

Essential training for all new employees

PLEASE NOTE: The following training **MUST** be completed prior to commencing work at the school and the certificates presented to show evidence of completion. This is a condition of your employment at the school

Safeguarding Online Training

Awareness of Child Abuse and Neglect

Please follow the attached instructions for access to this training:

<http://calderdalescb.safeguardingchildren.co.uk/>

Click on Register (at bottom of page)

Select department – Education

Select sub department – Secondary Schools

Select 3rd level department – William Henry Smith

Click Register

Complete the personal information on the form (choose your own user name) and click Register

You will then be given a login and password, use this to access the training by clicking the requested learning tab then course request

Select **Awareness of Child Abuse and Neglect - Core – NAR**

Request course

Request course again

Submit request

You can either print your certificate or email a digital version to Sonia.stewart@whsschool.org.uk

Prevent

You are required to complete the on-line awareness training on your Prevent duties (which include identifying factors which may lead to radicalisation and your responsibilities in terms of assessing vulnerability; this should take between 15-25 minutes (this is not a test of your current knowledge, the materials steer you through giving you the information you need to become more aware).

Open the hyperlink, complete the online course, print your certificate and hand to HR.

<https://www.elearning.prevent.homeoffice.gov.uk>

Positive Behaviour Support (PBS)

You MUST use Internet Explorer or Google Chrome to complete this training.

Open the hyperlink, complete the online course, print your certificate and hand to HR.

<http://www.bild.org.uk/capbs/pbs-awareness-course>

Online Safety Accreditation

Please find below the URL you need to visit to register your account.

<https://lms.nationalonlinesafety.com/school/WilliamHenrySmith>

You will need to complete your details and select “**Staff & Governors**” from the dropdown:

Once you have registered, you will be given access to the “Updated Online Safety for School Staff and Governors’ course which we require you to complete as part of the accreditation criteria.

This should take approx. 2-3 hours in total but can be broken down into individual units to access at your convenience. At the end of the course you will be asked to complete a test and achieve a 75% pass mark. You will then receive a CPD accredited certificate upon completion as part of your professional development to evidence your learning.

Keeping children safe in education - Reading

You are required to update your knowledge and understanding on Keeping Children Safe in Education by reading **Parts 1 and also Annex A & C**.

Step 1

Please click the link below to read Part one and also Annex A & C of “Keeping Children Safe in Education 2019” attachment

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/830121/Keeping_children_safe_in_education_060919.pdf

Step 2

Please read the attached document entitled “Sexual Exploitation of Boys and Young Men”.

Step 3

Please click the below link and write your name in the box to confirm you have read and understood all the above the documents.

<https://www.surveymonkey.co.uk/r/C3SNX7F>

School Policies to be read

Step 1

Please visit the school’s website www.whsschool.org.uk (see the About section) to read our Child Protection, Promoting Positive Behaviour and Absenting or Going Missing policies.

There are also 2 further policies enclosed (Code of Conduct and Code of Safer Working Practise). It is essential that you read and understand these as they complement existing practises and clarify the school’s professional expectations.

Once you have read and understood all of the above policies it please go to step 2

Step 2

Please click the below link and write your name in the box to confirm you have read and understood the documents.

<https://www.surveymonkey.co.uk/r/SB6FYZZ>

Fire Extinguisher

This training will be sent to you via a separate email as you are required to watch a short video along with policy reading.

Sexual Exploitation of Boys and Young Men: **Underlying Vulnerability Factors, Risky Behaviours and** **Immediate Risk Indicators**

The sexual exploitation of boys and young men has been a hidden issue, and perhaps generally less known about and understood. Based on research (BLAST Project 2002, Barnardos 2006), there are factors that make boys and young men more vulnerable to grooming and sexual exploitation, as well as immediate risk indicators and indicator risky behaviours that suggest they are being, or at risk of being, sexually exploited.

NB: The following lists are not exhaustive.

Underlying Vulnerability Factors

- Sexuality and sexual identity
- Bullying and rejection (particularly over sexual identity)
- History of abuse and neglect (particularly sexual abuse)
- History of domestic violence
- Poor family attachments and/or episodes in care
- History of drug/alcohol abuse
- History of mental health issues

Immediate Risk Indicators

- Episodes of going missing and/or staying out overnight
- Acquisition of money and/or goods without plausible explanation
- Truancy/exclusion from school
- Patterns of street homelessness
- Self harm/self injury
- Sexually transmitted diseases
- Physical signs of sexual assault e.g. bruising

Indicator Risky Behaviours

- Association with older men
- Association with other young people involved in sexual exploitation
- Found attending drug dens/homes of risky adults
- Found frequenting 'cruising' grounds
- Accessing inappropriate websites and/or chat rooms
- Involved in 'clipping' i.e. negotiating and accepting payment for sex then running off

Grooming

Grooming is the process of preparing a boy/young man for sexual contact with adults. The process seeks to control and cohere a boy/young man. To enable more effective control, the target must first be isolated from support services and any positive relationships in his life.

Grooming will often start positively, giving a boy/young man gifts, money, drugs etc without asking for anything in return. Liberties not usually available to the young male (e.g. drinking, staying out late, watching adult films) are offered. As the friendship/relationship develops blackmail, threats and physical violence are used to cohere the victim.

As with sexual exploitation generally, grooming is not a gender/orientation specific issue. Men who groom girls are equally likely to groom boys. They will use similar techniques and sometimes will encourage girls to help them groom other boys. The young people are treated as commodities and so, if there will be gain from their sexual activity/behaviour, they will be groomed for sexual exploitation regardless of whether they are male or female.