



Offer of Early Help 2019

At Dormer House we recognise that problems can arise at any point throughout childhood and believe that children are entitled to the **right help at the right time.**

First steps to help are taken through PSCHE lessons, circle time and one to one mentoring. For PSCHE we use the **Gloucestershire PSCHE and Safeguarding PINK Curriculum** (*People in the Know*). This is a carefully planned scheme of work and planning toolkit which supports the development of the necessary skills and knowledge that our children need to lead a happy, safe, healthy life.

The PSCHE department has a variety of resources that can be used to help pupils and families. We have books which **challenge stereotypes, celebrate difference** and **challenge bullying of all forms.** We have resources that can help with **a positive sleep routine, the arrival of a new baby, a hospital stay** and **bereavement.** We have resources to promote **resilience** and **British values.** **Mrs Barber** is **PSCHE Subject Lead** and she books the **Life Caravan** and a range of speakers and events for **Healthy School Week.** We run regular **Mindfulness** sessions to aid relaxation and keep pupils calm before tests. This year pupils will also participate in the **Gloucestershire Online Pupil Survey.**

Who can help at help at School?

If you or your child needs someone to talk to or you need support with particular difficulties, the nursery staff and class teachers are ready to listen and offer advice.

The **Sunshine Team** are there to ensure that all pupils reach their full potential academically, working to remove any obstacles to learning. **Miss Tustin** is EYFS SEND CO, **Mrs Marshall**, is SEND TA and **Mrs McQuail** is SENDco for Main School.

We also have two **Trustees** with a wealth of experience in supporting children and families. **Mrs Paxford** is Trustee for Safeguarding and **Mrs Sparling** is Trustee for SEND.

In the office, **Mrs McPherson** will be happy to help with **medical needs** and **attendance.** She is **Nursery Manager** and **Deputy Safeguarding Lead.**

As Headmistress, it is my job to ensure that **every child at Dormer has a voice** and that **the Skylark is singing as it soars.** From time to time **all** families experience difficulties, having someone to listen and offer support can be of great help.

... And so my door is always open!

Mrs Thomas, Designated Safeguarding Lead



Our staff are trained in recognising the signs of Child Abuse, Extremism and FGM they are committed to and know the benefit of Early Help as a way of supporting families and young people before their needs become acute and Social Care or other specialist intervention may be necessary.

The school has a range of robust safeguarding procedures in place which puts the safety and protection of children at the heart of any decisions. The school's safeguarding team is made up of the following school personnel:

- Designated Safeguarding Lead (DSL) – Alison Thomas
- Deputy Designated Safeguarding Lead (DDSL) – Jane McPherson
- Deputy Designated Safeguarding Lead Out of Hours Care – Sam Tustin
- Safeguarding Trustee – Caroline Paxford

The DSL and all DDSLs complete inter-agency safeguarding training on a two yearly programme. All other school staff complete safeguarding training on a three yearly basis and are updated regularly to any changes in legislation. Safer Recruitment Training is carried out on a five yearly basis and Staff DBS rechecked every five years.

Reporting Concerns

If any member of school suspects that a child may be at risk of harm or who has been harmed they will report the incident through the schools reporting system. If a member of staff believes that a child is at risk of or has been subjected to significant harm then this must be reported immediately in person to either the school's DSL or one of the DDSLs or direct to the Child Help Desk. It is school policy that a member of the safeguarding team will be on site at any one time.

The primary aim of the school's Early Help systems is to try to intervene early with families before it gets to the stage when a child may be at risk of harm.

Involvement of Families

The school will always involve the family in all Early Help strategies and most will only be put in place with their permission. The school will aim to work with families in a supportive, non-judgemental way so that trust is built up and the best possible outcomes achieved.

There are occasions, however, when the school's safeguarding team or member of school staff may believe that a child may be at immediate risk of significant harm and that by informing the parents/carers of the concern may put the child at further risk. In these cases the school will implement section 47 procedures. This will involve an immediate referral to social care without the parents/carers knowledge.



