

Early Help for Children and Families at Droitwich Spa High School

Providing early help to our pupils and families at Droitwich Spa High 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.

At Droitwich Spa High School, our Pastoral and Safeguarding team meet every working day to discuss any concerns. This team includes a combination of the following staff:

Mrs Natalie Waters – Headteacher

Mr Jonathan Brook – Deputy Headteacher

Mr Jamie Broughton – Assistant Headteacher – Designated Safeguarding Lead (DSL)

Mrs Gemma Lloyd-Davies – Assistant Headteacher – Deputy DSL and Head of Behaviour and Discipline

Ms Louise Shipway – Pastoral Support Manager

Mrs Elizabeth Whitehouse – Head of Year 8

Mr Andrew Ward – Deputy DSL, Head of D'Oliveira House and Senior Leader

Mr Adam Kirk – Head of Parks House

Mr Adrian Quiney – Head of Rowling House

Mr Andrew Hook – Head of Winslow House

Ms Chloe Farmer – Pastoral Administrative Assistant

At these meetings we discuss:

How the child presents	Behaviour	Attitudes to learning
Friendships	Family issues	Additional needs
Any support they receive	General progress	Other agencies involved

This allows us to identify any pupils and families that would benefit from the school's Early Help offer and potential referrals / communications with external agency..

PREVENT TRAINING – Radicalisation.

Mr Jamie Broughton has received PREVENT training and has trained the team on how to identify the early stages of radicalisation and what to do. We follow the mantra;

NOTICE

CHECK

SHARE

All staff have received whole school Prevent / Channel training with updates on any new information or material.

Child Sexual Exploitation

All staff at Droitwich Spa High School have been trained to identify early cases of child sexual exploitation. The CSE Screening tool is used if concerns are raised by staff.

Female Genital Mutilation

All staff have received training on FGM. Teachers 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.

At Droitwich Spa High School we meet the needs of our children through a variety of ways:

Student Voice – pupils are actively encouraged to speak about any concerns they have to a member of staff or to our pastoral team. Through our PSHE programme and targeted assemblies, our students are encouraged to speak openly about their emotions and concerns.

- The Student Voice are given opportunities to share experiences and feelings about safety, anti-bullying, the ethos and culture of the school.
- E-safety assembly delivered to all pupils and in year 8 with a six week unit on using the internet safety.
- E-safety presentation offered to parents.
- We have excellent relationships with our PSCO and police partners and they are invited in to school to talk to students about knife crime and community safety.
- The 'Inclusion Centre is available throughout the day, particularly at break and lunch times to support our more vulnerable categories of student.
- Senior Leadership Team presence during unstructured times
- School nurse offers weekly drop in appointments and has delivered an assembly to pupils.
- The DSL meets the Safeguarding Governor half-termly.

ATTENDANCE

Mr Jamie Broughton is the lead on attendance with support from our Attendance Officer, Lisa Jacobs. Lisa monitors this daily and follows our attendance policy to support pupils and families with attendance below 90%. The aim is to offer help and solutions to any problems. The school employs an Education Welfare Officer as a last resort to support students and their families with very poor attendance profiles.

The school operates a truancy call system.

SAFEGUARDING

- All staff are trained by Mr Jamie Broughton with 'mop up' sessions delivered to new members of school staff and volunteers who take part in regulated activity.
- All teachers and staff know precisely how to identify and report concerns, via staff training on induction and our regular updates on safeguarding.
- Child protection files are kept by the DSL.
- ATTENDANCE team follow missing from education guidance.
- All new staff complete safeguarding inductions.
- Mr Broughton is the designated teacher for Looked After Children in school.

We have a record of annual recording that all staff have read Keeping Children Safe in Education (Sep 2018).

Behaviour for Learning at Droitwich Spa High School

The school encourages positive behaviour on a lesson by lesson basis

Pupils are rewarded with Epraise points rewards for good behaviour and other positive behavioural characteristics. Our school behaviour policy is followed for pupils displaying unwanted behaviours.

Pastoral Support

Ms Louise Shipway and Ms Chloe Farmer work with pupils and families to support their needs whilst also signposting them to relevant agencies. With families consent, we can refer families for further family support.

Ms Kim Jones provides additional support requiring emotional regulation, anger management and academic mentoring.

School Counselling

The school has a Pastoral Liaison Manager who, as part of her daily duties, provides advice and guidance on mental health issues, self-harm, domestic upheaval, and provides some counselling to support students and families.

