

Would you like to contribute to this newsletter?
Email Samantha.hill@enfield.gov.uk

PLEASE DO SHARE

SAFEGUARDING ROUND UP

(A Bit of a Bumper Edition)

31/01/25

SEYIS

Schools and Early Years Improvement Service

www.enfield.gov.uk

Striving for excellence



The Enfield Inclusion Charter

98% of our schools have signed up to our Inclusion Charter – but do you remember what is in it?

Here's a reminder (right).

Try to revise all 8 points, as next week's RoundUp activity will be a quiz on how much you know!

You can find all our materials, including a very helpful Inclusion Audit, here:

[Enfield Inclusion Charter | Enfield Council](#)

Enfield Inclusion Charter

A charter for early years settings, schools and colleges committed to providing an inclusive education for children and young people in Enfield.

Signing the Inclusion Charter is a commitment to:

- ✓ Provide clear, visible and strong leadership for inclusion
- ✓ Ensure that everyone takes responsibility for including children and young people with special educational needs and disabilities
- ✓ Understand that all behaviour happens for a reason
- ✓ Listen and respond to children and young people's opinions and ideas when making any decision which impacts on their lives
- ✓ Celebrate difference and diversity
- ✓ Work with families, professionals and practitioners across our community to help all children and young people to thrive
- ✓ Ensure that everyone is comfortable to be open and honest about what support they need to help children and young people in their care
- ✓ Support children and young people to prepare for their adulthood from the early years and throughout their childhood and adolescence, so they can shape their future in the way they want.

The Charter has been developed by children and young people, headteachers, teachers, parents and carers, council officers, health partners and voluntary sector organisations.



For Your Diary

Upcoming DSL meetings:

Tues 4 Mar 2025 – Planning meeting, 3.30-4.30

Microsoft Teams

[Join the meeting now](#)

Meeting ID: 349 824 733 006

Passcode: zkkyTA

Tues 18 Mar 2025 – Network meeting, 3.30-5.00

Microsoft Teams

[Join the meeting now](#)

Meeting ID: 385 926 110 442

Passcode: 4iz3Qg

Tues 10 June 2025 – Planning meeting, 3.30-4.30

Microsoft Teams

[Join the meeting now](#)

Meeting ID: 331 044 020 021

Passcode: WcVqzc

Tues 24 June 2025 – Network meeting, 3.30-5.00

Microsoft Teams

[Join the meeting now](#)

Meeting ID: 318 756 159 632

Passcode: GvceDH

Please book your place by emailing seyis@enfield.gov.uk

Slides from the last DSL Network meeting are available here:

DSL Network Slides - 26.11.2024 | Enfield Council

Other dates for your diary:

Tuesday 11th February – Safer Internet Day

**Wednesday 19th March 9-12, Kingsmead School
Addressing Educational Disadvantage Event**

2nd April 3.30-5 (online).

Working with Homeless Children – workshop.

Email seyis@enfield.gov.uk to book your place

Useful Reminders:

Keep Your Child Safe Online

Have you organised your parent workshops for Years R, 5, 7 and 9 yet? Are the materials published on your school website and displayed in your school foyer?

Materials are published here, including slides for parent courses:

[Online Safety](#) | [Enfield Council](#)

Safeguarding self audit

Have you returned your audit yet? Any audit format is acceptable, but our form is easy to use, comprehensive and available on [The Hub | Enfield Council](#). All schools are expected to return this to us each academic year. Send to seyis@enfield.gov.uk

A new LADO

On the 3rd February we say farewell to the lovely **Bruno Capela** as LADO, and extend a warm welcome to **Cathy Phelan**.

Referral details remain the same. Please see below.

Cathy Phelan

LADO, Safeguarding and Quality Service

Children and Family Services

Enfield Council

39 London Road, Enfield EN2 6DS

Tel: 020 8379 4392/2850

Direct Line: 0208132 1996

Cathy.Phelan@enfield.gov.uk

SafeguardingService@enfield.gov.uk (LADO referrals)



Working with Homeless Children

We will be holding an online workshop on 2nd April 3.30 – 5. this is for DSLs and senior leaders. We very much want your input.

Dozens of Enfield school children are made homeless each week, and temporary accommodation has been linked to the deaths of at least 74 children in London ([Temporary housing linked to deaths of at least 74 children - BBC News](#)). This is a public health emergency.

