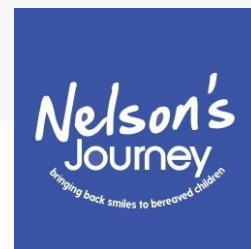




## Nelson's Journey Recognises St Mary's Junior Academy Pastoral Lead for her Outstanding Work



Tracy Dale, the Pastoral & Safeguarding Lead at St Mary's Junior Academy in Long Stratton, has been recognised by Nelson's Journey, the Norfolk-based charity supporting children and young people who have experienced the death of a significant person, as a Badge of Recognition recipient.


Nelson's Journey has been supporting children in Norfolk since 1997, whilst Tracy has been at St Mary's since 2010, and in her current role for the last 5 years.

Tracy completed training with Nelson's Journey during the Covid pandemic so that she could support the school's children and families during that very challenging time. She has carried on since then, using her knowledge to support children and families in need. Tracy comments, *"I take pride in my role and I feel it's something that is very much needed. I love seeing the children that I support work through their challenging times and be so open about their feelings."*

Laura Richardson, Headteacher of St Mary's Junior, added, *"Tracy works across our school and community to support our children and families. Her dedication and passion make a difference to all of our young people and I am thrilled that she has been recognised for all of her work with bereaved children by Nelson's Journey. We are incredibly grateful for everything she does."*

To recognise Tracy's work, Nelson's Journey have invited her to a drinks reception at their headquarters to meet their CEO and some of the other staff and volunteers.

We are very proud of Tracy and the important work that she does, and congratulate her on this recognition.



**B-Comms will be going on a short hiatus from this issue.  
Safeguarding Updates will be sent directly to Headteachers from Louise Veeren,  
Head of Safeguarding.**

**B-Comms is the fortnightly newsletter for Church of England schools who are Members of St Benet's Multi Academy Trust:**

Acle Primary, Alburgh with Denton Primary, Catfield Primary, Dickleburgh Primary & Pre-school, Diss Junior Academy, Diss Infant Academy & Nursery, Garboldisham Primary, Happisburgh Primary, Harleston Sancroft Academy, Hickling Infant, Little Plumstead Primary, Morley Primary, Newton Flotman Primary, Scole Primary, St Mary's Junior, St Mary's Primary, Sutton Infant and Tacolneston Primary.

**We also work with schools through the DfE's TSIO programme:** Pulham Primary and Worstead Primary.



## Prayer for the Day

The Church of England have an app called Time to Pray, which releases a new prayer twice a day as a short podcast. Today's prayer can be heard [here](#).

## Trust Information

### Central Team Contact Details

The Diocese of Norwich Education Team (St Benet's, DNEAT, DoNESC) are based at Orchard House, Hall Lane, East Tuddenham, Norfolk NR20 3LR. This is also the registered address for St Benet's MAT.

The central phone number for St Benet's is 01603 550147 or you can email the Central Team via [info@stbenets.org](mailto:info@stbenets.org).



### Press & PR

From 31st May 2024 you should contact 01603 550147 or [info@stbenets.org](mailto:info@stbenets.org) with any press enquiries.

### Diocesan Communications

Footprints magazine and the Schools Flyer are circulated to all Diocesan schools. The latest editions can be read [here](#).

If you would like your school to be featured in Footprints please contact Holly Davy, PA to the Diocesan Director of Education, at [holly.davy@dioceseofnorwich.org](mailto:holly.davy@dioceseofnorwich.org).



It is the responsibility of the Diocesan Board of Education to oversee the strategic direction for all schools and academies within the Diocese of Norwich. That's 107 schools in total across St Benet's, DNEAT and LA maintained schools. The DBE has just published its next Strategic Plan covering the period 2024-2030. We encourage you to have a look [here](#).

### Vacancies

For vacancies at St Benet's MAT please visit: [www.stbenets.org](http://www.stbenets.org).  
Please email your vacancies to: [hr@donesc.org](mailto:hr@donesc.org).



## Operational Updates from DoNESC–1

**DoNESC (Diocese of Norwich Education Services Company) provide St Benet's with back office services including HR, Finance, Payroll, Governance and Estates.**

### Data Protection Update

*Data Protection by Design and Default - integrating robust privacy practices to ensure that personal data is protected from the outset and throughout its lifecycle.*

### Make sure your school is not paying the ICO twice! - for Headteachers and Office Teams

Please remember that on joining the Trust your school became covered by the Trust's registration with the Information Commissioner's Office with a central point of contact and Data Protection Officer (Hannah Monk, Head of Governance). Please check that you are not paying for the registration at school level too, and if you are, cancel that registration as soon as possible using the ICO's [online form](#).

