



# Safeguarding at RAP

## 1. Introduction

As a local authority, Ofsted has judged Redbridge as 'good' in relation to their safeguarding practice, and therefore at Redbridge Alternative Provision we have made the decision to adopt the local authority's safeguarding policy. That being said at RAP we work with some of the most challenging young people across Redbridge who have complex safeguarding and support needs. With this in mind at RAP we believe that simply adopting a good safeguarding policy is not enough. For many of our young people we are their last hope and we do everything in our power to go above and beyond what Ofsted consider to be good practice.

At RAP safeguarding is our main priority and forms the foundation of our work with each and every student. In addition to those provided in the authority's safeguarding policy we also have a range of additional interventions in place. **Our overall aim is to develop an environment where young people feel loved, listened to and safe.**

## 2. New Students

### Initial interview with parents or carers

Before meeting any new student at RAP, information is gathered from previous schools, local authorities and social care. The initial interview takes place with parents/carers and any other relevant professionals including virtual heads, social care workers and the youth offending service.

### Meeting with the Pastoral and Welfare Manager

On the second day of a new student's placement at RAP they have a meeting with our Pastoral and Welfare Manager. The purpose of this meeting is to have a further discussion with the student without other professionals present with the aim of gaining a deeper understanding of their family background, mind-set and potential support needs.

### Risk assessment

On arrival a comprehensive risk assessment is completed for each student that takes into account the potential risks they may present and puts in place a range of measures to minimise these. RAs are re-assessed every six weeks to take account of the changing risks presented by our students.

### **3. Staff Training**

#### **Team-Teach**

All staff are provided annual team-teach training which equips them with skills in positive handling to defuse challenging situations before they escalate.

#### **Safeguarding**

All staff complete annual level 1 safeguarding training with several having completed level 2 training. All staff are given directed time to regularly review the latest copy of 'Keeping Children Safe in Education' and have signed to confirm their understanding of this important document.

#### **Prevent Training**

All staff have completed a prevent training awareness course and are in receipt of documentation to evidence their awareness and understanding.

#### **Induction**

All new staff meet with the designated child protection officer whereby they receive their safeguarding training. The deputy head also meets with new staff to ensure a comprehensive induction programme and ensures support is put in place. As safeguarding is such an integral element at RAP it is constantly reviewed through regular staff briefings.

### **4. Building**

#### **CCTV**

We have recently had CCTV installed across the whole of RAP enabling comprehensive investigations to be carried out if any concerns are raised. Due to the nature of our students and the small group setting at RAP, CCTV safeguards both students and staff.

#### **Security doors**

RAP is fully secured externally and internally with electric gates and an intercom entry system, secure internal doors to classrooms.

### **5. Procedures**

#### **Student Arrivals**

On entry to RAP each day, every student hands in their bags, coat and personal belongings including mobile phones. This prevents the use of social media when in school and enables students to focus on their learning. All students are then searched using a hand-held metal detector before entering the building.

### **Monitoring potentially hazardous equipment.**

All equipment used at RAP which has the potential to cause harm such as knives for Food Tech etc is locked away, counted out and in each time in order to minimise the risk of misuse.

### **Visitor's book**

All visitors are required to sign in and present a copy of their DBS with two forms of ID. Failure to do so means that a red lanyard is provided to the visitor rather than a green lanyard - indicating they are not to be unaccompanied while in the building.

### **Single Central Record**

The SCR is updated with all new staff and is checked and signed off fortnightly by the Headteacher.

### **ID cards**

All staff members are required to wear an identifying lanyard at all times whilst working at RAP and personalised DBS numbers are printed on the reverse of each lanyard.

### **Sharing of Information**

There is a staff briefing every morning whereby a standing item on the agenda is sharing information on individual students and their cases on a need-to-know basis.

### **Regular check-ins**

Based on the ever changing circumstances of the young people that attend RAP, the pastoral manager along with the pastoral team conduct regular check-in sessions ensuring the appropriate support packages are in place to provide our most vulnerable students - who may be experiencing unsettlement in the personal lives - the help they need.

## **6. Student, Parent and Staff Views**

### **Student surveys**

Students complete a survey every six weeks whereby they have the opportunity to share their views on a diverse range of topics including safety and well-being. The most recent student survey completed in February 2018 revealed that 95% of students feel safe at RAP, 90% of students felt reported incidents of bullying had been dealt with appropriately. 100% of students felt they knew who to speak to if they had a problem or concern and 100% of students knew what bullying and cyber-bullying were.

### **Parent surveys**

Parents are invited to complete a survey every six weeks. The most recent Parent's survey from March 2018 states that 100% of parent agreed or strongly agreed that their child feels safe at RAP, their child is well looked after and the school deals with bullying

effectively. One parent commented; "this school I feel will be the making of him, finally the support he needs."

### **Staff surveys**

Staff surveys are also completed every six weeks. 100% of staff agree or strongly agree that students are safe at RAP and that cases of bullying are dealt with effectively.

## **7. Additional support**

### **Liaison with External Agencies**

Our Pastoral and Welfare Manager regularly liaises with external agencies including social care, CaMHS, YOS, fusion, family support and counsellors. The relationships which have been fostered enable timely and efficient support to be provided to students to meet their needs. All CP, CIN or LAC meetings are attended by the Pastoral and Welfare Manager. Non-attendance of any student who is on a CP plan, is a Child in Need or a Looked After Child is chased up each day with social care.

### **Mentoring Input**

We have a team of mentors who meet with our most vulnerable students on a regular basis to provide guidance and support. They liaise with the Pastoral and Welfare Manager to provide individual intensive wrap-around care.