Aims of the workshop

To share examples of best practice in working with homeless children and those in temporary accommodation

To shape guidance for schools to link this into existing frameworks

To support school colleagues in understanding the issues in homelessness

Please email SEYIS@enfield.gov.uk to register interest in attending.

MASH Safeguarding Referrals – moving fully over to the Portal by 3rd March 2025

Transition Plan for Partner Agencies to submit Children's Safeguarding Referrals to Children's Multi-Agency Safeguarding Hub (MASH) via the Children's Portal.

We would like to advise you that Enfield Children's Services will be transitioning to have all referrals into the service submitted via Enfield Children's Portal by the 3rd March 2025. We are aware that some of your colleagues will already be using the portal, however this is not consistent across all agencies, which can impact the efficiency and timeliness of responding to referrals.

The portal was introduced to streamline referrals, improve efficiency, and provide consistency. It will ensure across agencies that we are providing and receiving referrals that support timely decision making in relation to safeguarding children and supporting families.

January - February 2025:

All agencies should start using the Children's Portal for referrals; however, email referrals will still be accepted as a transitional measure.

All agencies to sign on to the portal asap and identify any difficulties that they may be experiencing to share at the support / training below; outside of these times please see number below where you contact MASH for support.

March 2025:

From 3rd March 2025: No email referrals will be accepted.

Partner agencies will be given reminders in the lead-up to the final deadline to ensure readiness.

Training / Support Sessions:-

Between now and the end of February there will be training / support sessions available to support with how to register and access the portal. These will be via Teams; the link will be sent to individual agency leads to cascade across their respective service.

- 5th February 10:30 – 11:30
- 7th February 11:00 – 12:00
- 11th February 14:00 – 15:00
- 13th February 14:00 - 15:00
- 18th February 10:30 – 11:30
- 20th February 14:00 – 15:00

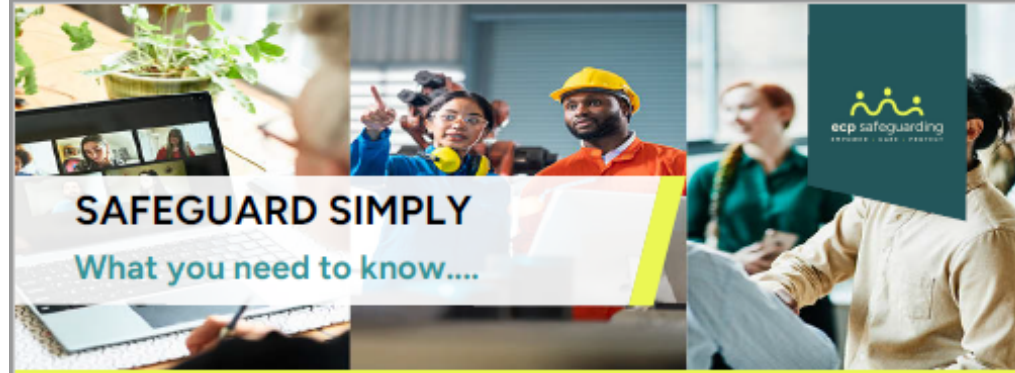
There will be a follow – up and Q&A sessions 24 February – 28th February 2025 just before the 3rd March.

If colleagues are experiencing difficulties with the portal outside of the training/ support hours above, please call the MASH phone number: **0208 379 5555**.



Preventing Sexual Harassment in the Workplace

An amended legal duty for all employers



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Preventing Sexual Harassment in the Workplace

Legal Framework

- Equality Act 2010: Defines and prohibits sexual harassment, with penalties up to dismissal for perpetrators.
- Worker Protection Act 2023: Amends the Equality Act, requiring employers to take "reasonable steps" to prevent sexual harassment. Enforced by the Equality and Human Rights Commission.

Key Requirements

1. Organisational Culture
 - Leaders should establish a culture of dignity, respect, and inclusion.
 - Values should be actively demonstrated and embedded.
2. Policies & Procedures
 - Develop clear policies defining sexual harassment and responsibilities.
 - Update and promote policies regularly to reinforce commitment.
 - Encourage a "speak-up" culture and provide accessible reporting channels.
3. Training & Development
 - Provide mandatory, regular training for all staff on recognising and preventing harassment.
 - Cover sexual harassment during employee onboarding.
4. Risk Assessment
 - Identify and address workplace areas at higher risk for harassment.
 - Assess vulnerabilities, considering specific roles or locations.
 - Out-of-Work Events & Third-Party Liability [Remind staff that policies apply to offsite events / Make third parties aware of harassment policies and consequences]
5. Reporting & Investigation
 - Ensure confidential, accessible reporting channels.
 - Investigate all complaints fairly and thoroughly, maintaining confidentiality when possible.
6. Out-of-Work Events & Third-Party Liability
 - Remind staff that policies apply to offsite events.
 - Make third parties aware of harassment policies and consequences.

