

# ***Learning and living as children of God***

*(Ephesians 5:1)(You are God's children whom he loves. Try to be like God)*

## **Deerhurst and Apperley C of E Primary School**



**Offer of Early Help Statement  
September 2022  
Reviewed in light of changes to KCSIE  
2022**

**Early Help: providing support as soon as a problem emerges, at any point in a child or young person's life. This document has been updated with the recommendations of KCSIE 2022.**

“Everyone needs help at some time in their lives and therefore an ethos of early help is important for any school or PRU. **Within Gloucestershire the Early Help Partnership is co-ordinated by Families First Plus but all organisations working with children and young people should view themselves as part of the Early Help Partnership.** The co-ordinated **D&A 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. The link to Offer of Early Help is on our website under Parent information.

Expert and professional organisations are best placed to provide up-to-date guidance support and intervention on specific safeguarding issues when and if they arise. D&A will refer to appropriate agencies when help is required to support children, young people or families or to prevent harm.

**All D&A staff must be aware of the D&A 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. The GCSE 'continuum of need' windscreen is an important diagram to keep in mind for all children. A copy of the GCSE 'continuum of need' windscreen is displayed in the staffroom and on a staff safeguarding wall**

Our aim at D&A is to help pupils and families as early as possible when issues arise: 'the right help at the right time to stop any issues getting worse'. Early help is an approach not necessarily an action. It includes prevention education as well as intervention where necessary or appropriate. In some cases immediate urgent action might be necessary if a child or young person is at risk of harm or in immediate danger.

## Offer of Early Help

<p><b>Children's Helpdesk</b></p>	<p><b>If a member of staff, parent/carer or member of the public thinks a child or young person is at <u>immediate risk of significant harm</u> they should contact the Children's Helpdesk on: 01452 426565 or in an emergency always call 999. Do not wait to discuss this with the DSL/DDSL but do report it afterwards.</b></p>
<p><b>gscp (Gloucestershire Safeguarding) website.</b></p>	<p><a href="https://www.gloucestershire.gov.uk/gscp/">https://www.gloucestershire.gov.uk/gscp/</a></p> <p>Important information for <b>parents</b> and <b>professionals</b> across Gloucestershire 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 Gloucestershire safeguarding and child protection processes on it.</p>
<p>Universal source of help for all families in Gloucestershire:</p> <p><b>Gloucestershire Family Information Service (FIS)</b></p>	<p>Gloucestershire Family Information Service (FIS) advisors give impartial information on <b>childcare, finances, parenting and education</b>. 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 e.g. parents could ask them about holiday clubs for your children across Gloucestershire.</p> <p>Advice on a family member in prison or is affected by parental offending</p> <p>Contact the FIS by emailing:  <a href="https://www.gloucestershire.gov.uk/health-and-social-care/children-young-people-and-families/family-information-service-fis/">https://www.gloucestershire.gov.uk/health-and-social-care/children-young-people-and-families/family-information-service-fis/</a></p> <p>or telephone: (0800) 542 0202 or (01452) 427362. FIS also have a website which has a wealth of information to support many issues such as childcare and support for children with disabilities. <a href="http://www.glosfamilies.org">www.glosfamilies.org</a></p>

	<p><b>THE KEY:</b> The Gloucestershire <b>Disabled</b> children's and young people's register and information service.  <a href="mailto:thekey@gloucestershire.gov.uk">email: thekey@gloucestershire.gov.uk</a> tel: 0800 009 34 43 web: <a href="http://www.keywords.org.uk">www.keywords.org.uk</a></p> <p>For information for Children and Young People with <b>Special Education Needs</b> and Disabilities (SEND) go to the SEN and Disability 'Local Offer' website: <a href="http://www.glosfamilies.org.uk/localoffer">www.glosfamilies.org.uk/localoffer</a></p>
D&A universal support for all D&A pupils and families.	<p>All D&amp;A staff are available in a pastoral capacity should parents have a concern about anything at all. D&amp;A staff may not have the answer but will try to find out the answer or sign-post parents/other professionals in the right direction to sources of early help. Parents can either talk directly with the staff or email through to <a href="mailto:admin@deerhurst.gloucs.sch.uk">admin@deerhurst.gloucs.sch.uk</a> or speak directly with the Headteacher, Mrs Neveu on 01452 780374</p>
Wellbeing curriculum - this is high priority at D&A	<p><i>At D&amp;A wellbeing is very important to us. This is covered in many areas of the school provision, PSHCE (Personal Social Health Citizenship Education), RSE(Relationships and sex Education) and SMSC (Spiritual Moral Social and Cultural), Science and Internet Safety. The comprehensive coverage covers many aspects of keeping young people safe, healthy, resilient and aware of the world around them so that they can make informed decisions. Where pupils have specific issues that need discussing or addressing we invite them to the Bubble Room or Sunshine Club.</i></p> <p><i>All staff have been trained in Mental Health First Aid Oct 2019, COVID return anxiety training Sept 2020 and Mental Health and Well Sept 2021. There are two trained Mental Health and Wellbeing leads in school as well as trained Lego Therapy practitioners. In the summer of 2022 the school was awarded The Mental Health Champion award.</i></p> <p><b>Sex education:</b> positive relationships and the Science Curriculum.</p> <p><b>Gender, identity and tolerance:</b> preventing homophobic and transphobic bullying; preventing bullying of pupils from different types of families (e.g. same sex parents); avoiding anti-gay derogatory language; Gender identity - there isn't such thing as a typical girl or a typical boy. Understanding and acceptance of others</p>