School Indicators for Children or Families That May Require Early Help

The following list provides examples of areas where, without intervention, a family may break down or a child may be put a risk of neglect, emotional, physical or sexual harm. This also includes the risk of extremism. The school has no pre-prescribed criteria for supporting children and families. Each case is assessed according to needs and a bespoke programme put in place for that child and/or family:

Indicators			
<ul style="list-style-type: none"> • Low Parenting Skills • Substance/Alcohol Abuse • Domestic Abuse • Child Mental Health • Bereavement • Child unaware of danger and how to keep themselves safe • Extremist views 	<ul style="list-style-type: none"> • Poor Diet - Obesity, Malnourished • Young Carer • Breakdown in community relationships • Adult Mental Health • Changes in Behaviour and Risk of Exclusion • Child Demonstrates Sexualised Behaviours 	<ul style="list-style-type: none"> • Low Income or Poverty • Breakdown in family relationships • Isolation • Disability of a Child • Poor Attendance and Punctuality • Frequent House/School Moves 	<ul style="list-style-type: none"> • Limited Community Integration • Transport • Special Educational Needs (refer to Local and School offer) • Disability of an Adult • Child Unaware of How to Keep Themselves Safe Online • Cleanliness and Hygiene

Early Help Points of Contact

Our school has divided its 'Early Help' strategies into 4 areas:

- **Universal Support** is for all and is what all children and families would normally receive,
- **Community Support** is for a child or family who may need some extra support,
- **Specific Support** is for children and families who need specialist support
- **Crisis Support** is where a child or their family need a high level of support to prevent harm.



Universal Support

<ul style="list-style-type: none"> • Family • School Staff • Local Church 	<ul style="list-style-type: none"> • Friends • Nursery Staff 	<ul style="list-style-type: none"> • School Trustees • Nest Staff 	<ul style="list-style-type: none"> • Dormer Parents and Friends. • School Safeguarding Team
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Community Support

<ul style="list-style-type: none"> • Police Officers and Community Support Team (PCSOs) • School Nurses • Family Support Workers • Food Banks • Army Support Services • ArtSpace 	<ul style="list-style-type: none"> • Health Visitors • Housing Officers • GP and Practice Nurse • Churches • Job Centre • Traveller Support Services • Pediatricians • Communication with previous settings 	<ul style="list-style-type: none"> • Doctors • Home Start • District Council • Housing Association • Landlords • Interpreter • Counselling 	<ul style="list-style-type: none"> • Midwives • Social Workers • Change 4 Life School Clubs • Young Carers • Citizens Advice Bureau • Education Entitlement and Inclusion Team • Play Therapy
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Community Social Worker – Becky Atkins- Tel - 01452 328101 (Mob) 07971121646 or email rebecca.atkins@gloucestershire.gov.uk

Early Help Co-Ordinator - Beverley Pitter – Tel – 01452 328101 (Mob) 07760172829 or email beverley.pitter@gloucetershire.gov.uk



Specialist Support

<p>Mental Health for Children</p> <ul style="list-style-type: none"> • CYPS emotional well-being team • CYPS Referrals • MIND.ord website • POPYRUS Anxiety bc.org • CINCH • 1:1 Therapy from Specialist Therapists Children and Young People's Services (CYPS) <p>Food/Clothes/Christmas</p> <ul style="list-style-type: none"> • North Cotswold Foodbank • Local Charities and shops – Community Awareness Group • School Second Hand Uniform Store 	<p>Mental Health for Adults</p> <ul style="list-style-type: none"> • Referrals to Cotswold Councelling • Referrals to AXIS well-being • GPs • Mental Health team <p>Finance/Housing</p> <ul style="list-style-type: none"> • Rural CRB • Referrals to P3 • Liasing with housing officers • Support to complete benefit claims. 	<p>Bereavement Support</p> <ul style="list-style-type: none"> • Winstons Wish • SWITCH programme • CRUISE – bereavement counselling for parents • Samaritans <p>Schools Admissions/Fees</p> <ul style="list-style-type: none"> • Head Teacher • Trustees • School Bursar • Bursary Fund 	<p>Domestic Violence</p> <ul style="list-style-type: none"> • GDASS • Cotswold Domestic Abuse Support <p>Divorce/Seperating Families</p> <ul style="list-style-type: none"> • Cheltenham Family Mediation • CORUM – online legal advice • CINCH – counselling for children
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Crisis Support

<ul style="list-style-type: none"> • Social Care – Child Protection (CP) and Child in Need (CIN) • Courts – Care proceedings 	<ul style="list-style-type: none"> • School Safeguarding • Counselling 	<ul style="list-style-type: none"> • Social Worker • Channel Panel 	<ul style="list-style-type: none"> • Police – Police Protection Order (PPO)
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Crisis Support Continued

Local Support for Families and Groups

<ul style="list-style-type: none">• Referral to Young Carers• Functional Family Therapy• Channel panel	<ul style="list-style-type: none">• Referral to Family Lives• Educational, Entitlement and Inclusion team (EEI)	<ul style="list-style-type: none">• Referral to Home Start• NSPCC	<ul style="list-style-type: none">• Parenting Courses• Child Exploitation and Online Protection Centre (CEOP)
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