Action Steps for Employers

- Implement Proactive Policies: Ensure policies are well-understood, easily accessible, and reviewed regularly.
- Provide Training: Ensure all staff are trained, and record all sessions as evidence of compliance.
- Promote a Safe Culture: Encourage reporting and demonstrate that complaints are handled with urgency and confidentiality.
- Assess Risks and Address Vulnerabilities: Routinely identify and mitigate potential harassment risks.

Consequences of non-compliance

- Failure to prevent sexual harassment could lead to a 25% increase in tribunal awards against employers.

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Our blogs

To learn more
listen to our
blogs and
podcast!

Just scan the
QR codes:



Our podcasts



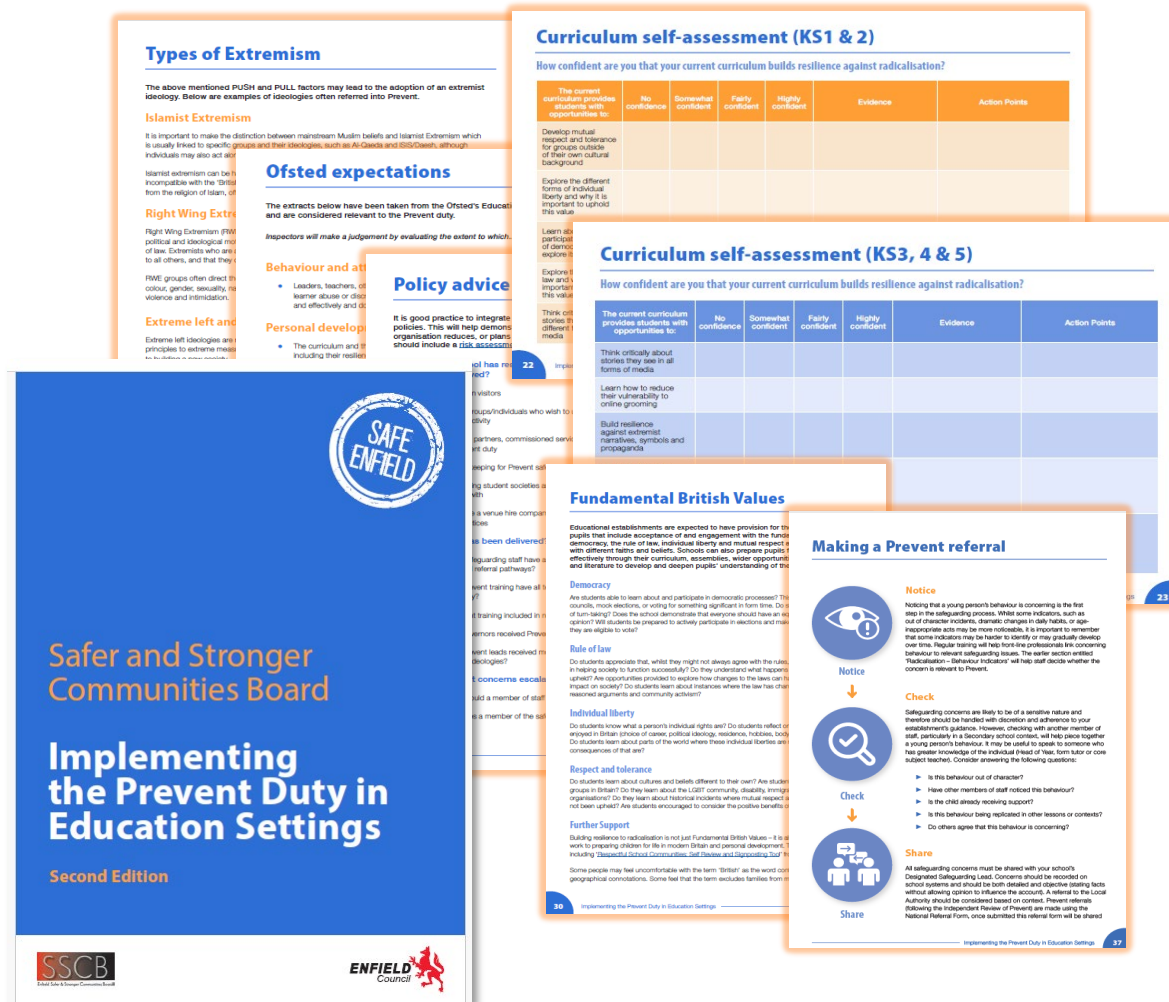
New Prevent Education Toolkit

The Prevent Education Toolkit is designed to support educational establishments in Enfield with their delivery of The Prevent Duty.

Whether you are learning about these safeguarding responsibilities for the first time, revising established school policies, setting up a supplementary school, or seeking to better equip young people to cope with the threat of extremism, this guidebook will be a useful starting point for learning about Prevent.

[Click here to download a copy.](#)

For more information or to book Prevent training please email prevent@enfield.gov.uk.



Co-parenting with care

Creating a positive environment for children

This programme is specifically for parents who are separated or divorced and needing support to improve their co-parenting of a child/ren living in Enfield. This is a valuable opportunity to enhance relationships and strengthen co-parenting skills; Both parents are welcome to attend.

Sessions include

- Understanding co-parenting
- Communication skills
- Creating a co-parenting plan
- Navigating emotions
- Building a collaborative relationship
- Resources and support
- Moving forward



These 2 courses will be delivered via MS Teams, over 6 sessions on the following dates and times:

Date: Wednesday 5, 12, 26 February & 5, 12, 19 March 2025

Time: 9.30 am - 11.30 am

Date: Monday 24 February & 3, 10, 17, 24, 31 March 2025

Time: 7.00 pm to 9.00 pm

For more information or to make a referral, scan the QR code, email services@familylives.org.uk or call 0204 522 8700 or 0204 522 8699



We build better family lives together

www.familylives.org.uk