	<p>different than us, including those with different religions.</p> <p><b>Drugs:</b> Alcohol, Smoking and illegal drugs.</p> <p><b>Keeping Safe and online safety:</b> E-safety (facebook and internet); personal safety (out and about); How to respond to an emergency; Sexting (now changed to nude/semi nude images/videoing)- what is it, is it illegal and how to take control and stay safe. Appropriate assertiveness. How to stay safe from radicalisation and extremism, staying safe from teenage relationship abuse and other safeguarding issues.</p> <p><b>Emotional well-being:</b> Where to go for help if you, your friend or family member is struggling with emotional well-being/mental health problems?</p> <p><b>Relationships:</b> How to make and maintain friendship; family relationships; different types of families</p> <p><b>Healthy Living:</b> Taking responsibility for managing your own health; Importance of sleep; The main components of healthy living (diet, exercise and wellbeing); Mile A Day; Managing health and wellbeing when you are unwell (making sure you take your medicine when you should, have the right perspective, doing what you can do within the limitations of your health condition).</p>
E-safety (Online Safety)	<p>Online Activity (phones, computers) can be a <b>serious risk</b> to children: The use of technology has become a significant component of many safeguarding issues. 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:</p> <ul style="list-style-type: none"> <li>➤ All parents are sign posted to on-line safety on our website</li> <li>➤ E-safety Policy is signposted on the website</li> <li>➤ Pupils have a digital literacy programme which highlights e-safety</li> <li>➤ All staff undertake e-safety training.</li> <li>➤ E-safety is a key part of the ongoing curriculum areas in school</li> </ul> <p>Websites:</p>

	<ul style="list-style-type: none"> <li>• PACE (parents against child exploitation) UK is a useful website to engage parents with e-safety issues. <a href="http://www.paceuk.info/">www.paceuk.info/</a></li> <li>• <a href="https://www.thinkuknow.co.uk/parents/">https://www.thinkuknow.co.uk/parents/</a> - This is the Child Exploitation and Online Protection (CEOP) Centre. It's a one stop shop for most information about online safety. <a href="https://www.thinkuknow.co.uk/teachers">https://www.thinkuknow.co.uk/teachers</a> (excellent resources)</li> <li>• <a href="http://educateagainsthate.com/">http://educateagainsthate.com/</a> - This is the 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.</li> <li>• <a href="http://www.internetmatters.org">www.internetmatters.org</a> – A great site for helping parents keep their children safe online.</li> <li>• <a href="https://ico.org.uk">https://ico.org.uk</a> – Information commissioners' website. Find out about protecting your personal information online and report concerns.</li> </ul>
Primary Mental Health Worker	<b>Help for issues relating to Mental Health can be sought through</b> CYPS (Children and young people's service formerly CAMHS the child and adolescent mental health services). This service can be signposted to families who have a mental health need.
Bullying (including cyber-bullying)/child death/suicide/prevention	<p>All Gloucestershire schools including D&amp;A are committed to tackling bullying. We want to know immediately if there any issues with bullying so that it can be addressed. Our Anti-Bullying Policy is accessible on the school website. Other sources of help and advice are:</p> <p><a href="https://www.gloucestershire.gov.uk/gscp/">https://www.gloucestershire.gov.uk/gscp/</a> (Gloucestershire Safeguarding Children's Board) and <a href="http://www.bullying.co.uk/">http://www.bullying.co.uk/</a></p> <p>Gloucestershire Healthy Living and Learning team provide alerts and resources in relation to supporting young people being bullied. Education about bullying is an integral part of the D&amp;A curriculum. D&amp;A also use aspects of the Pink Curriculum.</p> <p><a href="http://www.onyourmindglos.nhs.uk">www.onyourmindglos.nhs.uk</a> – A Gloucestershire website which also covers bullying as a topic and where to go for help.</p>
Children or young people with multiple needs (vulnerable) or	Within Gloucestershire <b>Early Help Partnership</b> (co-ordinated by Families First Plus) provide

multiple needs (complex) requiring multi-agency input or assessment.

