

Our Lady's Catholic College



Safeguarding Training (for Group 3/4/5 staff) 2023/24

Staff safeguarding training is planned to be delivered in designated CPD slots and safeguarding briefings. Ensuring we create a safeguarding culture where our staff have a firm updated knowledge base, relevant to our context. Obviously through discussion with the safeguarding team and the safeguarding curriculum lead, any issue arising needing an instant discussion and education, is given this time, in either form time, extended form time, PSE, selective vulnerable group intervention, depending on the subject to be discussed

The staff training is delivered in different formats-

- Full staff training is either delivered by the DSL, online or with guest speakers.
- The safeguarding scenario briefings are outlined with the Pastoral Support Officers (PSOs) during supervision, which is then disseminated to the pastoral teams by the PSOs in the fortnightly pastoral briefings. The fact sheet and scenario for discussion is sent out earlier in the week so staff can read this in preparation for the briefing. Every subject in Keeping Children Safe in Education is covered across this two-year curriculum.

Rationale to our safeguarding training

McElearney, A., Murphy, C. and Radcliffe, D. (2019) highlight seven characteristics of effective continuing professional development (CPD) for teachers. We have built these into our safeguarding training approach:

- **A focus on student outcomes:** does it make a difference? Working on true-to-life scenarios our staff team can practice how they would respond to a wide variety of safeguarding concerns. We can then monitor how it makes a difference in people holding responsibility to our students.
- **Collaboration:** working together “builds knowledge, confidence, self-efficacy, enthusiasm and commitment”. We provide succinct scenarios and handouts to build confidence and competence.
- **Reflection:** Having time to think is precious but it is this reflective and analytic approach that leads to safer and more effective judgements. Our programme is built around safeguarding briefings; 10 minutes, fortnightly in a student age specific group.
- **Specialist expertise:** We use specialist, expertise materials from the Safeguarding network, to inform the training. This material also provides discussing points to our PSOs to enhance their knowledge.
- **Sustained over time:** building a safeguarding culture takes time and requires multiple opportunities for teachers to engage in active learning and make connections with existing practice. In addition to regular, external safeguarding training our model exposes teachers to learning and reinforcement of safe approaches to child protection on a fortnightly basis, following a two-year curriculum that covers every area in Keeping Children Safe in Education.
- **A supportive school culture:** Regular sessions demonstrate the priority being given to safeguarding by the school so that when staff encounter a situation they know what they are looking for and can confidently take action to follow the process and keep children safe.
- **Incorporating models of effective practice:** each scenario includes detailed notes for the PSO that have been expertly produced and quality assured following a clear model of risk identification, analysis and action in line with our school procedure and Keeping Children Safe in Education.

Our planned Safeguarding training (this does not include our responsive topics)

Month	Training
September 2023	KCSIE 2023 update KCSIE knowledge check Scenario briefing- harmful practices

	Scenario briefing- honour based abuse
October 2023	Full staff training- online safety- Scenario briefing- children in the court system Scenario briefing- family members in prison
November 2023	Full staff training – Home Office Prevent training Scenario briefing-Bullying Scenario briefing- Poverty
December 2023	Scenario briefing- Homelessness Scenario briefing- Child on child abuse
January 2024	Prevent Update Scenario briefing- neglect Scenario briefing- Radicalisation
February 2024	Scenario briefing- online safety Scenario briefing- sexual abuse
March 2024	Scenario briefing- physical abuse Scenario briefing- fabricated induced illness
April 2024	Full staff training – harmful sexual behavior Scenario briefing- emotional abuse Scenario briefing- gangs and youth violence
May	Full staff training- learning points KCSIE 2023 to 2024 Scenario briefing – trafficking Scenario briefing – modern slavery