 @FamilyLivesHertsandBeds

Funded by



Vaccination



Vaccination rates across London are currently extremely low. Without action this could lead to a great many deaths and permanent injuries from the dangerous diseases they prevent. Here is a message for all Headteachers from Michael Law, Vaccination UK:

I spoke at the Heads Briefing about current campaign for DTP & Meningitis ACWY and that we are coming to your school over the next month. This is for two vaccines, one in each arm. For more detail on what these vaccines prevent see [DTP & Meningitis ACWY Vaccine | Vaccination UK Schools](#). We have already sent you the proposed date of our visit and the link for parents to consent. We have also asked you for class lists.

We believe that just as a child has a human right to education they also have one for good health and access to prevention to disease!

We have great teams of experienced immunisation nurses that will come to your school and vaccinate the pupils.

But what we need from you is:

- Confirmation that you can host us on the proposed date.
- Your quick action in sending on the consent link to parents.
- Class lists and contact details for parents.

*If your school can't host us at the time requested or for as long as requested, or if you are unsure of how the visit will work, please contact us: Call us: **0208 150 7505** or Email us: enfield@v-uk.co.uk*

If you have concerns about GDPR please see the attached from NHS England. We like to chase up consents and speak to parents before the visit to ensure we can vaccinate and many children that want our help.

Thank you so much for helping us do this.

Michael Law

Programme Manager NCL



County Lines and Criminal Exploitation Conference

[County Lines & Child Criminal Exploitation
Conference - Hendon London Tickets, Wed 5
Mar 2025 at 09:00 | Eventbrite](#)

(Other dates and venues at bottom of this page)



Join us for a series of **FREE**
Child Criminal Exploitation
Conferences for professionals
working in London, focusing on:

- County Lines Exploitation
- New MPS Children's Strategy
- Neurodiversity
- Child Exploitation - Lived Experience
- Multi Agency Collaboration

COUNTY LINES AND CHILD CRIMINAL EXPLOITATION

The events will be held on:
Thursday 27 Feb - US Embassy

Wednesday 5 Mar - MET Police
Training College – Hendon

Wednesday 12 Mar - Stratford
Town Hall

Please click on a date to
register your interest.

