



### DSL forum captured the attention of the Leader of the Liberal Democrats

The DSL forums this term were fantastically well attended – I am so pleased so many of you engage with these events as the learning from them is invaluable and your attendance is evidence of your engagement with the Safeguarding Children Partnership. They also attract really high quality speakers.

**STOP PRESS:** Next term at the DSL forums, we will be hearing from Chief Inspectors from Ofsted and the ISI. Check the date below and put it in your calendar.

We have asked you to really think about your young people with hidden caring roles, not only the ones with direct caring responsibilities, but also those who are affected by a parent/carer or sibling's needs. These effects can have an emotional impact on a young person and can also, in the case of shielding families, result in young people making sacrifices around their social interactions and even school attendance. As well as Ed Davey speaking about the impact on his daughter of having a sibling with a disability, he also spoke about his experience of being a young carer himself when he was a child. I thank him for his openness and insight.

Tom Humphreys presented on the support available from Richmond Carers Centre. You can access their young carers referral form at [www.richmondcarerscentre.org](http://www.richmondcarerscentre.org) and the Kingston Carers Network. You can access their young carers referral form at [www.kingstonyoungcarers.org.uk](http://www.kingstonyoungcarers.org.uk)

We also had a great refresher from the LADO service about managing allegations against staff and Mandy Burrows encouraged you to contact the service should you require any advice by emailing: [LADO@achievingforchildren.org.uk](mailto:LADO@achievingforchildren.org.uk) you can speak to someone in the team by calling: 07774332675

The Early Help team updated us about the Early Help Resilience meetings, where you can take emerging concerns about a child/family to a multi agency meeting to get advice and access support available locally. The meetings are organised for the 0-5, 5-11 and 11-18 age groups for each borough and you can book on to them [here](#). Look for Resilience Networks and be sure to book the meeting for the right age group and borough.

### DSL Forums 2021-2022: Dates for your diaries

#### Autumn term

#### Spring 2022

#### Summer 2022

**All Schools:** HSB/Everyone's Invited  
25 November at 3.30pm – 5pm

26 January maintained  
schools at 10am – 12.30pm

All schools: 08 June  
at 10am-12.30pm

02 February Independent  
schools at 10 am – 12.30pm

## What you can do now to start recognising inappropriate sexual behaviour in school

The [Ofsted](#) review of sexual abuse in schools very much aligns with what we are experiencing in Kingston and Richmond. Thirty two local schools have been named on the website. This IS an issue for Primary schools as well as secondary schools. We are talking about 92% of girls experiencing sexist name calling, 88% being sent pictures they don't want to see and 79% experiencing sexual assault in school.

Ofsted says that even without evidence of Harmful Sexual Behaviour in your school you must assume it is happening because the behaviours are so widespread and commonplace girls most often don't report it. Around 15% of disclosures on the Everyone's Invited website involve Primary school children. There are currently over 56,000 disclosures.

Language and attitudes need to be challenged **as they emerge** in young children. Body shaming, sexualised comments, even if they are meant as compliments, are unacceptable. The issue with passing these off as "banter" or "boys being boys" results in a culture where inappropriate or problematic behaviours become normalised and can escalate.



### Recording HSB

The big challenge for schools is to train all staff to recognise these behaviours and also to have a common, whole school approach to recording such incidents, with all staff using the same language terms in the recording so you can track behaviours and make timely referrals to Early Help or SPA if necessary..

### Added complications

We live in affluent boroughs with the highest rates of teenage drug and alcohol use. Our parents can have liberal views about drugs and alcohol and we see some houses are popular for young people gathering because parents are either not supervising or allowing behaviours to take place, possibly not realising that drink, drugs and lack of supervision creates a risky environment for young people.

### DO Something this week for anti bullying week (15-19 Nov)

Start thinking about how to get all your staff familiar with the issues coming out of Everyone's Invited – use the 7 Minute Briefing attached to the email this newsletter arrived with. Think about your school and be brave and forensic in your thought processes. How can you engage with parents, can primaries help secondaries with this in some way by starting an early dialogue with parents? Think creatively and share your thoughts. Let me know if you would like to join a working party on this topic.