*“Providing early help is more effective in promoting the welfare of children than reacting later. Early help means providing support as soon as the problem emerges, at any point in the child’s life, from the foundation years through to teenage years. Any child may benefit from early help’ – staff should be particular alert to the information in this offer of Early Help” (working together to safeguard children DfE Sept 2018)*

Professionals can contact Early Help Hubs for discussions in principle with community social workers

Families First Plus/Early Help Partnership can commission support to help a young person or their family.

multi-agency support for children and families. A phone call to discuss a possible referral is helpful before making written referral. Parents must consent to a referral. D&A actively refer to when appropriate. Referrals go to the Early Help Partnership (representation from Education, health, social care etc. and referring agencies are encouraged to attend. All agencies should view themselves as part of this Early Help Partnership. The referral meeting is a multi-agency discussion to decide the best way forward:

**Early Help Partnership/Families First Plus:**

Gloucester:

[gloucesterearlyhelp@gloucestershire.gov.uk](mailto:gloucesterearlyhelp@gloucestershire.gov.uk)

tel:01452 328076;

Stroud: [stroudearlyhelp@gloucestershire.gov.uk](mailto:stroudearlyhelp@gloucestershire.gov.uk)

Tel: 01452 328130;

Tewkesbury:

[tewkesburyearlyhelp@gloucestershire.gov.uk](mailto:tewkesburyearlyhelp@gloucestershire.gov.uk)

Tel: 01452 328250;

Cotswold:

[cotswoldearlyhelp@gloucestershire.gov.uk](mailto:cotswoldearlyhelp@gloucestershire.gov.uk)

Tel: 01452 328101;

FOD:

[forestofdeanearlyhelp@gloucestershire.gov.uk](mailto:forestofdeanearlyhelp@gloucestershire.gov.uk)

Tel: 01452 328048;

Cheltenham:

[cheltenhamearlyhelp@gloucestershire.gov.uk](mailto:cheltenhamearlyhelp@gloucestershire.gov.uk)



Tel: 01452 32 8160. These teams are made up of the following professionals Early Help co-ordinators; Community Social Worker and Family Support Workers. They all work together from one base so they can recognise and respond to local needs and act as a focal point for co-ordinating support for vulnerable children, young people and their families.

Support provided includes: Support for school and community based lead professionals working with children and families; Collaboration with social care referrals that do not meet their thresholds, to co-ordinate support within the community; Work in partnership to support children with special educational needs in school; Advice and guidance from a social work perspective on a 'discussion in principle basis' ; Signpost children with disabilities and their families to access activities and meet specific needs; Advice and guidance to lead



	<p>professionals and the provision of high quality parenting and family support services to families.</p> <p><b><i>Support also for children who have certain health conditions and have specific needs, including children with SEN (whether or not they have a statutory EHCP)</i></b></p>				
<p>Early Help Partnerships</p> <p>Very often early help partnerships are set in place by the early help hubs/partnerships (families first plus).</p>	<p>According to pupil and/or family needs we will seek support from a range of partnerships, agencies or community based organisations or charities. We may do this directly or via the Early Help Partnership. Examples are:</p> <table><tr><td>Teens in Crisis (TIC) counselling service <a href="http://www.ticplus.org.uk">www.ticplus.org.uk</a></td></tr><tr><td>Gloucestershire Bundles (charity who provide toiletries, clothing and equipment to pregnant women and families with children up to the age of eleven, who find themselves in crisis situations) <a href="http://www.gloucestershirebundles.org">www.gloucestershirebundles.org</a></td></tr><tr><td>HALT project (Cheltenham Animal Shelter): <a href="http://gawa.org.uk/halt-project/">http://gawa.org.uk/halt-project/</a> : HALT (Humans and Animals Learning Together) is an animal assisted therapy programme delivered 3 times a year for children and young people who may benefit from this.</td></tr><tr><td>Other partnerships include Social care (children and families teams), school nurses, specialist nurses and other medical professionals.</td></tr></table>	Teens in Crisis (TIC) counselling service <a href="http://www.ticplus.org.uk">www.ticplus.org.uk</a>	Gloucestershire Bundles (charity who provide toiletries, clothing and equipment to pregnant women and families with children up to the age of eleven, who find themselves in crisis situations) <a href="http://www.gloucestershirebundles.org">www.gloucestershirebundles.org</a>	HALT project (Cheltenham Animal Shelter): <a href="http://gawa.org.uk/halt-project/">http://gawa.org.uk/halt-project/</a> : HALT (Humans and Animals Learning Together) is an animal assisted therapy programme delivered 3 times a year for children and young people who may benefit from this.	Other partnerships include Social care (children and families teams), school nurses, specialist nurses and other medical professionals.
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Other partnerships include Social care (children and families teams), school nurses, specialist nurses and other medical professionals.					
<p>Drug concerns</p>	<p><a href="http://www.infobuzz.co.uk/">www.infobuzz.co.uk/</a>: InfoBuzz provides individual targeted support around drugs &amp; emotional health issues, development of personal &amp; social skills, and information &amp; support around substance misuse. Drugs education is covered in the D&amp;A PSHE/SMSC) curriculum as a preventative measure. <a href="http://www.onyourmind.nhs.uk">www.onyourmind.nhs.uk</a> – advice on drug/alcohol misuse.</p>				