NCLCC

National County Lines
Coordination Centre

Free events delivered by the National County Lines Coordination Centre

Addressing Educational Disadvantage Enfield

The next Addressing Educational Disadvantage Enfield event will be the launch of a short publication that schools from across Enfield have contributed to.

The event will take place from **9 until 12 on 19th March at Kingsmead School.**

We would love as many school leaders as possible to attend.

Peter Nathan will introduce the event and we will share our Enfield publication.

Marc Rowlands will speak about the work he has seen visiting schools in Enfield and beyond over the past couple of years.

Neil Stirrat, Director of Primary Standards at the BMAT trust working across East London and Essex and an expert on Pupil Premium Strategy, will lead a session on Creating Inclusive Classrooms Through Collaborative Learning.

Marianne Enchill-Balogun, Head of Capel Manor Primary, will be sharing what they have been working on around oracy.

We will also have **Mia Lloyd, deputy head at Highlands secondary school**, describing the work they have done to make the whole school responsive to the needs of their disadvantaged students.

This is where you can find the page to book - <https://traded.enfield.gov.uk/thehub/professional-learning-portal/store?f=298>

Marc Rowlands has asked us to share a couple of links with all heads. The first is his recent report on attendance. It's focus is Cornwall, but he hopes there are lots of useful messages there:

https://www.onecornwall.co.uk/site/data/publications/attendance_booklet/index.html

There is also a video of a number of school leaders talking about how they have approached the issue:

https://www.youtube.com/channel/UCADHBAGKI_5ezZSAbv1TMAg



Keep Your Child Safe Online

A Guide for Parents, Carers and Guardians

Materials are published here,
including slides for parent courses:

[Online Safety | Enfield Council](#)

Our staff training session on the 15th January was attended by 135 people, representing 70 Enfield schools. We were impressed by how engaged and committed everyone was during the session and in the feedback/questions we've received since – thank you very much!

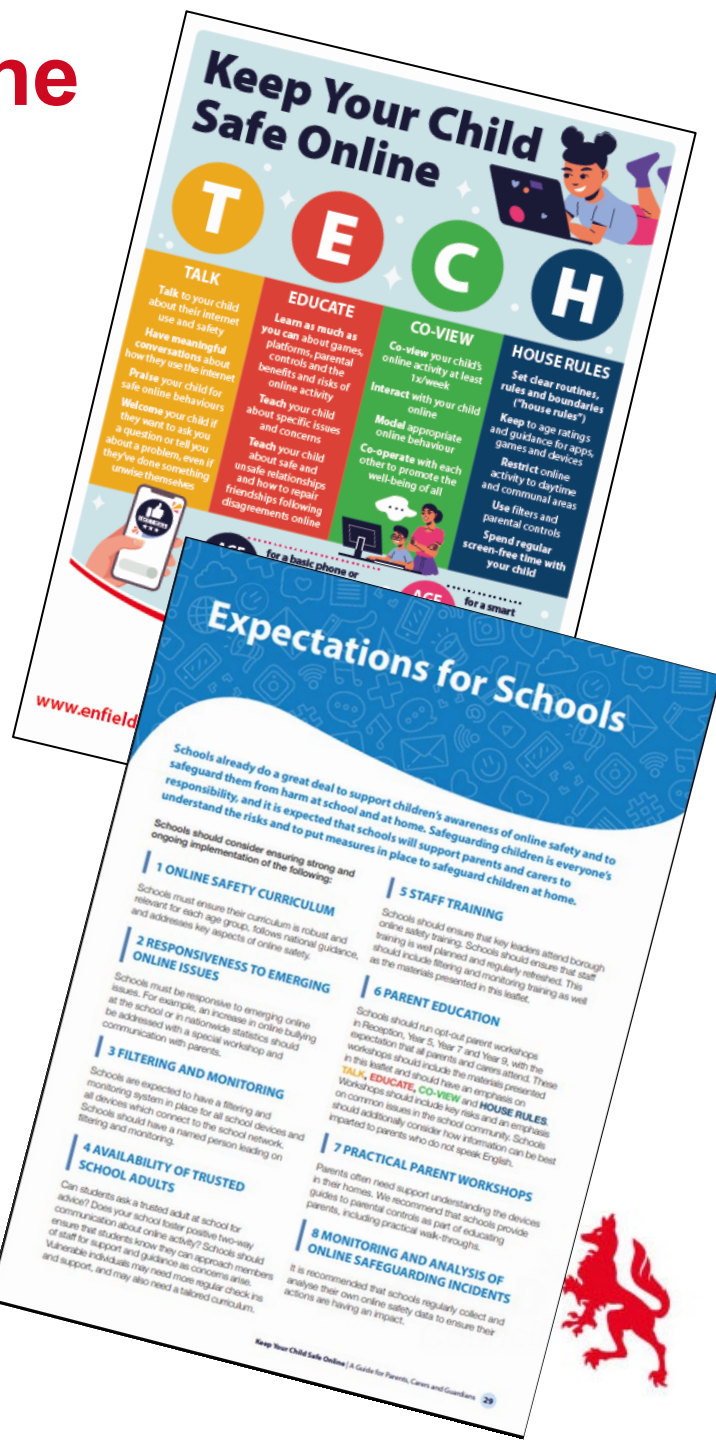
We will be repeating this training shortly for schools unable to attend. All are welcome.

