



**Hatherley**  
INFANT SCHOOL

## Early Help Offer

We want to ensure your needs are met. If you would like this document in any other format, please contact us:

[admin@hatherley-inf.gloucs.sch.uk](mailto:admin@hatherley-inf.gloucs.sch.uk)

All staff at Hatherley Infant School recognise that the welfare of each child is paramount and take seriously the responsibility to safeguard and promote the welfare of the children and young people in their care. Please also refer to the school Safeguarding Policy.

**Definition:** “Providing early help is more effective in promoting the welfare of children than reacting later. Early help means providing support as soon as a problem emerges, at any point in a child’s life, from foundation years through to teenage years”

**Working Together to Safeguard children, DfE, July 2018**

At Hatherley Infant School, we understand just how complicated family life can be. From time to time there may be situations where you need extra help and support.

If you feel we could support you in any way at home, please come and talk to us. We have an Early Help Offer in place and there are many ways we can support you and your family.

The school has no pre-prescribed criteria for supporting children and families. Each situation is assessed according to needs and a bespoke programme put in place for that child and/or family.

**Any** child may benefit from early help, but all staff should be particularly alert to the potential need for early help for a child who:

- is disabled and has specific additional needs
- has special educational needs (whether or not they have a statutory Education, Health and Care Plan)
- is a young carer
- is showing signs of being drawn into anti-social or criminal behaviour, including gang involvement and association with organised crime groups
- is frequently missing/goes missing from care or from home
- is at risk of modern slavery, trafficking or exploitation
- is at risk of being radicalised or exploited
- is in a family circumstance presenting challenges for the child, such as drug and alcohol misuse, adult mental health issues and domestic abuse
- is misusing drugs or alcohol themselves
- has returned home to their family from care
- is a privately fostered child

**Additional school Indicators for Children or Families That May Require Early Help**

Indicator	Indicator	Indicator	Indicator
Disability of a Child	Poor Diet - Obesity, Malnourished	Low Income or Poverty	Breakdown in family relationships
Special Educational Needs (refer to Local and School offer)	Poor Attendance and Punctuality	Isolation	Breakdown in community relationships
Child Mental Health	Changes in Behaviour and Risk of Exclusion	Disability of an Adult	Limited Community Integration
Child Unaware of Danger and How to Keep Themselves Safe	Child is Unaware of How to Keep Themselves Safe Online	Adult Mental Health	Frequent House or School Moves
Bereavement		Low Parenting Skills	Transport
		Domestic Abuse	
		Substance/Alcohol Abuse	
		Young Carer	

Extremist views	Child Demonstrates Sexualised Behaviours		Cleanliness and Hygiene
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The above list provides examples of areas where, without intervention a family may break down or a child may be put at risk of neglect, emotional, physical or sexual harm. This also includes the risk of extremism.

### Involvement of Families

The school will always involve the family in all Early Help strategies and most will only be put in place with their permission. The school will aim to work with families in a supportive, non-judgemental way so that trust is built up and the best possible outcomes achieved.

Staff are trained in recognising the signs of Child Abuse and Extremism and are committed to and know the benefit of Early Help as a way of supporting families and young people before their needs become acute and Social Care or other specialist intervention may be necessary.

The school has a range of robust safeguarding procedures in place which puts the safety and protection of children at the heart of any decisions. The school's safeguarding team is made up of the following school personnel:

- Designated Safeguarding Lead (DSL) – Mrs S Bunce
- Deputy Designated Safeguarding Leads (DDSL) – Mrs K Norris, Mrs K Rama, Mrs F Briggs, Mrs P Randall

There are occasions, however, when the school's safeguarding team or member of school staff may believe that a child may be at immediate risk of significant harm and that informing the parents/carers of the concern may put the child at further risk. In these cases the school will implement section 47 procedures. This will involve an immediate referral to social care without the parents/carers knowledge.

### Reporting Concerns

If any member of school suspects that a child may be at risk of harm or who has been harmed they will report the incident through the Child Protection Concern form. The Concern Sheet is given to the DSL, DDSL or member of the SLT immediately. If a member of staff believes that a child is at risk of or has been subjected to significant harm then this must be reported immediately in person to either the school's DSL or one of the DDSLs.

The primary aim of the school's Early Help systems is to try to intervene early with families before it gets to the stage when a child may be at risk of harm.

### Early Help

The school has divided its Early Help Offer into 4 areas:

- Universal Support is for all and is what all children and families would normally receive,
- Community Support is for a child or family who may need some extra support,
- Specific Support is for children and families who need specialist support
- Acute - where a child or their family need a high level of support to prevent harm.