<p>DDNs (Dangerous Drug Networks)</p> <p><b>Where you can go for help:</b></p>  <p>101@gloucestershire.police.uk</p>  <p>Gloucestershire <b>CRIMESTOPPER</b> <b>0800 555 111</b> Call anonymously with information about</p>	<p><b>Dangerous Drug Networks</b> are drug dealing gangs who target vulnerable people in order to set up drug distribution networks. The Drug markets in big cities are saturated so Gloucestershire has been targeted as it is seen as affluent and there are good transport links. DDNs exploit vulnerable teenagers to become drug runners for their network. A tactic can be to offer for them to star in a music video or they are offered drugs, gifts and money. <b>Boys aged 14-17 are most often targeted. According to Gloucestershire Police DDNs are overwhelmingly males aged 17-35, the overwhelming majority in this county have been black or mixed race.</b> If something is not quite right or if you suspect someone is acting under duress or are being intimidated or threatened think DDN.</p>
<p>Mental health concerns</p> <p>* Please note that in Gloucestershire CYPS (children and young people's services) replaced CAMHS (child and adolescent mental health services)</p>	<ul style="list-style-type: none"> <li>• <a href="http://www.onyourmindglos.nhs.uk">www.onyourmindglos.nhs.uk</a> – a newly launched website by Gloucestershire as part of the Future in Mind Programme. This website is good for young people, parents and professionals in terms of help with mental health issues and where to go for help.</li> <li>• Referral to school nurses may be appropriate.</li> <li>• Referral to CYPS (Gloucestershire's mental health services) via D&amp;A or via your own GP.</li> <li>• TICs (Teens in Crisis, Gloucestershire) counselling service.</li> <li>• For children/young people/adults with existing mental health difficulties concerns should be discussed with the existing medical professionals (consultant psychiatrists). In an emergency call 999 or 111.</li> </ul>
<p>Child Sexual exploitation (CSE)</p> <p>"CSE is a form of sexual abuse. It occurs where an individual or group takes advantages of an imbalance of power to coerce, manipulate or deceive a child or young person under the age of 18 into sexual</p>	<p>The working together advice from the DfE on CSE and the new definition can be found at <a href="https://www.gov.uk/government/publications/child-sexual-exploitation-definition-and-guide-for-practitioners">https://www.gov.uk/government/publications/child-sexual-exploitation-definition-and-guide-for-practitioners</a></p> <p>Further information about CSE can be found on the Gloucestershire Safeguarding <a href="https://www.gloucestershire.gov.uk/gscp/">https://www.gloucestershire.gov.uk/gscp/</a></p>

<p>activity (a) in exchange for something the victim needs or wants and/or (b) for the financial advantage or increased status of the perpetrator or facilitator. The victim may have been sexually exploited even if the sexual activity appears consensual. Child sexual exploitation does not always involve physical contact; it can also occur through the use of technology.”</p> <p>Child Sexual exploitation DfE February 2017</p>	<p><b>CSE screening tool</b> This should be completed if CSE suspected. CSE can apply to GIRLS and BOYS.<b>CSE Protocol, CSE strategy and links to CSE e-e-learning and multi-agency CSE training.</b> Clear information about Warning signs, the screening tool and Gloucestershire's multi-agency protocol for safeguarding children at risk of CSE are at <a href="https://www.gloucestershire.gov.uk/gscp/">https://www.gloucestershire.gov.uk/gscp/</a></p> <p>Referrals should be made to Gloucestershire social care and the Gloucestershire Police.</p> <p><b>Gloucestershire Police CSE Team:</b> The CSE team sits within the Public Protection Bureau Single agency team (Police) DS Nigel Hatten/ Detective Inspector Bob Heywood.</p> <p>All referrals to go to the Central Referral Unit 01242 247999</p> <ul style="list-style-type: none"> <li>• <b>Further information:</b> National Working Group (Network tackling Child Sexual Exploitation) <a href="http://www.nationalworkinggroup.org">www.nationalworkinggroup.org</a> and PACE UK (Parents Against Child Sexual Exploitation) <a href="http://www.paceuk.info">www.paceuk.info</a></li> </ul>
<p>Domestic violence</p>	<p>The (Gloucestershire Safeguarding) have published a Domestic Abuse pathway for educational settings which is on the GSCE website. If a child or young person is suspected of living at home with a domestically abusive parent or if a young person has domestic abuse in their own relationship then the usual procedures should be followed and a referral made to the children's helpdesk (tel: 01452 426565). The response will vary according to the age of the young person so that the appropriate agencies are involved.</p> <p><b>Gloucestershire Domestic Abuse Support Service (GDASS)</b> <a href="http://www.gdass.org.uk">www.gdass.org.uk</a></p> <p><b>MARAC Gloucestershire Constabulary:</b> Multi Agency Risk Assessment Conferences (MARACs) prioritise the safety of victims who have been risk assessed at high or very high risk of harm. The MARAC is an integral part of the Specialist Domestic Violence Court Programme, and information will be shared between the MARAC and the Courts, in high and very high risk cases, as part of the process of risk management.</p> <p><b>Gloucestershire Unborn Baby Protocol:</b></p>