What you need to do now:

- Share the Guide with parents now
- Publish the Guide on your school website
- Put the poster up in your school foyer
- **Provide parent courses for YR, Y5, Y7 and Y9**, with the expectation that all attend
- Provide practical workshops for parents who need extra support understanding filters and parental controls

Please contact us with any questions or feedback:

Samantha.Hill@enfield.gov.uk



NSPCC Training

Safeguarding and child protection training in schools | NSPCC Learning



Safeguarding training for schools, academies and colleges

Develop or refresh your awareness and understanding of child protection in schools, academies and colleges.

Cost: £35 per person

[See course >](#)



Safer recruitment in education

Ensure your safer recruitment processes are effective, from preparing to recruit staff or volunteers through shortlisting, interviewing and carrying out vetting and barring checks.

Cost: from £35 to £245 per person

[See course >](#)



Online safety

Gain the skills and confidence you need to help keep children safe online and respond appropriately to concerns including new and emerging online harms, sex and relationships online and online bullying.

Cost: £30 per person

[See course >](#)



Designated safeguarding lead (DSL)

Learn about your responsibilities as a Designated safeguarding lead (DSL) in England with our new-to-role training, or build on your existing skills and knowledge about dealing with complex safeguarding concerns with our refresher course.

Cost: from £225 per person

[See course >](#)



School governors and trustees

Understand your safeguarding responsibilities and role in creating a safer culture in your school. Learn about policies, procedures, principles and practice so you can play your part in ensuring a consistent and whole-school approach to keeping children and young people safe.

Cost: £25 per person

[See course >](#)



Strategic safeguarding in education

Gain a comprehensive understanding of strategic safeguarding, how to provide effective leadership and challenge, and develop practical skills for managing safeguarding at scale in your academy, school or college.

Cost: from £450 per person

[See course >](#)



Safeguarding children who have SEND

Find out how you can better identify safeguarding concerns and communicate effectively when working with pupils with special educational needs and disabilities and additional needs.

Cost: £30 per person

[See course >](#)



Harmful sexual behaviour (HSB) in schools

Get the knowledge and skills you need to recognise, report and record sexualised behaviour concerns in both primary and secondary school settings.

Cost: £35 per person

[See course >](#)



Sharing nudes and semi-nudes

Learn what steps you need to take to respond appropriately to incidents of nude image sharing or sexting – whether images, videos or livestreams. Covers how to recognise when sharing imagery is harmful sexual behaviour and how to respond appropriately.

Cost: £25 per person

[See course >](#)



Talk Relationships

Feel confident to deliver inclusive sex and relationships education with our online courses for secondary school teachers and leaders. Part of our Talk Relationships service that supports schools to overcome any challenges they may face when delivering sex and relationships education.

Cost: Free

[See course >](#)

Child protection supervision skills training

[Buy now >](#)

Price
From £1125 per person

Format
Face-to-face / Virtual

Locations
England

CPD
CERTIFIED

Call us: 0116 234 7246

Email us: learning@nspcc.org.uk

Online: [Contact us](#)

Face-to-face training enabling you to gain the safeguarding supervision skills you need to protect children and support staff in their role

Gain the supervisory skills you need for a safeguarding and child protection-based role.

Taught by experienced professionals, this five-day course will help you learn how to support staff with any safeguarding and child protection concerns they may have, and make sure child-centred activities are delivered safely.