Receptionists

We have three receptionists; Mrs Tracy Lakin, Mrs Nicola Moffatt and Mrs Lisa Jacobs (part-time). Mrs Tracy Lakin is a train-the-trainer First Aid Practitioner and leads on training staff through the First Aid at Work (3 day and 2 day), Emergency First Aid (1 day), and Paediatric First Aid (1 day).

SENCO

Mrs Joanne Moseley and Mrs Susan Evans are SENDCo's and work with children and families with additional needs and can signpost parents to many different agencies.

Designated Safeguarding Lead (DSL)

The DSL (Mr Jamie Broughton) ensures 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 2018** 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 document makes it clear that any child may benefit from early help, but all school and college 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.

Everyone needs help at some time in their lives and therefore an ethos of early help is important for any school, short stay school, Academy or PRU.

The coordinated **Droitwich Spa High School offer of Early Help** is outlined in the table below. We believe that early interventions for children or families, in many cases, will prevent children from experiencing harm.

Droitwich Spa High School will refer to appropriate agencies when help is required to support children, young people or families or to prevent harm.

All Droitwich Spa High School staff must be aware of the Droitwich Spa High School offer of early help. At all times all staff should consider if there is any offer of early help that we can make in order to help a child thrive.

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



SPECIALIST SUPPORT (for display)

ORGANISATION	USEFUL LINKS	SUMMARY
CHILDREN'S SERVICES	<p>http://www.worcestershire.gov.uk/safeguardingchildren/ Please visit the website for more details about Worcestershire Safeguarding procedures.</p> <p>https://www.nspcc.org.uk/preventing-abuse/signs-symptoms-effects/ Please visit the website for more details and information about signs of abuse.</p>	<p>Safeguarding children means protecting children from all forms of harm and abuse, such as physical, emotional, sexual abuse or neglect. It also means helping children to grow up to be confident, healthy and happy adults.</p> <p>The aim is to work in partnership to keep all children and young people safe and thriving; where safeguarding is everybody's business and intervention and support is timely and right for individuals and families</p> <p>Concerns can be called into the Family Front Door on 01905 822666 or a referral can be made online</p>
CAMHS	<p>https://www.hacw.nhs.uk/ourservices/childrens-services/child-and-adolescent-mental-health-services/</p> <p>Please see Advice sheet for parents "CAMHS INFO FOR PARENTS" which can be found in the Website Support Sheet section.</p>	<p>CAMHS stands for Child and Adolescent Mental Health Service. CAMHS works with Children and Young People that are having problems with their Mental Health.</p> <p>Referrals to this service can be made by your GP, the School Nurse or PHS.</p>
MEDICAL EDUCATION TEAM	<p>https://www.babcockprime.co.uk/disadvantaged-and-vulnerable-learners/medical-education</p> <p>Please visit the website for more details.</p>	<p>Droitwich Spa High School can refer pupils to the MET when a medical condition seriously compromises a pupil's attendance at school. All referrals to the Medical Education Team must be supported by relevant medical evidence from an appropriate specialist service which is currently working directly with the young person.</p> <p>The MET works in close conjunction with the school to assess the pupil's educational needs and together a plan is agreed to provide support.</p>
POLICE	<p>https://www.westmercia.police.uk/home</p>	<p>Links to a range of areas including recruitment, victim and witness information, tackling crime, safety, your right to information etc. Can link to information about your local community.</p> <p>Reports can be made to the police Tel: 101</p> <p>Emergency calls Tel: 999</p>
PREVENT	<p>https://educateagainsthate.com/teachers/?filter=prevent-duty</p>	<p>Prevent is about safeguarding people and communities from the threat of terrorism. Prevent is 1 of the 4 elements of CONTEST, the</p>

	<p>Please visit the website for more details – the full PREVENT guidance is available.</p> <p>https://educateagainsthate.com/parents/?filter=safeguarding-advice-and-support</p> <p>Please visit the website for more details – a wide range of support available for parents.</p>	<p>Government's counter-terrorism strategy. It aims to stop people becoming terrorists or supporting terrorism.</p>
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EXTERNAL AGENCY SUPPORT

