of pastoral care, awareness and practice of health and safety, and risk assessment (including on school trips).

Pastoral Continuous Professional Development for Staff

- It has been a priority to ensure that we have well-trained pastoral leaders in the School and key staff have attended a number of relevant courses provided by the Boarding Schools Association, Independent Association of Prep Schools and the Local Authority Childrens' Board.
- In-service training sessions have been delivered to all teaching staff and pastoral tutors on the issues of: youth mental health first aid, resilience, eSafety, peer-on-peer abuse, child sexual exploitation and domestic abuse.

Pupil Education and Listening to Pupils

- Each week pupils have a lesson in Personal, Social, Health and Economic education. The school is a member of the PSHE Association, which provides the curriculum and resources for delivering our programme.
- Speakers have been invited to the school to present on: child protection, resilience and eSafety. The senior pupils also heard talks on teenage relationships, the legalities and risks involved in sexting and viewing pornography.
- Twice a year the pupils complete 'wellbeing webs' which teaches pupils to express themselves in specific pastoral terms. All concerns that are raised are followed up and, where necessary, parents are informed.

Site Security and Pupil Safety

- All staff are subject to a best practice list of appropriate vetting checks prior to and during employment, including: enhanced DBS and barred list; NCTL's prohibited list; certificates of good conduct and immigration checks; verification of professional qualifications; references from previous and most recent employers.
- A rolling programme has been implemented for renewing DBS checks every three years for all staff.
- The school's Single Central Register includes details of safeguarding training, risk assessments, etc.

- On-site security has been enhanced with the adoption of new visitor protocols.
- Additional CCTV systems have been installed to cover all key areas around the School.
- Further upgrades to the IT safeguarding systems have ensured enhanced filtering and monitoring processes, whilst allowing access to sites which support teaching and learning.

Part B

Pastoral Care

The support and care of the individual is of paramount importance at Brockhurst and Marlston House and we pride ourselves on the warm family atmosphere that we have created in our school. As in any family things can sometimes go wrong and there are plenty of people that the children can turn to if they feel that they are worried about anything and all the staff have a role to play in the pastoral care and welfare of the children.

We have a strong form system at Brockhurst and Marlston House and the form tutors meet with their children every day. They are the first port of call if any problems arise for children or parents. The staff have a weekly pastoral meeting to share and discuss any concerns and there is also a pastoral team who meet regularly to monitor children's welfare.

Within the boarding community, there are many residential staff, including our House Parents, Assistant House Parents, Matrons and Gap Students as well as academic staff, all of whom support the boarders during their time at the school. We make regular contact with parents and encourage boarders to phone home in the evenings. The school also has an independent listener.

The Surgery, headed by our School Nurse (a qualified paediatric nurse), oversees all of the medical requirements of the school on a daily basis.

In the Pre-prep we seek to provide an exceptionally caring, friendly and family feel environment, where each child's happiness is at the heart of everything we do. Praise and encouragement underpin all that we do in the Pre-prep department. Our children are seen and treated as individuals and are able to thrive and identify their potential through a range of activities, topics and clubs. They leave the Pre-prep as confident secure children, ready to face the next stage of their education as they make their way up the school.

Early Help for Children and Families

Being a parent is one of the most important jobs there is - it is also one of the hardest.

Parents are the key to giving children a happy and stable childhood. There is no such thing as the perfect family. Every family is unique with its own combination of strengths and

weaknesses. Any family can get overwhelmed by what seems like endless challenge when it comes to juggling money, school and each other's needs. And sometimes families are disrupted by an upheaval such as a mental or physical illness, a job loss, or an addiction. Even "joyful" events such as a wedding or a new job can bring unexpected problems.

Every family is different; each needs options from which to choose to find an early solution to challenges as they arise. This solution could be as simple, for example, as talking with a teacher, School Nurse or a member of the Senior Leadership Team; your GP; someone at church, etc.

Early Help is an approach not a service. It respects every family's right to access information to help manage their own lives successfully, whilst guiding them to seek support from appropriate sources. Help can then be agreed as soon as concerns start to emerge.

Issues may arise at any point in a child or young person's life and the School aims to work closely with parents to achieve the best possible outcomes for its pupils. Early Help may involve the support of West Berkshire Social Services <http://info.westberks.gov.uk/>

Our intended outcomes for children, young people and families are:

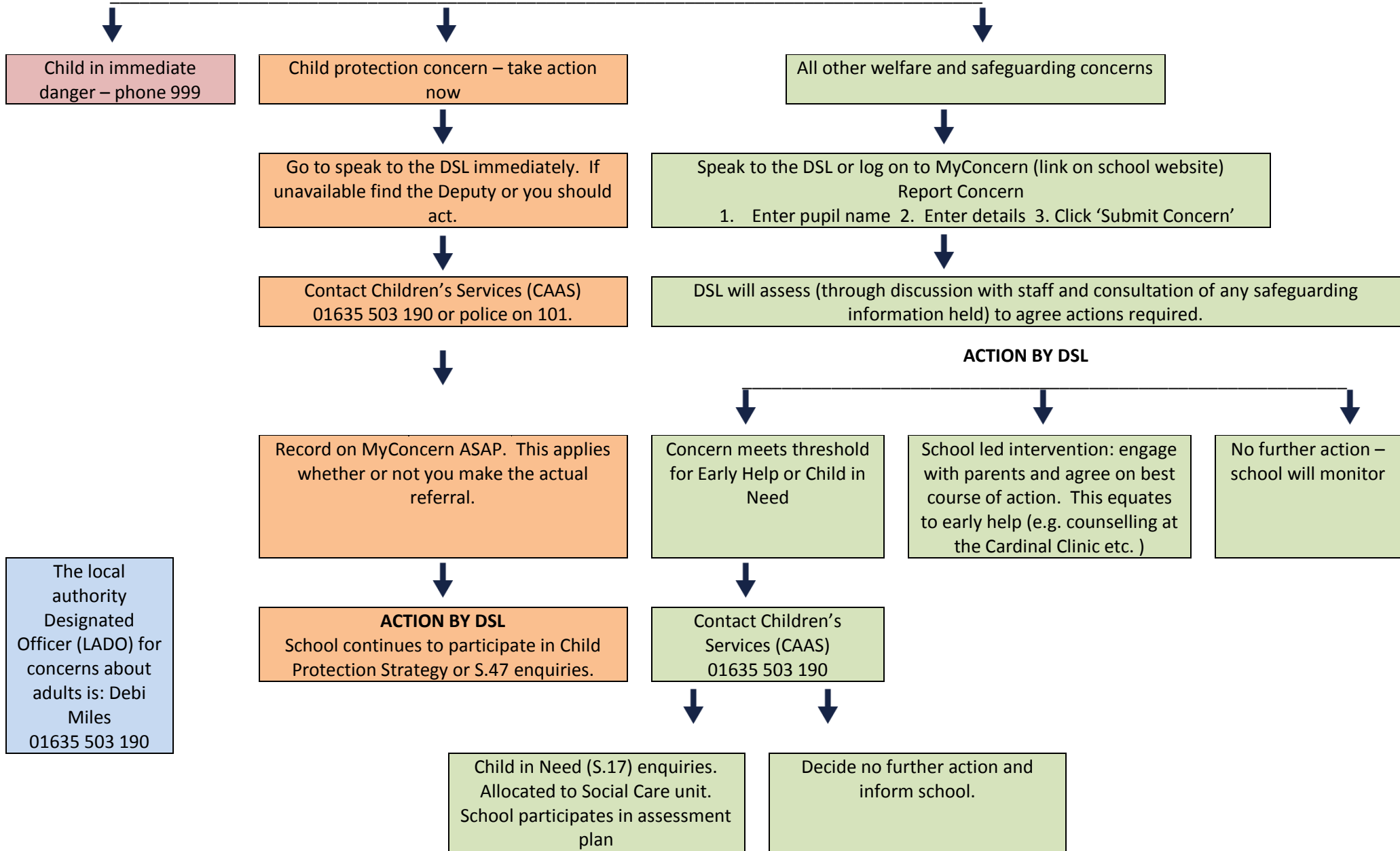
- enhanced life chances as a result of the well documented benefits of Early Help in preventing issues later in life
- an all age integrated service providing continuous support across age groups and for the whole family
- co-ordinated support resulting in maximised opportunities and outcomes for children, young people and families

The strategies we follow to achieve these objectives are:

- To train all our staff and volunteers in how to identify the early signs that a child or family are struggling
- To ensure all staff are aware of those pupils currently considered at risk
- To ensure all staff know our Safeguarding and Child Protection Policy, who to refer concerns to and how to escalate matters if not satisfied with responses
- To have staff who are trained to perform the role of Designated Safeguarding Lead (DSL) and Deputy Designated Safeguarding Lead, with a clear job description outlining their responsibilities
- To have a group of staff trained as Designated Officers which will make up our Welfare and Child Protection Team. This team, which is led by the DSL, is responsible for assessing welfare concerns
- To liaise carefully with the Local Authority to ensure prompt and appropriate support when there is a concern about a child's welfare

- We are registered with the LSCB (Local Safeguarding Children Board) alert service as well receive their newsletter service which ensures staff are kept up to date with the latest Serious Case Reviews and their implications for our practice.
- To support Children and Young Person's Services to ensure that multi-Agency work can have the maximum impact If you believe a child or young person is at significant risk of harm

APPENDIX 1 Brockhurst and Marlston House Staff + Support Staff: If you have concerns about a child. . .



No matter what the outcome, keep monitoring, re-refer or escalate as appropriate. Participate in all assessments and plans. Chase referral if not kept informed – this is our responsibility.