Benefits of the course

- ✓ Delivered by expert trainers who are at hand to answer any questions you may have
- ✓ Covers in-depth information around supervision and child protection across five days



School safeguarding updates: webinar series

Hear from the NSPCC's experts about current child protection topics for schools and colleges. These virtual sessions take place on Zoom at the end of the school day, helping you keep up to date with the latest safeguarding issues and best practice.

[Find out more >](#)

[Child protection supervision skills training | NSPCC Learning](#)

**This month's Safeguarding voice:
CPD podcast is now live**

**Suitable for all staff – developing
professional curiosity in working
with fathers**

[Listen to the podcast here](#)



SAFEGUARDING VOICE

Effectively engaging fathers in safeguarding practice

ECP Safeguarding Podcast

Join us on this episode for a discussion with our podcast host Carly Spicer and our guest speaker Owen Thomas, Head of Fathers development at the gender charity Future Men.

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The More you know - The Better

Online Safety Kids Online World

Over at Kids Online World we share an array of free information, resources and videos aimed at keeping children, parents and professionals up to date with the latest games, websites and apps that young people are currently using.

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Explore our KidsOnlineWebiste
– develop your knowledge of:

[Popular apps](#)
[Trending games](#)
[Teaching resources](#)

And it is all FREE!

Visit [KidsOnlineWorld](#) website and sign up for our updates on a child's digital world

**Keeping the topic of
safeguarding alive – try out or
safeguarding quiz**


[Education mid-year safeguarding
quiz](#)



Safeguarding Quiz

Spark discussions, build confidence, reinforce essential safeguarding messages & highlight areas for improvement with our free tailored interactive safeguarding quiz.

FREE DOWNLOAD

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A Quick Reference Guide

Safeguarding RoundUp	A weekly newsletter which gives an overview of updates, training and general information about safeguarding. Many schools share this with their entire staff body. Sign up: seyis@enfield.gov.uk
DSL Network Meetings	A half termly Teams meeting for DSLs and senior leaders, attended by most DSLs in the borough. Range of guest speakers and important updates. Dates and Teams links published in the Safeguarding RoundUp. Contact seyis@enfield.gov.uk .
The Hub	Lots of tools, documents and information to support your work in your school, including safeguarding audits, website audits, inclusion audits, online safety tools, signposting and model policies. Welcome to The Hub Enfield Council
Safeguarding Enfield	Training, information and resources. Safeguarding Enfield
Safeguarding Self Audit	Your school is expected to return a self-audit annually, using either our own Safeguarding Self-Audit Tool (available from The Hub or by emailing Samantha.Hill@enfield.gov.uk) or another format. It is recommended as part of your Autumn Term calendar. Email your document as a PDF to seyis@enfield.gov.uk
Ofsted/DfE/other official safeguarding complaints	These will be investigated either by the LADO or by SEYIS (Samantha Hill). We will contact you to explain the complaint and will request some relevant information from you, including the school's narrative. A response is usually expected within a week.
Online Safety	Materials can be found here: Online Safety Enfield Council .
Safeguarding Reviews	Contact Samantha.Hill@enfield.gov.uk if you are interested in commissioning a full Safeguarding Review. We also offer SEND and curriculum reviews.
Advice and support	Contact me any time for reasons big or small. Always happy to help or point you in the direction of someone who can: Samantha.Hill@enfield.gov.uk

Useful People, Useful Links

KCSIE 2024	Keeping children safe in education - GOV.UK (www.gov.uk)
The Hub	Welcome to The Hub Enfield Council
Safeguarding Enfield webpage	Safeguarding Enfield
Professional Learning Portal	https://traded.enfield.gov.uk/thehub/professional-learning-portal/safeguarding
Mind in Enfield	0208 906 7505 mindinenfield.org.uk
Prevent Education Officer	maddie.street@enfield.gov.uk
HEART Team <i>for Looked After Children and Post Adopted CYP</i>	Suzanne.Rowson@enfield.gov.uk
MASH Service Manager	
MASH Consultation Line	02038556241
LADO (Cathy Phelan)	safeguardingservice@enfield.gov.uk
Enfield Educational Psychology Service	eps@enfield.gov.uk
CAMHS Crisis Line 24/7	24/7 Crisisline 0800 1510023
Samantha Hill <i>Senior School Improvement Advisor for Safeguarding and Inclusion</i>	Samantha.Hill@enfield.gov.uk 07764801827