<b>Universal Support</b>	<b>Community Support</b>	<b>Specialist Support</b>	<b>Acute Support</b>
Family Friends School Staff Governors After School Clubs	School Safeguarding Team School E-Safety Policy Police Community Support Officers (PCSOs) Police GP	Gloucestershire Safeguarding Children Board Early Help Team including Families First Team Social Care	Social Care - Child Protection (CP), Child in Need (CIN) School Safeguarding Team Social Worker Police - Police Protection Order (PPO)

<p>Community Clubs (i.e. sports, arts etc.)</p> <p>Inclusion Lead</p> <p>Support provided includes:</p> <ul style="list-style-type: none"> <li>• Support with health issues</li> <li>• Support with sleeping</li> <li>• Support with eating, healthy lunch box</li> <li>• Support developing consistent routines</li> <li>• Positive behaviour strategies boundaries, rewards and consequences</li> <li>• Attendance issues- lateness and absence. Exploring reasons why children are not in school with parents including using translators.</li> <li>• Support and signposting to other agencies eg help with benefits, DV and housing.</li> <li>• Supporting with social emotional mental health of the family. Exploring the needs of parents and carers whose health may impact on their children. Signposting to support agencies, local activities for new or isolated families.</li> </ul>	<p>Health Visitor</p> <p>Midwife</p> <p>School Nurse</p> <p>Family Information Service</p> <p>Glofamilies directory</p> <p>Food Bank</p> <p>LA SEN Team</p> <p>LA Transport Team</p> <p>Churches and Religious Leaders</p> <p>Green Square Housing</p> <p>Landlords</p> <p>Young Carers</p> <p>Citizens Advice Bureau</p> <p>Job Centre</p> <p>Interpreter</p> <p>Education Performance and Inclusion Team (EPI)</p> <p>Children's Centre</p> <p>Communication with Previous Settings</p>	<p>Parenting Courses (Webster Stratton, Triple P)</p> <p>Paediatrician</p> <p>Counselling</p> <p>Play Therapist</p> <p>Children and Young People's Services (CYPS)</p> <p>Education, Performance and Inclusion Team (EPI)</p> <p>Physiotherapist</p> <p>Green Square</p> <p>Family Endowment Fund</p> <p>Keep Safe Work</p> <p>Occupational Therapist</p> <p>Winstons Wish</p> <p>Educational Psychology Service</p> <p>Cruse Bereavement Care</p> <p>The Samaritans</p> <p>Compassionate Friends</p> <p>Gloucestershire Domestic Abuse Support Service (GDASS)</p> <p>Freedom Programme</p> <p>Splitz</p> <p>Independence Trust</p> <p>CGL Gloucestershire drugs and alcohol Service</p> <p>NSPCC</p> <p>Child Online Protections and Exploitation Centre (CEOP)</p> <p>Channel Programme</p>	<p>Courts - Care Proceedings</p> <p>Counselling</p>
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### Early Help Offer – Some Useful Contacts:

<p>Gloucestershire Family Information Service (FIS)</p>	<p>This is a universal source of help for all families in Gloucestershire. The advisors working for this service give impartial information on <b>childcare, finances, parenting and education</b>.</p> <p>Contact the FIS by emailing: <a href="mailto:familyinfo@gloucestershire.gov.uk">familyinfo@gloucestershire.gov.uk</a> or telephone: <b>(0800) 542 0202 or (01452) 427362</b>. The website is <a href="http://glofamiliesdirectory.org.uk">glofamiliesdirectory.org.uk</a></p>
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GSCB (Gloucestershire Safeguarding Children's Board) website	<a href="http://www.gscb.org.uk">http://www.gscb.org.uk</a> Important information for parents and professionals across Gloucestershire in relation to keeping children safe and avenues of support including early help options.
Gloucestershire Healthy Living and Learning	Gloucestershire Healthy Living and Learning support schools with resources, training in Safeguarding , Healthy Eating, Emotional Health and Wellbeing, Spiritual Moral Social and Cultural – website <a href="http://www.ghll.org.uk">www.ghll.org.uk</a>
E-Safety	E-safety is part of our ongoing curriculum. 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> Childnet Resources CEOP (Child Exploitation and Online Protection Command)- <a href="http://www.ceop.police.uk">www.ceop.police.uk</a> Think U Know
Bullying (including cyber-bullying)/child death/suicide prevention.	All Gloucestershire schools are committed to tackling bullying. We have a series of teaching resources produced by the Gloucestershire healthy living and learning team ( <a href="http://www.ghll.org.uk">www.ghll.org.uk</a> ) to support this (Pink Curriculum). In serious cases of bullying parents should contact the police; particularly if there are threats involved. In an emergency call <b>999</b> . Other sources of help are <a href="http://www.bullying.co.uk">http://www.bullying.co.uk</a> Childline.org.uk- 0800 1111 NSPCC- <a href="http://www.nspcc.org.uk">www.nspcc.org.uk</a>
Children with multiple needs (vulnerable) or multiple needs (complex) requiring multi-agency input or assessment.	Gloucestershire Early Help Teams provide multi-agency support for children and families. A phone call to discuss a possible referral is helpful before making a written referral. Schools actively refer to Early Help Teams when appropriate in discussion with parents.
Drug Concerns	<a href="http://www.infobuzz.co.uk/">www.infobuzz.co.uk/</a> InfoBuzz provides individual targeted support around drugs & emotional health issues, development of personal and social skills, information and support around substance misuse. CGL Gloucestershire drug and alcohol service supports can be accessed through website – <a href="http://change-grow-live.org">change-grow-live.org</a> . Email- <a href="mailto:Gloucestershire.Info@cgl.org.uk">Gloucestershire.Info@cgl.org.uk</a> Tel: 01452 223014
Mental Health Concerns	Referral to school nurses may be appropriate Referral to CYPS (Gloucestershire's mental health services) via your own GP. Website- <a href="http://2together.nhs.uk">2together.nhs.uk</a> CYPS Practitioner advice line (for professionals to call) tel: 01452 894272 Teens In Crisis – advice and counselling for children aged 10+ and parent support and advice. <a href="mailto:admin@ticplus.org.uk">admin@ticplus.org.uk</a> Text: 07520 634063 Phone: 01594 372777
Child Sexual Exploitation (CSE)	CSE screening toolkit (can be located on the GCSB website, see above). This should be completed if CSE suspected. 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="http://www.gscb.org">www.gscb.org</a>
Domestic Violence	The GCSB (Gloucestershire Safeguarding Children's Board) have published a Domestic Abuse pathway for educational settings which is on the GSCB website. Gloucestershire Domestic Abuse Support Service (GDASS) <a href="http://www.gdass.org.uk">www.gdass.org.uk</a>
Teenage relationship abuse	Please see comment about the Domestic abuse pathway for educational settings above.
Fabricated and induced illness (FII)	<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 suspecting FII must involve the Police, Social Services and follow the child protection procedures outlined in this policy.
Faith Abuse	<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 'National action plan to tackle child abuse linked to faith or belief'.