### Data Protection Update - for everyone

I recently attended the Information Commissioner's Office (ICO) annual online Data Protection Practitioner's Conference, with 5,000 data protection practitioners from across the country. There was an incredible panel discussion about data availability, which focused on availability of data after a cyber-attack, and featured leaders from the ICO, National Crime Agency, [National Cyber Resilience Centre](#), [iasme](#) and [Capita Entrust](#).

Collectively their key message to all organisations is "Not if, when". Just like with safeguarding, don't assume that it can't or won't happen in your school or Trust. Most cyber-attacks are indiscriminate and untargeted, so, contrary to popular belief, size and wealth have no bearing. These events can lead to data loss or unauthorised transfer. Here are some useful protections we can all apply today.

- Data Minimisation (reduces impact) - only keep what you need for as long as you need, and don't keep multiple copies.
- Strong passwords (reduces likelihood) - at least 12 characters (14 is better) using a mixture of upper and lower case, numbers and special characters. And if you change a password, make it significantly different from the last one.
- Know what you have and where it is kept (aids recovery) - I will shortly be following up on this to make sure that Information Asset Registers are complete and up to date.

Data Protection is everyone's responsibility and there is good practice developing now around reporting when things go wrong. The next step is to take that awareness a step earlier and use it for prevention.

### Resources

[Subject Access Request Logging Form](#)

[Subject Access Request Guidance](#)

[Data Breach Reporting Form](#)

[GDPR 101 for School Leaders](#)

[Data Protection Resources on the St Benet's MAT Website](#)

[Information Commissioner's Office Website](#)

## Governance Update–1

Governance support both centrally and across all Trust schools is provided by DoNESC's Governance Team, led by Head of Governance Hannah Monk (centre) and with support from Tara Burrows, St Benet's Governance Officer (right) and Dawn Knights, DNEAT Governance Officer and Training Facilitator (left).



### St Benet's Updated Policies

The following policies have recently been reviewed, updated and approved:

- HR20 Lockdown, Invacuation and Evacuation Policy (Personalisation required)
- NS14 Statement of Procedures with dealing with allegations made against / low-level concerns raised in relation to staff, including supply teachers, volunteers and contractors
- NS15 Trustee and Governor Expenses Policy
- S02 SEND Policy (Personalisation required)
- S04 RSHE Policy (Personalisation required)
- S05 Health and Safety Policy (Personalisation required p45-51)
- S09 Data Protection Policy
- S17 Finance Policy (Record of acceptance required to be completed and returned to [wendy.allsop@donesc.org](mailto:wendy.allsop@donesc.org))

The following policy has had an amendment since it was first circulated:

- NS11 Parent, Carer and Visitor Conduct Policy (Appendix 3 Template Pre-Banning Letter added and table of contents updated)

These policies have been uploaded to the St Benet's website (<https://stbenets.org/about-us/model-policies/>).

Please ensure that these policies are personalised for the academy (where required), uploaded to the Academy website (where required), and noted at the next LGC meeting. Please ensure that all staff are aware that these policies have been updated and are now in circulation.

If you have any queries, please contact the Governance Team via the DoNESC Helpdesk.



## Safeguarding Update–1

From Louise Veeren, Head of Safeguarding



### Safeguarding

- Never think you have done enough in creating a safer culture
- Always believe it could happen here
- Keep safeguarding high on everyone's agenda
- Never rely on one process to keep children safe

**NSPCC Research Paper: 'Too Little, too late: A multi agency response to identifying and tackling neglect.'**

<https://learning.nspcc.org.uk/research-resources/2024/too-little-too-late-identifying-and-tackling-neglect>

Neglect is the form of abuse most often listed as the initial category of abuse on child protection plans in England.<sup>1</sup> This report explores the scale of the problem and examines the barriers and challenges that professionals face when identifying and tackling neglect.

Note some of the key aspects of the report relevant to education:

### **Neglect has been normalised as poverty has risen**

Professionals in focus groups told us that whilst neglect is persistently prevalent in referrals and assessments it often doesn't meet the threshold for intervention. A lack of action on neglect can then become commonplace and normalised – something professionals told us they were particularly concerned about in the context of rising rates of poverty.

The research findings show professionals are frequently desensitised to warning signs of neglect as it is so widespread. When individual incidents don't meet the Section 17 threshold of harm for intervention, which is set locally, those polled told us action is often not taken<sup>15</sup>. Referrals and assessments are made but, in the view of the professionals, they don't necessarily lead to adequate follow up. Teachers in our focus groups in particular report that they sometimes make multiple referrals to children's social care without receiving any follow up information regarding the action taken. **52% of teachers polled said children's social care usually responded slowly to neglect referrals with an initial assessment and 43% said early help interventions following assessments were also slow to be put in place.** The slow pace of action are major challenges to tackling neglect.