ORGANISATION	USEFUL LINKS	SUMMARY
Targeted Family Support	http://www.worcestershire.gov.uk/info/20644/targeted_family_support Please visit the website for more details.	<p>Once a referral has been accepted, a Targeted Family Support worker will work with families and children to manage and overcome difficulties and challenges that can occur in life.</p> <p>Families can self-refer, or Droitwich Spa High can refer for you.</p>
PCSO	https://www.westmercia.police.uk/article/2656/Droitwich Spa-Town-Team-Information Please visit the website for more details.	<p>Police Community Support Officers – support Droitwich Spa High School students as and when required.</p>
CAMHS CAST (Child & adolescent Mental Health Service)	https://www.hacw.nhs.uk/our-services/childrens-community-health-services/camhs/cast/ Please see Advice sheet for parents “CAMHS CAST – parents leaflet” which can be found in the Website Support Sheet section.	<p>CAMHS CAST is a service that is part of Worcestershire CAMHS. The CAST Team work with the school to consult and advise where parents and/or school are concerned about a student’s mental health.</p> <p>Parents’ consent is required.</p>
Reach 4 Wellbeing	https://www.hacw.nhs.uk/starting-well/reach4wellbeing/ Please see Advice sheet for parents “REACH4WELLBEING LEAFLET” which can be found in the Website Support Sheet section.	<p>Reach4Wellbeing is part of the CAMHS team and they deliver short-term group support programmes for those experiencing mild to moderate emotional difficulties specifically anxiety and low mood.</p> <p>Parents can self-refer or referrals can be made by GP, School Nurse or PHS.</p>
Bereavement counselling	https://www.strichards.org.uk/our-care/supporting-the-family/bereavement-service/ Please see Advice sheet for parents “ST RICHARDS BEREAVEMENT SUPPORT FLYER” which can be found in the Website Support Sheet section.	<p>St Richard’s Hospice – can support students who have experienced bereavement. The support can be given at school if preferred.</p>
	Please see Advice sheet for parents “Footsteps Bereavement Counselling Information” which can be found in the Website Support Sheet section.	<p>Footsteps is an alternative Bereavement Support organisation that Droitwich Spa High School students have used with success.</p>

WMRASASC	https://www.wmrsasc.org.uk/ Please visit the website for more details.	Free, confidential and non-judgemental support for survivors of any form of sexual harassment or abuse.
The Branch Project	https://www.wmrsasc.org.uk/the-branch-project/ Please visit the website for more details.	<p>The Branch Project works with children and young people who have experienced Child Sexual Exploitation (CSE) or are worried about it. CSE is a type of child abuse that happens when a young person is encouraged, or forced, to take part in sexual activity in exchange for something. The reward might be presents, money, alcohol, or simply just the promise of love and affection.</p> <p>The Branch Project workers listen but do not pressure students to talk about anything that makes them uncomfortable. Students are seen 1-1, normally in school.</p> <p>Parents can self-refer or referrals can be made by Droitwich Spa High School</p>
Selfie Project	https://www.wmrsasc.org.uk/children-and-young-people/selfie-project/ Please visit the website for more details.	The SELFIE project is a series of up to 7 sessions designed to increase young people’s access to high quality sexual violence prevention and support. The workshops are delivered by WMRSASC personnel. The sessions can be standalone or as a series of sessions.
CRUSH	http://www.westmerciawomensaid.org/crush Please see Advice sheet for parents “CRUSH – Advice for Parents – Teenage dating violence & abuse” which can be found in the Website Support Sheet section.	<p>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.</p> <p>Referrals can be made on the website by using the ‘Referral’ button at the top of the webpage.</p> <p>Info & referral line 0800 014 9084</p> <p>By email at@ crush@westmerciawomensaid.org</p>
Mentor Link	https://www.mentorlink.org.uk/ Please visit the website for more details.	<p>Mentor Link provides Mentors who work with students in school, once a week. The Mentors are matched to the needs of the student.</p> <p>There is a cost for this service – £200/term.</p>

<p>Young Carers</p>	<p>https://www.yss.org.uk/worcestershire-young-carers</p> <p>Please see Advice sheet for parents “WORCESTERSHIRE YOUNG CARERS FACT SHEET” which can be found in the Website Support Sheet section.</p>	<p>Young Carers is commissioned by Worcestershire County Council to provide assessment, signposting, one to one support and monthly youth clubs for young people with a caring role at home, aged between seven and 17, who live in Worcestershire.</p> <p>Parents can self-refer a child through the website or PHS can make a referral.</p>
<p>Mermaids</p>	<p>https://www.mermaidsuk.org.uk/</p> <p>Please visit the website for more details.</p>	<p>Mermaids is an organisation who can offer support to children and young people who are transgender and/or gender diverse, and their families. Support options include a parents’ forum, teens forum and a helpline. They can put families in touch with local support groups and signpost to information and links to other local organisations.</p>