Female Genital Mutilation (FGM)	<a href="http://www.nhs.uk/Conditions/female-genital-mutilation">http://www.nhs.uk/Conditions/female-genital-mutilation</a> for NHS information and sign of FGM. Any suspicion of FGM should be reported to the Police (Tel:101)and Social Care.
Forced Marriage	SPOC (Single Point of Contact) for Forced Marriage UK Forced Marriage Unit <a href="mailto:fm@fco.gov.uk">fm@fco.gov.uk</a> <a href="http://www.glostakeastand.com/">http://www.glostakeastand.com/</a>
Gangs and youth violence	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. <a href="https://www.safergloucester.co.uk/">https://www.safergloucester.co.uk/</a>
Gender-based violence/violence against women and girls (VAWG)	<a href="http://www.gov.uk">www.gov.uk</a> – home office policy document
Honour based violence (HBV)	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 Helpline’: 0800 5999247
Mental Health	CYPS (Gloucestershire’s mental health services)
Private fostering	<a href="http://www.gloucestershire.gov.uk/privatefostering">http://www.gloucestershire.gov.uk/privatefostering</a> Gloucestershire County Council website provides information on private fostering. Refer to Gloucestershire Children and Families Helpdesk on 01452 426565 or Gloucestershire’s Private Fostering Social Worker 01452 427874
Radicalisation	Gloucestershire Constabulary: Local Police Prevent Team- (PC Adam Large) 101- and Jane Bee (LADO) Anti-terrorist Hotline: 0800 789 321
Child Neglect Toolkit	<a href="http://www.gsrb.org.uk/media/15291/gloucestershire-child-neglect-toolkit-270417-final-vs.pdf">http://www.gsrb.org.uk/media/15291/gloucestershire-child-neglect-toolkit-270417-final-vs.pdf</a> The toolkit can be used to assist in the identification of child neglect.

If you have some concerns a good starting point is to come and talk to the school Inclusion Lead, Mrs Kali Rama, who can make a referral on your behalf to the Early Help Team. If your child is pre-school age GPs, health visitors and children’s centre staff all know about the Early Help Service and can help make a referral if that is what you think would help. The school Early Help co-ordinator is Mrs Kali Rama.

Our approach is to work closely with families and to hold a Team Around the Child (TAC) or Team Around the Family (TAF) meeting so that everyone is clear about what we are trying to achieve and who is doing what.

Before we can start to work with your family we need your consent. Our service is confidential and you will be asked to give permission for us to speak with and share information with other relevant professionals on your behalf.

### **Linked Policies**

▪ Acceptable Use	▪ Health and Safety
▪ Anti-bullying and hate	▪ Relationships and Sex Education
▪ Attendance	▪ SEND
▪ Behaviour	▪ Safeguarding and Child Protection
▪ Complaints Procedure	▪ Safer Recruitment and Induction
▪ Confidentiality	▪ Staff code of Conduct
▪ Curriculum	▪ Whistleblowing
▪ E-Safety (online safety)	▪