## Safeguarding Update–2

From Louise Veeren, Head of Safeguarding



### Safeguarding

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Finally, social workers revealed they sometimes have to wait until cases increase in seriousness before they can intervene at all. Social workers told us about pressures to close cases if higher thresholds have not been met, only for colleagues to pick them up with another assessment months or years later.

For children and families who need support, this isn't good enough. At worst early opportunities to identify and respond to neglect are being entirely missed and neglect is allowed to become chronic. And at best children and families find themselves in a rotating door of referrals and assessments that don't necessarily lead to the robust and longer-term support they need.

## Key findings

### Neglect is becoming increasingly pervasive

Over half (54%) of respondents said they'd seen an increase in neglect cases during their professional lives, with the majority (90%) of these respondents saying they believed this increase was being driven by poverty rates and the rising cost of living.

### Professionals feel confident in identifying neglect

Over 90% of multi-agency safeguarding professionals reported feeling confident in identifying the signs of neglect.

### Professionals often feel powerless due to a lack of services and resources

The majority (83%) of respondents said there are not enough local services to support children and families experiencing neglect. 44% of those working in healthcare and 22% of those working in social care reported usually feeling like they couldn't directly help a child who is being neglected.

### The multi-agency response to neglect is slow

Over half (52%) of teachers said that children's social care took too long to conduct an initial assessment after a neglect referral, and 43% reported feeling that intervention following the assessment was slow.

## Safeguarding Update–3

From Louise Veeren, Head of Safeguarding



### Safeguarding

- Never think you have done enough in creating a safer culture
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- Never rely on one process to keep children safe

### Introduce a national neglect strategy and improved guidance for tackling neglect

The government should develop a national strategy that draws together the latest best practice, learning and evidence on what works in tackling neglect. The strategy should also set out how the government will improve training opportunities for all safeguarding partner agencies.

### Ensure the new Family Help model effectively addresses neglect

The new Family Help model set out in the Independent review of children's social care<sup>2</sup> should provide the best possible opportunity for the multi-agency workforce to identify and respond to neglect as early as possible.

### Make sure neglect is considered as part of plans to eradicate child poverty

Neglect is a distinct form of harm that must be distinguished from poverty, but poverty is a risk factor for neglect. The government should consider neglect as part of their strategy to tackle child poverty.

### Set out plans for how to make education the fourth safeguarding partner

Teachers and schools play a significant role in identifying and responding to cases of neglect. The government should recognise this significance and set out plans for how to make education the fourth safeguarding partner, alongside healthcare, local authorities and the police.

## Safeguarding Update–4

From Louise Veeren, Head of Safeguarding



### Safeguarding

- Never think you have done enough in creating a safer culture
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### Attendance Support Line

A reminder that the attendance line at the Local Authority can be contacted with concerns around a child's attendance.

If there is a case of concern around attendance, particularly if there are safeguarding concerns, please ensure that as part of your processes they have been contacted for advice and guidance.

It is a service that is available to all Norfolk schools and not something that we need to buy into.

<https://www.schools.norfolk.gov.uk/article/61572/Contact-the-Attendance-Team>

The Attendance Team is a statutory service charged with working with schools and the multi-agency partnership to promote good attendance and reduce absence. We have a duty to ensure that every child has access to a full-time education and to ensure that parents perform their legal duty by ensuring their children of compulsory school age are registered and attending school regularly or receiving education otherwise.

We are an advisory service who provide pupil specific consultation and advice regarding whole school management of attendance. We can help with:

- Exploring and identifying the barriers behind poor school attendance
- Provide guidance on appropriate response and intervention
- Provide training and networking opportunities

Additionally, we support parents who contact us for a variety of reasons but specifically those families who are open to us through children missing education or prosecution casework.

The Attendance Team are based at County Hall and can be contacted as follows:

County Hall  
Martineau Lane  
Norwich  
NR1 2DH

Email: [csattendance@norfolk.gov.uk](mailto:csattendance@norfolk.gov.uk)

Tel: 01603 223 681



## Safeguarding Update–5

From Louise Veeren, Head of Safeguarding



### Safeguarding

- Never think you have done enough in creating a safer culture
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- Keep safeguarding high on everyone's agenda
- Never rely on one process to keep children safe

### Managed Moves

Please see information below regarding Managed Moves from the Local Authority Inclusion Team:

Managed moves have been paused whilst LA policies and guidance are updated. They recommend that any school speaks to their Inclusion Adviser if they are considering a MM especially if this is in the next few weeks.

If you have a child or young person who is at imminent risk of permanent exclusion please contact the Inclusion Team via the SEND and Inclusion Support Line (0333 313 7165) and they work with you to ensure that any move is lawful. Where a CYP is already undertaking a Managed Move, these will continue in line with the Managed Move Agreement which will have been signed by all parties.