ORGANISATION	USEFUL LINKS	SUMMARY
SPECIALIST SCHOOL COUNSELLING and PASTORAL LIAISON SUPPORT	Hemmingy@droitwichspahigh.worcs.sch.uk	If students are struggling with mental health and wellbeing difficulties, there is an opportunity to receive some additional support with an experienced member of staff.
PP REVISION MATERIALS	Heads of Department throughout school.	Revision materials are provided for students entitled to Pupil Premium support. If you are unsure if your family is entitled to this support, please speak with your child's House Team.
EDUCATIONAL PSYCHOLOGIST ASSESSMENT	evanssa@droitwichspahigh.worcs.sch.uk moseleyje@droitwichspahigh.worcs.sch.uk	Educational psychologists work in partnership with families and schools to help young people achieve their full potential and improve all children's experiences of learning. If your child is experiencing difficulties in school, the Head of House or SENCo might suggest that an Educational Psychologist assessment is carried out. The report should provide advice and make suggest strategies to encourage effective learning.
COMMUNITY SOCIAL WORK CONSULTATION	http://www.worcestershire.gov.uk/info/20366/professionals/1656/community_social_workers	Community Social Workers (CSW) support professionals, in this case Droitwich Spa High School, by offering advice and guidance and can also signpost us to services that can help to support families. PHS can also request assistance from the CSW to help with Early Help Assessments and to develop Early Help Action Plans. Droitwich Spa High School requires consent from parents if any discussion is to take place.
EARLY HELP ASSESSMENT	https://www.worcestershire.gov.uk/eha	An Early Help Assessment is a tool to assist professionals working with young people and families and can be used where there are emerging welfare or well-being concerns.

	<p>Please visit the website for more details about the Early Help Assessment form & guidance.</p> <p>file:///filestore/sp\$/downloads/64152_Early_Help_in_Worcestershire_Document_Jan_2019_V02.pdf</p>	<p>It is not a requirement for PHS to have completed the official form, but it can be used as a guide to support discussions.</p>
TA SUPPORT IN LESSONS	<p>evanssa@droitwichspahigh.worcs.sch.uk</p> <p>moseleyje@droitwichspahigh.worcs.sch.uk</p>	<p>It is possible that your child might require some extra support in school. If this is the case, they might be in teaching groups where a Teaching Assistant supports some or all of the lessons.</p> <p>Teaching Assistants will support as required and with the agreement of the young person – some children do not like to be considered ‘different’ and can decline this help. In this situation, our TAs support more discretely in a way that benefits your child.</p>
PASTORAL CONCERNS	<p>Students’ tutor</p> <p>Group-HOH@droitwichspahigh.worcs.sch.uk</p>	<p>Students can report any concerns to any member of staff, their Tutor or their respective Head of House. Staff will listen and report concerns.</p>
PASTORAL MENTORING	<p>Group-HOH@droitwichspahigh.worcs.sch.uk</p> <p>jonesk@droitwichspahigh.worcs.sch.uk</p> <p>broughtonjd@droitwichspahigh.worcs.sch.uk</p>	<p>Pastoral Mentors work with students over a period of approximately 6 weeks to support them with a range of issues from anger management to anxiety.</p> <p>After 6 weeks, progress is reviewed; mentoring can continue if deemed necessary.</p> <p>Students and/or parents can request this support through the relevant House or DSL/DDSL</p>
NURTURE GROUP	<p>jonesk@droitwichspahigh.worcs.sch.uk</p>	<p>Nurture Group. A club is set up every morning from 08:20 in Inclusion</p>
ANTI-BULLYING ALLIANCE	<p>broughtonjd@droitwichspahigh.worcs.sch.uk</p>	<p>We have a dedicated and trained group of Sixth Form students who frequently visit students who have been victims of unkindness and bullying. If concerns continue, they report back to the respective Head of House.</p>

ATTENDANCE SUPPORT	<p>jacobs1@droitwichspahigh.worcs.sch.uk</p> <p>whitehousee@droitwichspahigh.worcs.sch.uk</p> <p>broughtonjd@droitwichspahigh.worcs.sch.uk</p>	<p>The students' tutors and Heads of House are responsible for raising the profile of high attendance.</p> <p>Students will complete their Attendance Profile weekly.</p> <p><u>Additional Support</u></p> <p>Our Attendance Officer will check attendance on a daily basis. If your child is not marked present and, if no call has been received, TRAUNCY CALL will be activated and you will receive a text message informing you of your child's absence and to call the school to justify their absence. This is a requirement by the DfE and also a Safeguarding process.</p> <p>If there are patterns of poor attendance, Droitwich Spa High School will support you by following the following staged approach –</p> <ul style="list-style-type: none">• A meeting with our attendance officer in school.• Cause for Concern letter• Medical Evidence letter• Referral to our Educational Welfare Officer, Julie Haskell• We initiate, as a last option, legal proceedings.
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Additional Information