	<p>Research indicates that young babies are particularly vulnerable to abuse but that work carried out in the antenatal period can help minimise harm if there is an early assessment, intervention and support. Working Together (2015) specifically identifies the need of the Unborn Child. Professionals should read and act upon the unborn baby protocol if there is suspected domestic violence and a pregnancy. The unborn baby protocol can be found at</p>
Teenage relationship abuse	<p>Please see comment about the Domestic abuse pathway for educational settings above (in domestic violence section).  <a href="http://www.gov.uk">www.gov.uk</a> for <b>Home Office ‘teachers guide to violence and abuse in teenage relationships.’</b>  All violence or suspected violence should be reported the police and/or social care as appropriate.</p> <ul style="list-style-type: none"> <li>➤ GDASS (Gloucestershire Domestic Abuse Support Service) can be referred to for support.</li> <li>➤ Young person’s GDASS leaflet.</li> <li>➤ Lead GHLL Teacher for advice and support with curriculum resources (tel: 01452 427208)</li> <li>➤ Gloucestershire Take a Stand – <a href="http://www.glostakeastand.com">www.glostakeastand.com</a></li> <li>➤ Holly Gazzard Trust (local charity) – support worker.</li> </ul> <p><b>Prevention:</b> Resources used in the Wellbeing curriculum with pupils (available to all GHES staff) are the ‘Teenage Relationship Abuse’ and ‘Give and Get’ (about consent) Curriculum resources – <a href="http://www.ghll.org">www.ghll.org</a> (PINK Curriculum) Visit from Holly Gazzard Trust to classroom.</p> <p><b>Gloucestershire Unborn Baby Protocol:</b>  Research indicates that young babies are particularly vulnerable to abuse but that work carried out in the antenatal period can help minimise harm if there is an early assessment, intervention and support. Working Together (2015) specifically identifies the need of the Unborn Child. Professionals should read and act upon the unborn baby protocol if there is suspected teenage relationship abuse and a pregnancy involved (</p>
Fabricated and induced illness (FII)	<p><a href="http://www.nhs.uk/Conditions/Fabricated-or-induced-illness">http://www.nhs.uk/Conditions/Fabricated-or-induced-illness</a> for information on behaviours and motivation behind FII. Any professionals</p>

	<p>suspecting FII must involve the Police, Social Services and follow the child protection procedures outlined in this policy.</p>
Faith abuse	<p><a href="http://www.gov.uk/government/publications/national-action-plan-to-tackle-child-abuse-linked-to-faith-or-belief">www.gov.uk/government/publications/national-action-plan-to-tackle-child-abuse-linked-to-faith-or-belief</a> for copy of DfE document '<b>national action plan to tackle child abuse linked to faith or belief.</b>'</p>
<p>Honour based violence (HBV)</p> <p><b>Honour based Violence</b> is a collection of practices (including forced marriage and Female Genital Mutilation (FGM) used to control behaviour within families to protect perceived cultural or religious beliefs and honour.</p> <p>It should be noted that Honour Based Violence does not and should not stand alone. It is inexorably linked with domestic abuse and is part of the wider Government strategy to reduce violence against Women and Girls (VAWG).</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 <b>so called 'honour' based violence</b> 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.</p> <p>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.</p> <p>The police have made it a 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><b>Inspector John Lynch-Warden is the Gloucestershire Police contact for honour based violence.</b></p>
<p>Female genital mutilation (FGM)</p> <p><b>Female Genital Mutilation</b> is the partial or complete removal, or modification of, the female genitalia for cultural or religious reasons. In most cases, FGM can be seen as an attempt to prevent female infidelity and sexual independence by reducing a woman's sex drive.</p>	<p><b>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 duty for them PERSONALLY to report it to the police.</b></p> <p>Read <a href="http://www.nhs.uk/Conditions/female-genital-mutilation">http://www.nhs.uk/Conditions/female-genital-mutilation</a></p>