Further information is below:

The LA contacted the DfE regarding our current processes for Managed Moves following a change in legislation. This is their response:

*'To explain, managed moves were introduced in 2004 as a preventative strategy to reduce the risk of exclusion and should be offered as part of a planned intervention. It is a process which leads to the transfer of a pupil to another mainstream school permanently and involves a permanent move to the new school's admissions register.'*

*To clarify, the law does not allow for 'trial admissions' or 'trial managed moves'. If a temporary move needs to occur to improve a pupil's behaviour, then off-site direction should be used as set out in paragraph 48 of the Statutory 'Suspension and Permanent (Exclusion) guidance [https://assets.publishing.service.gov.uk/media/66be0d92c32366481ca4918a/Suspensions\\_and\\_permanent\\_exclusions\\_guidance.pdf](https://assets.publishing.service.gov.uk/media/66be0d92c32366481ca4918a/Suspensions_and_permanent_exclusions_guidance.pdf). Once a child has been admitted to a school, they may only be deleted from the attendance register in limited circumstances prescribed by the School Attendance (Pupil Registration) (England) Regulations 2024: <https://www.legislation.gov.uk/uksi/2024/208/made>.*

*Whilst the department is clear the managed moves are permanent move to another mainstream school, they can be undertaken following a period of off-site direction and as part of required planning and review of the time limited placement, alternative options are considered, including a managed move on a permanent basis (if a pupil is placed in a mainstream school).'*

In light of this, the LA will be urgently updating all of our guidance, systems and processes regarding Managed Moves to ensure that pupil transitions are lawful. This new guidance will ensure that Managed Moves are a permanent move preceded by a period of offsite direction. This piece of work is a priority for the team but until it has been completed we will unfortunately need to pause the Managed Move process for a short period of time.

## Did you know...

St Benet's pays for all its employees to have free access to the Spectrum.Life employee wellbeing service. If you haven't registered yet, follow the simple instructions below to sign up online.



**The online platform is accessible from this link:**

**<https://donesc.spectrum.life/login?org=DoNESC>**

On the home page you will be asked to enter your name and email address, create a password and choose who you work for from a drop-down menu (you should choose St Benet's) and this will then take you through to the welcome page. If you download the app it will ask for your Organisation Code which is DoNESC. If you have any problems registering, please contact [wendy.allsop@donesc.org](mailto:wendy.allsop@donesc.org)

**The Spectrum.Life service also includes access to 6 free counselling sessions (virtual or face-to-face) via the Employee Assistance Programme, access to a Discount Marketplace, advice on fitness, nutrition and many articles, videos and audios around wellbeing.**

There are weekly running guides, advice on stress, diabetes, sleep, menopause, heart health, exercise videos and much more.

**B-Comms will focus on some of these specific areas in future issues and your Headteachers will be receiving some promotional material to share with you.**

**We encourage you to sign up and make use of Spectrum.Life; it's there for your benefit!**

spectrum  
.life



Where  
**wellbeing**  
works.

## Upcoming CPD & Events

Trust CPD events over the next half-term are listed here. If you have any questions please contact [suzannah.kay@stbenets.org](mailto:suzannah.kay@stbenets.org)

Week commencing	Monday	Tuesday	Wednesday	Thursday	Friday
14.10.24	LA Data Support Session for HTs at OH (13.30-16.30)	CUSP Music—online (15.45-16.45)	EYFS Network at LP (09.30-15.30)		
21.10.24					<b>School INSET Day</b>
Half Term					
04.11.24				Headteachers' Workshop at OH (Focus on PiXL Data) (09.00-16.00); DSL Network—online (15.45-16.45)	
11.11.24		MSL Network (09.00-16.00)		CUSP French - online (15.45-16.45)	
18.11.24			SEND Network—online (15.45-17.30)	LA Data Support - IDSR Session at OH (09.30-11.30)	
25.11.24		CUSP Computing - online (15.45-16.45)	CPD Webinar (17.00-18.00)	CUSP RE - online (15.45-16.45)	
02.12.24			Leaders' Forum at OH (09.00-14.00)		
09.12.24				Strategy Development Day for Heads at OH (09.00-16.00)	

### Key:

OH—Orchard House NR20 3LR

LP—Little Plumstead Primary NR13 5FA

## World Mental Health Day

Thursday 10th October is World Mental Health Day, and we'd like to draw your attention to some resources available [here](#) to help you with any issues you may be experiencing.

We all know that working in schools can be stressful, so learning to identify the signs of burnout and how to deal with it could be useful.



**It's everyone's responsibility to champion mental health in the workplace**

10th October

#MentalHealthAtWork #WorldMentalHealthDay