<p>Designated Safeguarding Lead (DSL) and deputy DSL's of Droitwich Spa High School</p>	<p>If you have any safeguarding concerns regarding a child at our school or in the community, then please contact a member of Droitwich Spa High School's safeguarding team on 01905 774421.</p> <p>If you think a child or young person is at immediate risk of significant harm then you should contact the Family Front Door (FFD) – 01905 822 666 or in an emergency always call 999.</p>
<p>Pastoral support team</p>	<p>Generic queries should be directed to the tutor in the first instance. However, if you feel you would like to have a chat with the pastoral team regarding more sensitive issues, please contact the respective Head of Year on 01905 774421.</p>
<p>School nurse</p>	<p>Droitwich Spa High School's school nurse is Liz Allan who attends the school on a weekly basis for 'drop-in' sessions. If you wish for your child to see the school nurse, please contact 01905 774421 and the receptionists will arrange an appointment for your child (and carers if required).</p>
<p>Parenting support</p>	<p>There are a number of services for families in Droitwich. Contact WANDS on 01905 827391 for further information.</p>
<p>The Front Door to Children's Services (Previously: Access Centre).</p>	<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> <p>Do not wait to discuss this with the DSL/DDSL but do report it afterwards.</p>

<p>WSCB (Worcestershire Safeguarding Children's Board) website.</p>	<p>http://www.worcestershire.gov.uk/safeguardingchildren Important information for parents and professionals across Worcestershire in relation to keeping children safe 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. http://www.worcestershire.gov.uk/info/20507/childcare/1579/family_information_service</p>
<p>Home-school support 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.</p> <p>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"> - <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> - <i>Monthly meeting in Worcester with games, music and crafts for all ages.</i>

	<p>- <i>Monthly social meeting in south Worcestershire, including indoor and outdoor games, group music session and a drama group.</i></p> <p>- <i>Bowling or Ice skating most months.</i></p> <p>- <i>"Education group" workshops organised regularly. Recent workshops have include: Marvellous Mosaics' 'Gunpowder plot' 'Medieval life', 'Making Music' and 'Creative Writing.</i></p> <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: info@worcestershire-home-educators.co.uk</p>
E-safety (Online Safety)	<p>Online Activity (phones, computers) can be a serious risk to children: The use of technology has become a significant component of many safeguarding issues. Advice and Guidance can be found on the school's website www.droitwichspahigh.worcs.sch.uk</p> <p>Child sexual exploitation; radicalisation; sexual predation – technology often provides the platform that facilitates harm. With the right support, education and safety measures in place the internet and new technologies can also bring great benefits but we must all be vigilant. PACE (parents against child exploitation) UK is a useful website to engage parents with safety issues. www.paceuk.info/ https://www.thinkuknow.co.uk/parents/ -</p> <p>This is the Child Exploitation and Online Protection (CEOP) Centre. It's a one stop shop for most information about online safety. https://www.thinkuknow.co.uk/teachers</p> <p>http://educateagainsthate.com/ - This is the</p>

	<p>government website to help parents and professionals understand the risks of children and young people being radicalised by extremists online and how to keep children safe from this.</p> <p>www.internetmatters.org – A great site for helping parents keep their children safe online.</p>
Mental Health	<p>At Droitwich Spa High School, we have brought together some useful online self-help guides/leaflets available for you to access via the school's website.</p> <p>Alternatively, there is a guide available for you to read online. The self-help guides can be accessed by typing the below link into your URL and selecting 'Self Help Guides': www.hacw.nhs.uk/a-to-z/letter-s/</p> <p>Staying Safe http://stayingsafe.net/</p> <p>SANE 0845 767 800 Email: sanemail@org.uk www.sane.org.uk</p> <p>Samaritans 116 123 (24 hour helpline) www.samaritans.org.uk</p> <p>Rethink Mental Illness 0300 5000 927 www.rethink.org</p> <p>Mental Health Foundation www.mentalhealth.org.uk</p> <p>MIND 0300 123 3393 or text 86463 www.mind.org.uk</p> <p>Anxiety UK 08444 775 774 www.anxietyuk.org.uk</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>Useful links</p> <p>Bullying UK</p> <p>Childline</p> <p>KidScape:</p> <p>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>https://www.kidscape.org.uk/resources-and-publications/</p>
<p>Hate Crime</p>	<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: contactus@westmercia.police.uk</p>