## Harmful Sexual Behaviour – it is not business as usual

This topic is not going away and you are likely to be asked about it during an Ofsted inspection so having confidence in your system of reporting incidents and recording incidents is key.

### Developing a whole school approach

As depicted in the image, a whole school approach is one where everyone is on board and moving in the same direction with the same aims. In other words, it is no use having excellent work in the classroom if it is being undermined by inappropriate behaviours that are ignored in the corridors and playground.

A whole school approach has buy in from all stakeholders – think about how you can engage with your parents, governors, students and staff to develop a robust safeguarding culture with respect at its centre.



### Special DSL Forum on 25 November, have you registered?

On Thursday 25 November at 3.30pm-5pm we are hosting a special DSL forum on Zoom about local learning from Everyone's Invited and next steps around Harmful Sexual Behaviour. This event is for all schools. For more info and to gain access, email [Lucy.macarthur@kingrichlscb.org.uk](mailto:Lucy.macarthur@kingrichlscb.org.uk)

### Student led code of conduct

It is good practice to involve your students in developing your code of conduct.

### Anonymous reporting systems

We encourage all schools to have a system in place so students can report anonymously.

## Resources

We have developed some case study resources and materials to help you with this challenging topic (sent out with this newsletter) and training will be announced in due course. The Contextual Safeguarding Network [website](#) has good HSB resources for schools and offers a free toolkit.. These resources are also good:

- [EVAW](#) Schools Guide
  - Give and Get Consent [Guidance](#)
  - [Speak Up / Out](#)
  - [AVA](#) Prevention Platform
  - [NSPCC](#) Underwear Rule
  - [Space for Self](#): The Therapeutic Model of Rape and Sexual Abuse Support Centre
- Click [here](#) for steps to remove nude images from the internet

## Holiday safeguarding risks

As Christmas holidays approach, we need to prepare our young people to keep safe. Alcohol and [substance misuse](#) information is critical, along with sensible advice for young people to look after one another and look out for their friends. Remember that [Female Genital Mutilation](#) is often planned during school holiday time so listen out for any special events that are being planned in the holiday time. This [video](#) is a good reminder of the mandatory duty for teachers to report to the police on 101 when they suspect a child is at risk of FGM.

This [website](#) has lots of useful safety advice sheets for parents.

[The Getting it On](#) website is really good for 13-19 year olds on mental health and emotional wellbeing support, alcohol and substance misuse and healthy relationships. Do share this with your parents and young people before the holiday..



## Mindful about missing education

Schools have a key responsibility in identifying children missing education or at risk of missing education. Their statutory responsibilities are set out in detail, in the DfE document '[Children missing education](#)'. There are many reasons a child may miss school. Under section 175 of the Education Act 2002 and Part 3 of the Schedule to the Education (Independent School Standards) Regulations 2014,

all schools have a safeguarding responsibility to investigate unexplained absences. If a child or young person is missing education in a concerning pattern, consideration should be given to referral to the SPA and MARVE (Multi Agency Risk and Vulnerability to Exploitation) panel as a missing child.

## Signs of safety - Is your school using this strengths-based framework?

Achieving for Children has implemented Signs of Safety since 19 June 2017 to create a positive approach to addressing concerns with families. It is used by all agencies who work with children in our two boroughs. It is a great framework for schools to use. You can book onto the next training [here](#) and/or invite an AfC colleague to your next inset training for all staff by emailing [ellie.reed@achievingforchildren.org.uk](mailto:ellie.reed@achievingforchildren.org.uk).

The Signs of Safety model promotes strong relationship building and enables practitioners across different disciplines, including education settings, to work in partnership with children and families to maintain a focus on building safety within the family.

By the end of the session delegates will be skilled to use the Signs of Safety approach as an underpinning model for their practice with children and families

## Domestic Abuse News

**The Domestic Abuse Bill** has now achieved royal assent on the 29th of April, 2021 and become The Domestic Abuse Act. More information can be found [here](#). It is particularly important to note the change in classification of children who witness domestic abuse as victims in their own right therefore a need for local partnerships to identify appropriate support provision.