<p>If you have any queries or questions in relation to this procedure please contact Faye Kamara, Strategic County Domestic Abuse and Sexual Violence Co-ordinator, faye.kamara@gloucestershire.pnn.police.uk or 01242 247933.</p>	<p>for NHS information and signs of FGM. Any suspicion of FGM should be referred to the Police and social care.</p> <ul style="list-style-type: none"> <li>- Jayne Neveu (Head Teacher) has completed the online home office training, '<i>Female Genital Mutilation: Recognising and Preventing FGM</i>'</li> <li>- E-learning package- <a href="http://www.fgmelearning.co.uk/">http://www.fgmelearning.co.uk/</a> for interested staff or professionals (free home office e-learning)</li> </ul> <p>Posters/leaflets on FGM shared with staff and pupils and are in the GHES toilets.</p> <p><i>Gloucestershire Police Contact for FGM is Sophie Garrett (in an emergency or if following mandatory reporting duty then call 111)</i></p>
<p>Forced marriage</p> <p><b>A forced marriage</b> is a marriage in which one or both spouses do not (or, in the case of some vulnerable adults, cannot) consent to the marriage and duress is involved. Duress can include physical, psychological, financial, sexual and emotional pressure.'</p>	<p><b>SPOC (Single Point of Contact) for Forced Marriage in Gloucestershire (Gloucestershire Constabulary, Public Protection Bureau).</b></p> <p><b>UK Forced Marriage Unit</b> <a href="mailto:fmu@fco.gov.uk">fmu@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>. GSCE one day Awareness training delivered by Infobuzz <a href="https://www.gloucestershire.gov.uk/gscp/">https://www.gloucestershire.gov.uk/gscp/</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>. All practitioners must be aware of this, that is they may only have <u>one chance</u> to speak to a potential victim and thus they may only have one chance to save a life. This means that all practitioners working within statutory agencies need to be aware of their responsibilities and obligations when they come across forced marriage cases. If the victim is allowed to walk out of the door without support being offered, that one chance might be wasted.</p> <p><b>Prevention Freedom Charity- Aneeta Prem 'But it's not fair' book.</b> A book for teenagers looking at forced marriage from the point of view of schoolfriends 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</p>

	<p><b>4freedom to 88802</b> or go to the website to download the app from the app page.</p>
Gangs and youth violence, involvement with crime groups or County Lines	<p>Contact the Avenger Task Force (Gloucestershire Police tel: 101). A task force set up to identify potential gang members as vulnerable individuals and potential victims and aims to help them.</p> <p>Prevention: wellbeing curriculum – self-esteem &amp; identity, law &amp; order and considering impact of violence on communities.</p>
Gender-based violence/violence against women and girls (WAWG)	<p><a href="http://www.gov.uk">www.gov.uk</a> – home office policy document, 'Ending violence against women and girls in the UK' (June 2014).</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>Gloucestershire Rape and Sexual Abuse Centre (GRASAC): There's a 24-hour answerphone service and they'll respond within 24 hours. Or you can use the confidential and anonymous email support service at <a href="mailto:support@glosrasac.org.uk">support@glosrasac.org.uk</a>. The support workers are <u>all women</u>, who are specially trained to work with survivors of sexual violence. They will work with you at your own pace, explaining your options and your rights – and most importantly of all, they will always listen to you and believe you. GRASAC also have really helpful booklets: a self help guide, a guide for families or loved ones and a guide if you have learning needs. You can access them on the <a href="http://www.onyourmindglos.nhs.uk">www.onyourmindglos.nhs.uk</a> website or contact GRASAC for a free copy.</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>Mental health</p> <p>(anxiety, depression, bullying, suicidal thoughts, bereavement, <b>gender identity issues</b>, self-harm etc.)</p>	<p>School nurse or CYPS (Gloucestershire's mental health services)</p> <p>TICs (Teens in Crisis, Gloucestershire) counselling service.</p> <p>CYPS (Gloucestershire children's mental health services). Wellbeing curriculum – emotional wellbeing/stress management.</p> <ul style="list-style-type: none"> <li>• <a href="http://www.onyourmindglos.nhs.uk">www.onyourmindglos.nhs.uk</a> is the Gloucestershire Website covering all</li> </ul>