	<p>Emergency number: 999 Non-Emergency number: 101 report online to True Vision (opens in a new window) https://educateagainsthate.com/parents/ Call in at your local police station</p>
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<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"> • severe learning disabilities • severe physical disabilities • severe developmental delay in motor and or cognitive functioning • profound multiple disabilities • severe sensory impairment (registered blind and/or profoundly deaf) • complex and severe health problems that arise from the disability, that are life threatening, degenerative illness or organic disorder resulting in severe disability • a diagnosis of Autistic Spectrum Condition with an associated learning disability and where the condition severely affects day to day functioning
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SEN Services and Support Groups

- [9 Tea Cups](#)
- [autismlinks](#)
Links to events, services and information of use to families of people with Autism
- [Autism Spectrum Condition and Learning Disabilities Group](#), a group for family members and carers, Kidderminster Hospital
- [Autism West Midlands](#) a support group for young people aged 16-24 with Asperger's Syndrome in the Malvern Hills area
- [Autism in Worcestershire](#)
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.
- Childrens Centres. Find out what's happening at [your local Children's Centre](#)
- Community Paediatric Service
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 & educational assessments
([The Community Paediatric Service South Worcestershire](#),
- [Core Assets](#): Core Assets deliver the Independent Support Service in partnerships with Worcestershire County Council. They provide confidential, impartial and independent information and support for young people and their families to find their way through the changes to the Special Educational needs and Disabilities (SEND) systems.
Please note: Core Assets Independent Support Programme will be closing on the **31 July 2018**. Independent Support was always intended to be a time limited resource, supporting the transition from statements to EHCPs. From August 2018 onwards, parents, children and young people will continue to be able to access

	<p>information, advice and support on statutory assessment and annual reviews from your local SENDIASS.</p> <ul style="list-style-type: none"> • Council for Disabled Children A host of useful leaflets on SEND issues many in Easy Read format to help children understand • Disability Information Advice Line (DIAL) Worcestershire 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 • Dyslexia Parent Support Group. Find out more from the Worcestershire Dyslexic Support Group • Footprints Support for Bereaved Children and their Families in Worcestershire Support for bereaved children and their families in Worcestershire • Learning Disabilities (opens in a new window) We work with people with learning disabilities, their families and the people who support them.
<p>Early Help</p>	<p>Early help guidance for professionals</p> <p>What is early help?</p> <p>Early help means providing support as soon as a problem appears, to stop it from getting worse. This could be at any point in a child's life, from birth to the teenage years.</p> <p>Anyone can provide early help – you don't need to be an expert professional. Early help is not about passing</p>

	<p>the issue on to an expert, but thinking about what is the best support you can offer.</p> <p>You can provide effective support by:</p> <ul style="list-style-type: none"> • listening • working with other people who could help • finding out about specialist agencies who could help • filling out an Early Help Assessment with the person you are helping • contacting Children's Social Care if you think the problem is more serious <p>There is a lot of information and advice on the Advice, Care, Health and Support pages as well as detail of local services that can provide support for children, young people and families.</p> <p>Download: Worcestershire Safeguarding Children Board – Early Help Strategy 2017 to 2020</p> <p>Download: Worcestershire Special Educational Needs and Disabilities (SEND) strategy</p>
<p>DDNs (Dangerous Drug Networks)</p>	<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>Presentation For DDN's (PDF, 151.7 KB)</p> <p>For professionals that work in health (PDF, 1.3 MB)</p> <p>For professionals that work with young people (PDF, 1.3 MB)</p> <p>For professionals working in housing (PDF, 1.3 MB)</p>

	<p>Drug Gangs and Exploitation (PDF, 556.6 KB)</p>
<p>Child Criminal Exploitation (County Lines)</p>	<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>https://www.gov.uk/government/publications/criminal-exploitation-of-children-and-vulnerable-adults-county-lines</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>https://www.catch-22.org.uk/child-criminal-exploitation/</p>
<p>Child Sexual Exploitation (CSE)</p>	<p>West Mercia Safeguarding Children Procedures has a page dedicated to Child Sexual Exploitation. 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>Key facts about CSE</p> <ul style="list-style-type: none"> • It affects both girls and boys and can happen in all communities. • Any young person can be targeted but there are some particularly vulnerable groups: Looked After Children, Children Leaving Care and Children with Disabilities. • Victims of CSE may also be trafficked (locally, nationally and internationally). • Over 70% of adults involved in prostitution were sexually exploited as children or teenagers. • Sexual violence or abuse against children represents a major public health and social welfare problem within UK society, affecting

16% of children under 16. That is approximately 2 million children.

