



Governors Monitoring Visit Report - 2021/2022

"I have come in order that you might have life – life in all its fullness."

John 10:10

Christ taught us that his purpose was to give life in all its fullness. Through our Christ like attitude we seek to do the same. This is at the heart of all we do.

Focus Monitoring Area: Safeguarding – Child Protection – Autumn

Name of Link Governors: Jane Springham & Debbie Innes-Turnill

Names of Staff and Student Council member (if applicable): Cathy Pascoe - Child and Family Support Manager

Date of Visit: 19.10.21

Reference to School improvement Plan:

Safeguarding is relevant to all four priorities in the school improvement plan. A secure safeguarding culture understood by all, provides the safe secure base for all our children to be able to access the quality learning environment, has a positive impact on outcomes and enables pupils personal development.

Documents looked at in preparation for visit: Keeping Children Safe in Education 2021 (KCSiE)

Kingsholm Safeguarding Policy 2021-2, 20-21 Safeguarding Audit,

Follow-up points from last visit:

The Pastoral team were looking for a space that could be used for meetings with parents that could be used on an ad hoc/emergency basis.

This has been resolved and a suitable room is now available as and when needed.

Initial Planned Questions for this visit:

1. Return to School – thinking about teams working patterns/ inter-agency working / trends seen this year so far
2. How are we addressing the new changes in Keeping Children Safe in Education (KCSiE) this year?
3. Staff training – thinking about how inducting the larger numbers of new staff this year/ updates for staff
4. CPOMS (Child Protection Online Management System) – following up on last year and September INSET – staff following up concerns/ are we able to audit CPOMS?

Findings/ Evidence/ impact seen and discussed

- Cathy is glad to be able to return to a more normal working pattern this year, where children can be seen in school more easily and conversations with staff are easier to hold. Cathy, Tracey Gordon (CFSW) and Lucy Bennett (SEND CO) now share a working space. Cathy noted the positive working atmosphere here where information can be quickly and easily shared – thus providing a more holistic picture for individual cases, as team members will all have a particular perspective to bring. This sits alongside the important weekly Inclusion Team meetings where information and learning is shared.

1. The volume of work for the Pastoral Team continues to increase.

Conversations with Cathy and Matt last year had highlighted that the lockdowns had brought up new families for school to be working with, including many enquiries coming into school via the MASH (Multi Agency Support Hub) – notably from the police. This showed how school was not able to see the children as we usually do. It is often school who generate these enquiries/referrals in more normal times. Many of these were short term issues related specifically to lockdown and often led to no further action. This term has seen 6 MASH enquiries already.

- Regarding trends Cathy noted that it was families who were on the edge of struggling previously, who tended to be struggling more through the lockdown periods.

- Three families have been referred to social care for help this term already.
- Mental Health continues to be an issue for children/families and staff in the school with such extraordinary circumstances of the last 18 months. We discussed how the staff had worked hard to support each other and the provision from the Employee Assistance programme and the wellbeing strategies in school.
- We discussed how the team are mitigating for a lack of support from Social Care – echoing conversations with Nikki Green in the summer term with regards to CLA children. Gloucestershire Children's Services are still classified as Inadequate (this is unfortunately a common issue across the country). Common issues facing the team in school are;
 - lack of minutes provided from meetings for cases
 - lack of cover on 24hour duty line
 - having to chase referrals over days
 - escalating disagreements over decisions from the social care teams. Cathy emails in her disagreements, records these on CPOMS and ensures that Matt is copied into all communications of this nature.

Cathy also mentioned how the system of short term (six week) interventions used by Barnardo's are not helpful for families allocated places on them. We noted that very often families will need a longer time in order to build trust and relationships with Family Workers, and to try and repeat/adapt interventions before positive long lasting change can be seen.

We discussed these issues and Debbie highlighted the point that Cathy can also ask the governing body to intervene/ press for change on issues too. We will continue to monitor this situation over the year.

We also asked about supervision, to ensure that Cathy and Tracey do have regular access to this as we recognise that the team encounter the full range of safeguarding issues and can often face difficult situations, where they may be 'holding' a situation for families. Cathy confirmed she does have supervision every half-term and finds these meetings helpful.

2. We had a wide-ranging discussion about the new KCSiE and the changes therein. Having Debbie on the governing board now will certainly help us develop an even greater depth of knowledge about the policy and practice of safeguarding. Our Safeguarding Policy has been updated to cover the new areas raised in KCSiE – and we particularly noted three areas, peer on peer abuse, low level concerns and contractors and lettings.

- We discussed the new flow chart re mental health, peer on peer abuse and sexualised behaviours that has been added into the Safeguarding Policy. Cathy confirmed that this has already been used to good effect more than once in school since the start of the year and that by using the flow chart issues had been highlighted and actioned. Debbie asked if school also uses the Brooks Tool (Sexual Behaviours Traffic Light Tool). Cathy has been trained in this and has found it helpful but notes that this does need people to undergo training in it before using it.

With regard to these behaviours, we also noted that there is some overlap between Safeguarding and the Behaviour policies. This year there is to be a review of the Behaviour Policy and it is envisaged that this overlap will be included.

Debbie noted that there is a new emphasis on 'low level concerns' in KCSiE (Section 2.4 in guidance) and secondly ensuring contractors and lettings work within our safeguarding policies. We decided to follow up this issue with MF as there will be a need for further refinement of school policies to reflect this change.

3. Several governors were able to attend the annual safeguarding update that Cathy presented on the September INSET day to the whole staff which is always an important

start to the year. We discussed the 'Open Door' policy the Pastoral team operate for all staff in school and she was able to confirm that staff from all teams feel able to come and discuss any concerns they have. Cathy meets with all new members of staff as well, and she was able to tell me that all staff have signed to say they have read all the safeguarding documents necessary for the year. Paula Fowke maintains records of staff safeguarding training.

MF and Cathy keep staff update across the year of any changes to safeguarding policies/procedures – staff briefings and meetings used for this.

4. Following up from the INSET day I asked about the drive to ensure that any records added to CPOMS are being followed up by all staff who input a concern/incident – so that 'loops are closed'. Cathy said this is an ongoing process, but they are starting to see this happen. Staff briefings are again used to re-enforce this message and Cathy is also able to support people through using the system too.

I asked about whether we audit our CPOMS system. We discussed that to audit the whole system would be an unmanageable approach, but learning is ongoing. New categories can be added to the system to help refine results from any downloads. Debbie can also bring her expertise to the team to train them on looking at case studies to help the Inclusion team interrogate the data and find learning points from cases that can impact positively on future Inclusion work.

Evidence of School Vision/values: The Pastoral team work incredibly hard with our children and families, offering them access to a wide variety of interventions, TLC and a listening ear. Their 'open door' policy for both children and families offer some a strong stable atmosphere that they need and may not find elsewhere – the Kingsholm Family at work.

Questions/follow-up points for discussion with headteacher and for future visits:

- Cathy was interested to work with Debbie on developing our use of CPOMS to investigate trends/patterns and to see how case studies from our database can help develop the Pastoral and Inclusion Teams learning to enhance their skills for working with families in our school.
- continue to monitor the impacts of the team mitigating for Social Care operational issues
- all governors to read the whole of Keeping Children Safe in Education 2021 esp. Pt2 – Management of Safeguarding
- DIT to speak with MF re 'low level concerns' and 'contractors and lettings' in KCSiE to add to policies and update staff/ governors.

Dates for next visits:

Safeguarding Audit review Date TBC + Spring 2022 update TBC