	mental health issues and where to go for help and how to support yourself.
Gender Identity Issues	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, Worcestershire, B96 6LX tel: 0845 231 0505 <a href="http://www.gendertrust.org.uk">www.gendertrust.org.uk</a>
Private fostering	<a href="http://www.gloucestershire.gov.uk/privatefostering">http://www.gloucestershire.gov.uk/privatefostering</a> Gloucestershire County council website information on private fostering. Refer to Gloucestershire Children & Families Helpdesk on <b>01452 426565</b> or Gloucestershire Private Fostering Social Worker <b>01452 427874</b> . A private fostering arrangement is essentially one that is made without the involvement of a local authority. Private fostering is defined in the Children Act 1989 and occurs when a child or young person under the age of 16 (under 18 if disabled) is cared for and provided with accommodation, for <b>28 days or more</b> , by <b>someone who is not their parent, guardian or a close relative</b> . (Close relatives are defined as; step-parents, siblings, brothers or sisters of parents or grandparents).
Preventing Radicalisation and Extremism/HATE (PREVENT duty)  <i>HM Government PREVENT duty: As of 1 July 2015 duty in the Counter-terrorism and security act 2015 for specified authorities (including all schools) to have due regard to the need to prevent people being drawn in to terrorism.</i>  <i>If you see extremist or terrorist content online please report it via: <a href="https://www.gov.uk/report-terrorism">https://www.gov.uk/report-terrorism</a></i>	<ul style="list-style-type: none"> <li>• <b>Gloucestershire Safeguarding Children's Executive</b> for information on PREVENT.</li> <li>• <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.</li> <li>• <b>Gloucestershire Safeguarding Children's Board have published a PREVENT pathway for professionals to refer to.</b></li> <li>• All of D&amp;A Staff have had training in how to spot the signs of radicalisation and extremism and when to refer to the Channel panels. The Head Teacher, Mrs Neveu has attended the WRAP (Workshop to Raise awareness of PREVENT) training.</li> </ul>



<p><i>If anyone is concerned about extremism in a school or organisation that works with children, or if you think a child might be at risk of extremism, contact the Home Office helpline (Open Monday to Friday 9am – 6pm excluding bank holidays) email and telephone number (in column opposite). Local Police can also be called and the children's helpdesk can also be consulted. However, it is the police who would make a full assessment of the situation.</i></p>	<ul style="list-style-type: none"> <li>• Prevent training has been updated 2021-22</li> <li>• PREVENT statement is on our website.</li> <li>• Key contacts: PC Adam Large, Gloucestershire Constabulary PREVENT officer: tel 101</li> <li>• Anti-Terrorist Hotline: tel 0800 789 321</li> </ul> <p><b>The 'Advice on the Prevent duty' written by the Department for Education explains what governors and <u>staff</u> can do if they have any concerns relating to extremism. The Home Office have set up a telephone helpline (<b>020 7340 7264</b>) to enable people to raise concerns directly or concerns can 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>. See Appendix 2 for more information on radicalisation.</b></p> <p><b>Prevention:</b> D&amp;A teach traditional British values through the Curriculum: democracy, rule of law, respect for others, liberty, tolerance of those with different faiths and beliefs and promotion of 'Britishness'. E-safety is an important aspect of the curriculum to keep pupils safe from radicalisation. Pupils need to understand that radicalisation can be a form of grooming online and understand the notion of propaganda. They need to be taught to be discerning about what they read on the internet as the dangers of speaking to strangers online.</p> <p>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>Sexting ( now referred to as consensual or non consensual sharing of nude/semi nude images and/or videos</p>	<p>➤ Information about Sexting can be found at GSCP including a '<b>Managing Sexting incidents</b>' factsheet.</p> <p><a href="http://www.nspcc.org.uk/preventing-abuse/keeping-children-safe/sexting">http://www.nspcc.org.uk/preventing-abuse/keeping-children-safe/sexting</a> (NSPCC website). Gloucestershire Police have a small sexual exploitation team. <b>Contact Sgt. Nigel Hatton. Operational lead Detective Inspector Bob Heywood. Prevention: 'So you got naked online'</b> <i>The police's priority is those who profit from sexual images of young people not the victims.</i></p>

<p>Trafficking</p>	<p>Serious crime which must be reported (Gloucestershire LADO) and the Gloucestershire Police (tel: 101)</p> <p>Trafficking can include a young person being moved across the same street to a different address for the purpose of exploitation. It doesn't have to include people, children or young people being moved great distances.</p>
<p>Children who run away (missing persons/missing children) Child Missing from Home or Care.</p>	<p><b>(Missing persons Coordinator Gloucestershire Police). Tel: 101 (Gloucestershire Police).</b> <b>GSCB Missing Children Protocol</b> <a href="https://www.gloucestershire.gov.uk/gscp/">https://www.gloucestershire.gov.uk/gscp/</a> <i>Gloucestershire's protocol on partnership working when children and young people run away and go missing from home or care.</i> <b>ASTRA (Gloucestershire):</b> The ASTRA (Alternative Solutions To Running Away) has the primary aim of reducing the incidence of persistent running away across Gloucestershire. The project provides support, advice and information to young people up to eighteen years old who have run away. This might be from a family home, foster home or from a residential unit. ASTRA provides support after the event to enable a young person to address the causes of running away. The ASTRA project offers young people help and the support required in order to find Alternative Solutions To Running Away. Freephone Telephone number: 0800-389-4992 EXCLUSIVELY for young people who have run away and have no money. All other callers are asked to use the 'ordinary' number ( tel: 01452 541599).</p>
<p>CME (Children missing education) Including children who are persistently absent from education but also children who are persistently absent for part of the school day</p> <p>A child missing from education is a potential indicator of abuse or neglect. Keeping Children Safe in</p>	<p><b>Children Missing Education (CME)</b> refers to 'any child of compulsory school age who is <b>not</b> registered at any formally approved education activity eg school, alternative provision, elective home education, <b>and</b> has been out of education provision for at least 4 weeks'. <b>CME</b> also includes those children who are <b>missing</b> (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 <b>and either</b> has not taken up an allocated school place as expected, or has 10</p>