Documents

- [Appropriate Language: Child Sexual and/or Criminal Exploitation Guidance For Professionals \(CSE Police and Prevention website, opens in a new window\)](#)
- [Child Sexual Exploitation: Definition and a guide for practitioners \(GOV.UK website, opens in a new window\)](#)
- [Child Sexual Exploitation – Identification Tool](#)
- [Worcestershire Child Sexual Exploitation Strategy and Action Plan 2017 to 2019](#)
- [WSCB Multi-agency Child Sexual Exploitation Pathway](#)
- [WSCB CSE self assessment tool and guidance](#)

Making a referral

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

Useful Websites

- [Barnardo's](#) spot the signs: Advice for parents, professionals and young people on the signs of sexual exploitation and how to keep safe
- [Department for Education \(Gov.uk\)](#) National Action Plan for Tackling Child Sexual Exploitation
- [Parents Against Child Sexual Exploitation](#) pace is the leading national charity working with parents and carers whose children are sexually exploited
- [NSPCC](#) definitions, statistics, facts and resources about CSE.
- [NWG Network](#): Fighting against CSE and working to inform, educate and prevent child sexual abuse within the UK.
- Spotting The Signs of Child Sexual Exploitation: a 15 minute [YouTube clip](#) from Health Education England

<p>Domestic violence</p>	<p>Here is a very helpful website for what do to in many different difficult situations: http://www.worcestershire.gov.uk/info/20379/domestic violence and sexual abuse</p> <p>West Mercia Women's Aid: 0800 980 3331 0800 783 1359 helpline@westmerciawomensaid.org</p> <p>Further reading</p> <ul style="list-style-type: none"> • Controlling or Coercive Behaviour in an Intimate or Family Relationship Statutory Guidance Framework (GOV.UK website, opens in a new window) • Domestic Abuse - A toolkit for employers (Wellbeing.BIT website, opens in a new window) • Groups for parents - information and guidance • Multi-agency Statutory Guidance for the Conduct of Domestic Homicide Reviews (GOV.UK website, opens in a new window) • Worcestershire Domestic Abuse Strategy 2017 - 2020 (click to download) • Worcestershire Multi-agency domestic abuse training – Learning Outcomes (click to download)
<p>Teenage relationship abuse</p>	<p>Here is a great PDF helping to understand teenage relationship abuse: U:\U161 CHS\U695 Education Safeguarding\G3 SG\AAA .Education Adviser Safeguarding\G1 Mgt & Admin\03.Education Adviser -Safeguarding files\Admin Assisstant\A parents and carers guide to violence and abuse in teenage relationships.pdf</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. http://www.westmerciawomensaid.org/crush/</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>https://www.nhs.uk/conditions/Fabricated-or-induced-illness/</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>www.gov.uk/government/publications/national-actionplan-to-tackle-child-abuse-linked-to-faith-or-belief</p> <p>Further contacts for advice can be found from the local representatives for some faiths.</p> <ul style="list-style-type: none"> • An Exploration of Knowledge About Child Abuse Linked to Faith or Belief (2016) • National Action Plan to Tackle Child Abuse Linked to Faith or Belief (2012) • Safeguarding Children from Abuse Linked to a Belief in Spirit Possession (2007) this good practice guidance is archived but still available. • Eleanor Stobart report 2006: Child Abuse Linked To Accusations of Possession And Witchcraft (2006) • Unicef study report: Children Accused of Witchcraft • AFRUCA: Africans Unite Against Child Abuse

Honour based violence (HBV)	<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 exhaustive list. Where a culture is heavily male dominated, HBV may exist. The police have made it a</p>

	<p>high priority to help communities fight back to tackle both honour based violence and hate crime. The 'Honour Network Help line': 0800 5 999 247</p>
<p>Female genital mutilation (FGM)</p>	<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 http://www.nhs.uk/Conditions/female-genitalmutilation for NHS information and signs of FGM. Any suspicion of FGM should be referred to the Police and social care.</p> <p>- Annalise Price-Thomas (Head of Service) has completed the online home office training, '<i>Female Genital Mutilation: Recognising and Preventing FGM</i>' - E-learning package- http://www.fgmelearning.co.uk/ for interested staff or professionals (free home office elearning)</p>
<p>Forced marriage</p>	<p>UK Forced Marriage Unit fmu@fco.gov.uk Telephone: 020 7008 0151 Call 999 (police) in an emergency. www.gov.uk/stop-forced-marriage for information on Forced Marriage. <i>Visit Home Office website to undertake Forced Marriage e-learning package</i> https://www.gov.uk/forced-marriage. GSCB one day Awareness training delivered by Infobuzz www.gscb.org.uk Please see 'Multi-Agency Practice Guidelines- Handling cases of Forced Marriage' for more information and detail: https://www.gov.uk/forcedmarriage. 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. www.freedomcharity.org.uk 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</p>