### Conference invitation

The 16 Days of Activism Conference by the Safer Kingston Partnership is on 2 December from 9.30 – 2pm including lunch. This year the conference is looking at the impact of domestic abuse on black and minoritised women. The event is free to attend and will be in the Queen Anne Suite at Guildhall Kingston. To register please email [natalie.walker@kingston.gov.uk](mailto:natalie.walker@kingston.gov.uk)

### Support for victims of domestic abuse

**Richmond borough – Refuge** (Independent Domestic Violence Advisor(IDVA) and Outreach Service) **020 8943 8188** Monday – Friday 9am-5pm

**Kingston Borough - Domestic Abuse Hub**, support and advocacy for survivors of DA: **0208 5476046** (Mon – Fri 9.30 – 5pm)

**Concerned about a child**, call the SPA: **0208 547 5008** (Mon – Fri 8am-5pm)

### Are you recognising racism in your school? Call it out, stamp it out

Non white students in our schools need us to be allies of the BLM movement and to be actively working to create an anti racist culture that runs like DNA through our schools. We need to educate our staff to understand racism in all its forms – from micro aggressions and unconscious bias right through to overt racist bullying. We need to call it out and stamp it out. I have been asking schools to improve their recognition of racism and to record and report it.

One way to recognise it better is to learn what racism looks like in your setting and the best way to do this is to work with your non white students – create a working party – to describe to you their lived experience of racism in your school. This invaluable learning can be shared with all staff so that such incidents are noticed and dealt with appropriately. There are still far too many nil racist incidents returned to AfC each term. This can only mean one thing, we aren't picking up on them. I have seen a gradual improvement and would love schools who have done some work on this to get intouch and share what they have done so I can share widely with all schools: [lucy.macarthur@kingrichlscb.org.uk](mailto:lucy.macarthur@kingrichlscb.org.uk)



## Do you have Young Carers in your school?

If you know a child is in a caring role, refer them to the local Young Carers groups for Kingston and Richmond. Caring responsibilities have a huge impact on young people and these groups can offer valuable support.

020 3031 2754 Kingston Young Carers Project

020 8867 2383 Richmond Young Carers Project



### Cruse Richmond Bereavement Support Service



Cruse has a strong, experienced group of volunteers, all having moved across to providing telephone and Zoom support, to new and existing clients. They can offer regular support to people within weeks of having registered with Cruse Richmond and are able to support families and children through bereavement. All volunteers undergo an extensive training programme and are experienced in providing emotional support to the bereaved - whenever and however that bereavement occurred. Leave a voicemail on **07495 777401** or email [referrals@cruserichmonduponthames.org.uk](mailto:referrals@cruserichmonduponthames.org.uk). They will respond within 24 hours (not including weekends) to offer initial support and explain how to get regular telephone or Zoom support sessions with one of their volunteers.

### Kingston Bereavement Service

Please contact us on 020 8547 1552 or email

[info@kingstonbereavementservice.org.uk](mailto:info@kingstonbereavementservice.org.uk)

For immediate help, you can call the CRUSE National Helpline on 0808 808 1677

### LADO Service

If you have any concerns about an adult working with children you can contact the LADO service on 020 8891 7370 or 07774 332 675 or email:

[LADO@achievingforchildren.org.uk](mailto:LADO@achievingforchildren.org.uk)

The LADO referral form is now online and can be accessed here:

<https://docs.google.com/forms/d/e/1FAIpQLSdYVca4qbvFJS71sD2PzYr8mhyot9GrOdzsHUUYOmJeM7uCKA/viewform>

When making a LADO referral remember that if there is a safeguarding concern for a child you will also need to make a SPA referral for the child.

### Education reps in the Safeguarding Partnership

I am delighted to announce that Education is really well represented at strategic level in the Safeguarding Children Partnership. My thanks in advance to the new reps who sit on the strategic leadership group:

Sophie Cavanagh, The Kingston Academy, Dalene Johnson, Castle Hill Primary, Esther White Surbiton Children's Centre and Nursery, Elizabeth Tongue Waldegrave and Rachel Nye Tolworth Infants and Nursery. We also have potentially two Headteachers about to join from the independent sector...watch this space!



