

<h1>BRIEFING</h1>	TO:	School forum
	DATE:	1 st December 2023
	LEAD OFFICER:	Pam Ward Pam.ward@rotherham.gov.uk
	TITLE:	Education Safeguarding Officer

1. Background

1.1	<p>An Education Safeguarding Lead (ESL) was appointed in January 2023. This post has been jointly funded through a £17k contribution from Rotherham Safeguarding Children Partnership (RSCP) and the remaining £35k from schools.</p>
1.2	<p>Since the appointment the ESL has had a wide and varied role:</p> <ul style="list-style-type: none"> • Supporting Rotherham schools and nursery settings, Private, Voluntary and Independent early years sector, Post 16 and Colleges • Participation and delivery of Rotherham Safeguarding Children Partnership priorities through work with schools via attendance at key RSCP Safeguarding Delivery Groups and membership of key safeguarding networks (Neglect Delivery Group, Performance, Practice and Learning Review Delivery Group, Safeguarding in Education Delivery Group, Child Exploitation Delivery Group, Child Death Overview Panel, Channel Panel, Serious Violence Group – Silver) • Leading Local Authority Safeguarding Compliance Audits to ensure that safeguarding practice, policy and systems are effective and compliant in line with Keeping Children Safe 2023. • Leading Attendance Audits • Supporting Behaviour Audits • Delivery of the termly Education Safeguarding Forums for Governors, Trustees, Heads of Schools and Designated Safeguarding Leads. • Leading training for schools, Designated Safeguarding Leads (DSL) and governors • Provided a single point of contact for education, early years and Further Education professionals in relation to safeguarding systems, pathways, and procedures. • Multi-agency partnership work (LADO, MASH, EH, Youth Justice, Community Safety, Violence Reduction Unit, South Yorkshire Police – GRIP Team, Protective Vulnerable People Team, Counter Terrorism Team, Rotherham Public Health, Rotherham Alcohol and Drug Service, Rotherham NHS Foundation Trust) • Responding to and supporting schools with an ever-increasing number of safeguarding complaints including Ofsted safeguarding qualifying complaints. Meetings with school leaders to monitor and quality assure safeguarding practice, Leading multidisciplinary Team to assess safeguarding provision where Ofsted/HMI express concern - S11a • On site support during Ofsted inspections. • Supporting schools with a potential inadequate safeguarding judgement to achieve an 'Effective' safeguarding outcome. • Writing policies, providing updates of statutory guidance and information linked to emerging or priority issues. • LA representation on Aspire Management Committee and Governing Boards where safeguarding capacity is identified as an area which requires improvement • Education representation within RSCP Quality Assurance and Audit process • Education representative for Joint Target Area Inspection (JTAI)

<p>1.3</p>	<p>As a result:</p> <ul style="list-style-type: none"> • The role has ensured Rotherham schools and settings are fulfilling their safeguarding duties as required under the 2002 Education Act and ‘ Keeping Children Safe in Education 2023’. • There is a growing consistency of effective safeguarding practice across settings. • There is now an LA safeguarding and attendance audit. • All maintained schools and settings are supported before and during their inspection. • There is a training and development portfolio which provides statutory training and addresses contextual/emerging safeguarding themes has been delivered (e.g., Urban Street Gang awareness raising, knife crime) • Schools have a single point of contact to discuss a range of safeguarding issues. • There is greater multidisciplinary partnership. • Education is a priority for RSCP and a new Education safeguarding driver group is evidence of this. • Senior Leaders, Governors, DSL’s are supported to raise awareness and disseminate practice to embed Rotherham Safeguarding Children Partnership priority areas (e.g. Exploitation, Neglect) <p>There is direct partnership work between the RSCP and education settings re:</p> <ul style="list-style-type: none"> • Elective Home Education • School exclusions • Attendance data (including pupils missing from education) • SEMH • Early Years • Post pandemic legacy issues • Children’s Social Care – MASH, First Response
<p>2. Key Issues</p>	
<p>2.1</p>	<p>Currently the Education Safeguarding Lead is fulfilling all the roles above. Schools and multi-agency partners value her advice and input but as a result there is a growing demand on her time The workload is creating service pressure and there is a risk of a single point of failure. There is a need to increase capacity or to review the roles and responsibilities of the ESL to streamline the service she can provide.</p>
<p>2.2</p>	<p>An audit of need has highlighted additional safeguarding priorities for 2023 -24:</p> <ul style="list-style-type: none"> • Rapid increase in Elective Home Education and associated safeguarding risks. • Social, emotional, and mental health increase in pupil cohorts and entrenched persistent absenteeism are areas of immediate focus across safeguarding in education. • An increase in the number of suspensions or exclusions linked to students vaping. • With an increasing number of maintained schools now in the Ofsted window there could be the need to support more than one school during Ofsted inspections. • An ever-increasing number of Ofsted complaints from parents with a large number having a specific safeguarding focus. • Enhancing the current communication plan to make sure model policies, updates of statutory guidance and information linked to emerging themes, or priority issues to support forward planning and training. • The volume of partnership meetings that require education representation.
<p>2.3</p>	<p>The EWO would support the ESL in providing support, training and challenge for these priorities.</p>

Our regional neighbours have developed their safeguarding offer beyond one post:

- Sheffield has 6 Education Safeguarding Officers.
- Doncaster have a bespoke team of Education Safeguarding Officers

3. Key Actions and Timelines

- 3.1** A business case is to be presented to recruit an Education Safeguarding Officer who would support the work of the Education Safeguarding Lead. This Band H post would cost £46,419 per annum.
- 3.2** The Education Safeguarding Role was discussed at School Forum 22nd September 2023. It was agreed that information about a possible new Education Officer, associated funding and next steps would be disseminated at the next Forum meeting 1st December.
- 3.3** A funding formula has been developed to cover the single post for 2023-24 and to cover both posts from 2024-25.

The proposed funding formula is shown below.

SAFEGUARDING POST RECHARGES

<u>PRIMARY SCHOOLS</u>		Band	23.24, £	24.25, £
Pupil Numbers	<250	1	£200	£470
	251-300	2	£250	£588
	301-350	3	£300	£705
	351-400	4	£350	£823
	>400	5	£400	£940

<u>SECONDARY SCHOOLS</u>		Band	23.24, £	24.25, £
Pupil Numbers	<1000	6	£700	£1,645
	1001-1500	7	£1,100	£2,585
	1501-2000	8	£1,300	£3,055
	>2000	9	£1,500	£3,525

If there is agreement the position would be advertised for a possible April 2024 starting date

4. Recommendations

- 4.1** **It is recommended that Schools Forum consider these options**
- Agree proposed staffing arrangements to include the additional Safeguarding Officer post. This would lead to a review and streamlining of current responsibilities, build capacity and avoid a single point of failure.
 - Agree proposed basis of funding charge to schools for both 2023/24 and 2024/25.

5. Finance & HR Implications

<p>5.1</p> <p>5.2</p> <p>5.3</p>	<p>In 2023/24 the Education Safeguarding Lead post has been jointly funded through a £17k contribution from Rotherham Safeguarding Children Partnership (RSCP), with the remaining £35k to be funded from schools.</p> <p>In 2024/25, the joint funding arrangement with RSCP would continue, resulting in the school contribution for the Education Safeguarding Lead totalling £39.5k. In addition, the Education Safeguarding Officer (Band H SCP 27) would cost £46.4k, an overall 2024/25 total for both posts of £85.9k. Costs include on costs and an assumed 3% pay award for 2024/25.</p> <p>The proposed charging basis for schools would generate sufficient income to cover the costs in both 2023/24 and 2024/25.</p>
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