<p>Education (Sept 2022) has further information on CME which has been read by all D&amp;A staff.</p>	<p>or more days of continuous absence from school without explanation, or left school suddenly and the destination is unknown. <b>Anyone concerned that a child is missing education (CME) can make a referral to the Education Performance and Inclusion (EPI) team at Gloucestershire County Council. Tel: 01452 426960/427360.</b> It is the responsibility of the EPI team, on behalf of the Local Authority (LA), to: Collate information on all reported cases of CME of statutory school aged children in Gloucestershire maintained schools, academies, free schools, alternative provision academies and Alternative Provision Schools (APS). The EPI Team will also liaise with partner agencies and other LAs and schools across Britain to track pupils who may be missing education and ensure each child missing education is offered full time education within 2 weeks of the date the LA was informed. It is D&amp;As policy to contact parents of children who do not turn up for school before 10am on the day they should be in school.</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:</p> <p><u>Prevention</u> - 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</p> <p><u>Protection</u> - 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</p> <p><u>Provision</u> - providing support and advice to missing persons and families by referring them to</p>

### County Lines

A common feature in county lines drug supply is the exploitation of young and vulnerable people. The dealers will frequently target children and adults - often with mental health or addiction problems - to act as drug runners or move cash so they can stay under the radar of law enforcement. In some cases the dealers will take over a local property, normally belonging to a vulnerable person, and use it to operate their criminal activity from. This is known as cuckooing.

People exploited in this way will quite often be exposed to physical, mental and sexual abuse, and in some instances will be trafficked to areas a long way from home as part of the network's drug dealing business.

As we have seen in child sexual exploitation, children often don't see themselves as victims or realise they have been groomed to get involved in criminality. So it's important that we all play our part to understand county lines and speak out if we have concerns.

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).

<https://www.gov.uk/government/publications/missing-children-and-adults-strategy>

Some signs to look out for include:

- An increase in visitors and cars to a house or flat
- New faces appearing at the house or flat
- New and regularly changing residents (e.g different accents compared to local accent)
- Change in resident's mood and/or demeanour (e.g. secretive/ withdrawn/ aggressive/ emotional)
- Substance misuse and/or drug paraphernalia
- Changes in the way young people you might know dress
- Unexplained, sometimes unaffordable new things (e.g clothes, jewellery, cars etc)
- Residents or young people you know going missing, maybe for long periods of time
- Young people seen in different cars/taxis driven by unknown adults
- Young people seeming unfamiliar with your community or where they are
- Truancy, exclusion, disengagement from school
- An increase in anti-social behaviour in the community
- Unexplained injuries

## What to do if you have concerns

	<p>The best advice is to trust your instincts. Even if someone isn't involved in county lines drug dealing, they may be being exploited in some other way, so it's always worth speaking out.</p> <p>You can speak to your local police by dialling 101, or in an emergency 999.</p> <p>If you would rather remain anonymous, you can contact the independent charity <a href="#">Crimestoppers</a> on 0800 555 111.</p> <p>If you notice something linked to the railways, you can report concerns to the British Transport Police by texting 61016 from your mobile. In an emergency dial 999.</p> <p>If you are a young person who is worried about your involvement, or a friend's involvement in county lines</p> <p>A good option is to speak to an adult you trust and talk to them about your concerns.</p> <p>You can also call Childline on 0800 1111. Childline is private and confidential service where you can talk to specially trained counsellors about anything that is worrying you.</p> <p>Alternatively, speak to a children and young people's service like <a href="#">Catch 22</a>. They work with children and young people of any age to help get them out of situations they're worried about, and have helped lots of children and young people involved in County Lines.</p>
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**Other sources of help and information in Gloucestershire :**

**Gloucestershire MAPPA (Multi-Agency Public Protection Arrangements)** are a set of arrangements to manage the risk posed by the most serious sexual and violent offenders (MAPPA-eligible offenders) under the provisions of sections 325 to 327B of the Criminal Justice Act 2003. They should be contacted without delay if

there is any concern is reported about a serious sexual or violent offender. (Contact–  
Chair of MAPPA – detective chief superintendant – Gloucestershire Constabulary –  
Tel: 101)