## Peer supervision training- REMINDER of fantastic free offer

We have won funding to provide training to a senior member of staff to provide peer supervision for the DSL. The training is in two parts, with Part 1 last term and Part 2 this term. Please remind your colleague to complete both parts of the training and book part 2 of the course [here](#). This training is delivered by a professional mental health at work organisation called Health Minds at work and is delivered by psychotherapists with supervision in education expertise and experience

### PROVISION FOR ONGOING SUPPORT

There have been requests for ongoing support, following the Peer Supervision Training. HealthyMinds@Work, who delivered the training, are able to offer both supervision groups for Peer Supervisors, and supervision for DSLs, if any schools would like external support.

They offer a group session by Zoom, for a minimum of 6 and a maximum of 8 participants. Each session costs £65 per person for a 1.5 hour session. They also offer individual Supervision and Coaching - please enquire directly for prices for this service. Please get in touch with either Jacqueline, Jo, or Leanne:

Jacqueline Glynn, Email: [Jacqueline.glynn@healthymindsatwork.co.uk](mailto:Jacqueline.glynn@healthymindsatwork.co.uk) Tel: 07850 104362

Jo Wise, Email: [jo.wise@healthymindsatwork.co.uk](mailto:jo.wise@healthymindsatwork.co.uk) Tel: 07956 693621

Leanne Hoffman, Email: [Leanne.hoffman@healthymindsatwork.co.uk](mailto:Leanne.hoffman@healthymindsatwork.co.uk) Tel: 07778 136995

### Headteacher surgeries – please tell your Head about this

As part of this project we are really pleased to be able to offer Headteachers the opportunity to have an individual (1:1) 90 minute supervision session with a Healthy Minds at Work psychotherapist. This is open to any Headteacher who has dealt with a particularly challenging safeguarding case. For more information, email

[Lucy.macarthur@kingrichlscb.org.uk](mailto:Lucy.macarthur@kingrichlscb.org.uk)

### Free Suicide prevention training for secondary schools

Papyrus is delivering several suicide prevention training dates to secondary schools for the SW London NHS. Kingston and Richmond secondary schools can book on training for several dates from Friday 19 November through to 7 December.



The training on offer is their SP-EAK course (Suicide Prevention – Explore, Ask, Keep Safe), which is a 3.5hour morning session. This training workshop aims to prepare participants to identify those with thoughts of suicide, respond effectively and connect them to support. If you would like to secure places on the upcoming dates, please contact: Jennifer Nsubuga, Mental Health Transformation Project Manager on [jennifer.nsubuga@swlondon.nhs.uk](mailto:jennifer.nsubuga@swlondon.nhs.uk) This will be the first series of dates available, with more to be arranged in the new year and spring 2022. If you would like to hold places for the following series of dates, please do get in touch so that we can plan accordingly.

## Safeguarding policy

Please find the model Safeguarding Policy [here](#) which you can download and customise for your own school.

In terms of Harmful Sexual Behaviour, we wish to encourage cultural change across our boroughs as we go forward together. This is a key paragraph we would ask you to discuss with your Governing Body in order to address sexual harassment.

As a result of local learning, including around the website Everyone's Invited, the School has a culture of prevention and education in order to raise responsible, caring adults. The school encourages respectful behaviour and language to be used to all; a restorative approach to incidents of concern; and a wish to make reasonable adjustments to encourage students to remain in education, despite any difficulties. There is no tolerance of discriminatory language or abuse towards staff or students. There will be no use of alcohol for any events on site, whether involving staff, students, parents or Governors. There will be no use of alcohol by staff or students on school trips or at residential units.

### Guidance notes for use with the Schools' Model Safeguarding and Child Protection Policy



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## Suicide, Self-Harm and Mental Health concerns

If any school has concerns (concrete evidence not needed) about several children and young people exhibiting similar thoughts and actions around self-harm, Eating Disorders and/or suicide, please contact our local SPA (Single Point of Access) for advice 0208 547 5008 out of hours 0208 770 5000

plus the relevant Public Health Team:

Richmond: [graeme.markwell@richmondandwandsworth.gov.uk](mailto:graeme.markwell@richmondandwandsworth.gov.uk)

Kingston: [liz.trayhorn@kingston.gov.uk](mailto:liz.trayhorn@kingston.gov.uk)

and your School Nurse contact.

If the student is from another borough or county, please also contact their Children's Social Care front-door.