

SPRING TERM 2010

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***DEVELOPING THE
EFFECTIVENESS OF
YOUR GOVERNING BODY***

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Putting the Community First

1.

Criminal Record Checks for School Governors

Background The new Independent Safeguarding Authority (ISA) has been created to help prevent unsuitable people from working with children and vulnerable adults.

They will do this by assessing every person who wants to work with children or vulnerable adults. Employees and volunteers will need to apply to register with the ISA when the scheme is introduced in 2010.

ISA roll out ISA registration will commence for all new workers in July 2010 and will become mandatory in November 2010. All other staff, namely existing workers, will be phased in over a 5 year period from 2011.

ISA registration is fully portable and will normally only need to be carried out once for any individual. As the scheme is rolled out, employers will be able to check on-line and free of charge that an individual holds an ISA registration. It will cost £64 to register, which includes £36 for the Enhanced Criminal Record Bureau (CRB) check, and will be free of charge for volunteers.

Being on the ISA Register will simply mean that there is no known risk of that person working with children. CRB checks will still be mandatory for all workers with children.

Details of how this is to be embedded in the Safer Recruitment procedures are being worked on and will be communicated to schools in the new year.

Enhanced CRB checks for Governors

Eligibility for CRB checks has also been extended to additional groups of workers to align them with the ISA registration categories.

Currently, all workers in schools, with the exception of the Governors, are required to be routinely CRB checked when they start work and this will continue to be the requirement when ISA registration starts in July 2010. Under current regulations, Governors only need to be CRB checked if they have regular and unsupervised access to children. But under the new regulations, under which all Governors will have to be ISA registered, they will all have to be CRB checked.

In light of these proposed changes and the increased focus on safeguarding the Local Authority has reviewed its position regarding the checking of Governors. Despite the legal position remaining unchanged, we now believe it is no longer a sustainable position for newly appointed or re-elected Governors to continue to be appointed without being CRB checked. This position is reinforced by Ofsted who have described CRB checks on all Governors as “best practice”.

Consequently, Governors are strongly recommend to ensure all newly appointed or re-elected Governors from January 2010 are CRB checked.

Further details of the ISA can be found on their website www.isa.gov.org.uk

**Governors’
Role**

- To ensure all newly appointed or re-elected Governors from January 2010 are CRB checked.

**For
information
Contact**

Chair of Governors

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Background The 14 – 19 team is concerned with supporting the delivery of the four pathways in Barnet:

- 'A' Levels/ GCSEs
- Diplomas
- Foundation Learning
- Apprenticeships

The new Ofsted Evaluation Framework 2009 judges the extent to which a school's broad and balanced curriculum is designed and modified to meet the needs of individuals and groups of pupils. It is therefore important that a school uses the four pathways to provide a personalised curriculum for each of their pupils, not just the majority. Every pupil is unique; it is likely that most pupils' needs will be met by a combination of more than one pathway.

Diplomas In Barnet we have a Diploma programme, delivered by schools and colleges collaboratively.

From 2010, Barnet will be delivering the following Diplomas:

- Creative & Media
- Business, Administration & Finance
- Society, Health & Development

Currently, Barnet is accessing the inter-borough Diploma:

- Construction & the Built Environment

From 2010, Barnet will be accessing the following inter-borough Diplomas:

- Construction & the Built Environment
- Land Based & Environmental

From 2011, Barnet will be delivering the IT Diploma

Barnet has submitted a bid to deliver the following additional Diplomas from 2011:

- Hair & Beauty
- Hospitality

Having established its Diploma programme, Barnet is now focusing on developing foundation learning and Apprenticeships.

Foundation Learning is for pupils, who, between the ages of 14 – 19 need to access a qualification below a GCSE, which can lead to employment, training, or a further qualification. Most schools currently offer a curriculum at Foundation level, but it might not be certificated. The 14 – 19 reforms

mean that all Foundation courses must have valid certification. Barnet is setting up a working group to develop a borough wide Foundation Learning Delivery Plan.

Apprenticeships are available to pupils of all abilities and they have cross party support. The government's target is that 1 in 5 pupils will take an apprenticeship, by 2020. There has been little Apprenticeship development in Barnet so far, and the 14 – 19 team is looking for schools who want to trial the Apprenticeship option.

Governors' Role

- To note the above information

For consideration by All Governors

Contact **Miranda Perry, 14 – 19 Interim Lead,
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Summary**Proposed campaign to improve the reporting of accidents and incidents across the Children's Service and in schools**

Across the Children's Service there are consistently significant levels of under-reporting of accidents/incidents, coupled with a varied understanding of what (and how) to report. Because of this, staff often can't see the point of bothering to report minor incidents and this under-reporting makes the gathered data unreliable for spotting trends.

To tackle this issue and improve reporting, we intend to launch an education/awareness-raising campaign in late February, called 'Report It!' The campaign has three broad aims:

- 1 Improving the general level of reporting
- 2 Improving the level of reporting of near-miss and minor incidents
- 3 Placing particular attention on the need to report all incidents of violence, abuse and threat

The campaign will consist of posters, guidance, e-materials and awareness-raising activities to develop consistency of understanding in relation to what constitutes an incident to report and to reassure staff that it is 'worthwhile' to report accidents/incidents.

More details will follow in January, as the campaign is finalised.

Governors' Role

- To note the above information.

For consideration by

All Governors

Contact

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Arrangements for managing allegations against staff

The responsibility for managing allegations against staff process was centralised within conference and review teams (sitting within what is now in the Safeguarding Division) in late 2003, apart from allegations relating to education staff which were dealt with by the education service until 2007.

In 2007 Liz Shaw was appointed as Local Authority Designated Officer (LADO) and the post of Investigating Officer (IO) was created to carry out all investigative work relating to allegations against staff. The IO, John Paul Brookes, is managed by the Senior Safeguarding Officer who chairs strategy meetings in relation to allegations against staff with oversight being provided by the LADO. The SSO post is currently vacant and the post will be advertised shortly.

The procedures for the allegations against staff process are contained within the London Child Protection Procedures. In summary these cover the following areas:

Procedures

The **threshold for referral** to the LADO is wider than that relating to significant harm and has 3 criteria that it is alleged that the staff member:

- Behaved in a way that harmed or may have harmed a child
- Has possibly committed a criminal offence against or related to a child
- Has behaved in a way that indicates they are unsuitable to work with children

Following referral the **pathways** below are considered:

- No further action following initial evaluation
- A referral to the police
- A child protection investigation
- A disciplinary investigation
- The complaints process

Supporting the Children's Workforce

Training is now available twice a term via a half a day course provided by the LADO. The next two workshops will take place at North London Business Park as follows:

22 February 2010 at 9.30am – 1.30pm

Or

24 March 2010 at 1pm – 5pm

This **half day workshop** is designed for all people working in the children's workforce with particular relevance to Head teachers and senior staff responsible for managing allegations of abuse against staff e.g Designated Child Protection staff. The workshop will enable staff to reflect on current practice and responsibilities and to perform more confidently in

their role in recognising and reporting allegations of abuse against staff who work in the children's workforce. It will further give an opportunity to understand the legal and procedural requirements in this difficult and important area of work.

Those who wish to register should contact the Children's Workforce Development Team, Building 4, North London Business Park, Oakleigh Road South, London N11 1NP
Tel: 020 8359 6395 Fax: 0870 8897445 E-mail:
Childrensworkforce@barnet.gov.uk

Governors' Role

- To note the above information and ensure that the Headteacher and Senior Managers are aware of and have attended this training.

For consideration by

All Governors

Contact

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