	<p>or text 4freedom to 88802 or go to the website to download the app from the app page.</p>
Gangs and youth violence	<p>Here is a PDF assisting with Gangs and Youth https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/418131/Preventing_youth_violence_and_gang_involvement_v3_March2015.pdf</p> <p>This is a website for the Youth Violence Prevention Initiative: http://www.worcesterma.gov/youth-opportunities/youth-violence-prevention</p>
Gender-based violence/violence against women and girls	<p>https://www.gov.uk/government/publications/violence-against-women-and-girls-evidence-digest-january-2018</p> <p>For information about West Mercia Rape and Sexual Abuse visit: https://www.wmrsasc.org.uk/</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.</p> <p>Hope House SARC (Sexual Assault Referral Centre): 01452 754390</p> <p>www.onyourmindglos.nhs.uk for 'I've been raped or sexually assaulted' information.</p>
Gender Identity Issues	<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.</p> <p>www.gendertrust.org.uk</p>
Private fostering	<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</p>

	<p>website for more information: http://www.worcestershire.gov.uk/privatefostering</p>
<p>Preventing Radicalisation and Extremism/HATE (PREVENT duty)</p>	<p>www.educateagainsthate.com 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: counter.extremism@education.gsi.gov.uk. Let's talk about it is an excellent website for parents: www.ltai.info/ as is www.preventtragedies.co.uk 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. Channel guidance: https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/425189/Channel_Duty_Guidance_April_2015.pdf</p>
<p>Sexting/Sextortion/youth produced imagery</p>	<p>http://www.nspcc.org.uk/preventing-abuse/keepingchildren-safe/sexting (NSPCC website). https://www.westmercia.police.uk/article/8206/Sexting (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</p>

	<p>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 http://www.worcestershire.gov.uk/info/20595/behaviour_and_attendance/293/children_missing_education</p> <p>Babcock Prime – Educational Welfare Team: Primeedinvservice@babcockinternational.com 01905 678138</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>https://www.gov.uk/government/publications/missi</p>

	<p>ng-children-and-adults-strategy</p> <p>https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/117793/missing-persons-strategy.pdf</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 (www.nicco.org.uk) provides information to support professionals working with offenders and their children to help mitigate the negative consequences for these children.</p> <p>https://www.solgrid.org.uk/education/safeguarding/child-protection/issues/children-family-prison/</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 www.gov.uk (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 www.gov.uk. Making family arrangements via court can be stressful and entrench conflict in families. The ministry of Justice has just launched an online dispute resolution service. This can be useful to parents and carers. Got to www.gov.uk and search for “get help with arrangements.”</p>
<p>Stalking</p>	<p>General Advice:</p> <ul style="list-style-type: none"> ▪ If it doesn't feel right it probably isn't! ▪ Seek support from trusted family/friends ▪ Report to the police and do this early ▪ Keep a diary in a secure location ▪ Screenshot emails etc and save them ▪ Photograph/video your stalker if safely possible. ▪ Get advice: Hollie Gazzard Trust, Paladin etc... ▪ Tighten security; home, work and on-line <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: www.stalkinghelpline.org</p>

	<p>Email: advice@stalkinghelpline.org</p> <p>Paladin: National Stalking Advocacy Service For advice and referral. Phone line: 020 3866 4107 Email: info@paladinservice.co.uk Website: www.paladinservice.co.uk/</p> <p>Hollie Gazzard Trust https://holliegazzard.org/</p>								
<p>Sexual violence and sexual harassment between children in schools and colleges</p>	<p>Here is advice from the WCC webpage: http://www.worcestershire.gov.uk/info/20379/domestic_abuse_and_sexual_violence/886/sexual_violence_and_abuse</p> <p>West Mercia Rape and Sexual Abuse Support Centre: https://www.wmrsasc.org.uk/ 01905 724 514 <u>Helpline opening times:</u></p> <table border="1" data-bbox="699 987 1410 1339"> <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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