

SAFEGUARDING COMMITTEE NEWSLETTER

Welcome to our latest newsletter! This edition is a direct outcome of our most recent Safeguarding Committee meeting, where a key focus was placed on enhancing our collective wellbeing and operational efficiency.

We believe that clear communication and a shared understanding are vital for a thriving and safe workplace for everyone. We hope you find this edition informative and helpful.

Following the current roll out of our attachment theory and PACE training, this section summarises the key principles from the recent guide, reinforcing how we apply this crucial knowledge every day at Witham Prospect School.

ATTACHMENT THEORY: CORE CONCEPTS

Attachment theory explains how a child's early bond with a caregiver for safety and security creates an "internal working model" that shapes all future relationships. Attachment styles are categorised as Secure (trusting, reliable care) or Insecure, which includes Anxious-Ambivalent, Avoidant, and Disorganised styles that often result from inconsistent or abusive caregiving.

OUR THERAPEUTIC ROLE

Understanding this theory is vital because many of our young people may have insecure attachment styles due to their history of disrupted care. Our primary therapeutic role is to:

- **Be a Secure Base:** Staff must act as a consistent and reliable presence, helping children feel safe and regulated through predictability.
- **Decipher Behaviour as Communication:** We must view anxious or avoidant actions not as defiance, but as communication rooted in attachment history. This allows us to respond with empathy and support.
- **Build Regulation:** We use attuned interactions to help children develop emotional regulation skills, often involving co-regulation until they can manage big feelings themselves.

DAILY PRACTICE: PREDICTABILITY AND CONNECTION

Applying this knowledge means moving beyond managing behaviour to meeting underlying emotional needs:

- **Patience and Predictability:** We re-establish safety by being consistently patient and predictable in our responses, which includes sticking to routines and clearly communicating changes.
- **Co-Regulation:** When a child is highly dysregulated and cannot be reasoned with, our job is to co-regulate using a calm voice and slow breaths to help them manage their distress.
- **Connection:** Simple, positive interactions throughout the day—like a smile, a shared moment, or acknowledging their feelings—build the secure foundation necessary for long-term growth.



I AM A BLUEPRINT MADE WHEN YOU ARE SMALL, A HIDDEN MAP THAT GUIDES US ALL. I AM WHY YOU SEEK A SECURE BASE, OR PUSH AWAY LOVE IN THIS CONFUSING PLACE. I TURN A TANTRUM INTO A NEED YOU CAN'T NAME, AND YOUR CALM BREATH HELPS EXTINGUISH THE FLAME. WHAT AM I?

(ANSWER WILL BE ON THE NEXT ISSUE)

ANSWER FROM LAST ISSUE: AAC (AUGMENTATIVE AND ALTERNATIVE COMMUNICATION)



[Link to Witham Prospect CPOMS](#)



safeguarding@withamprospect.co.uk



[The National College](#)



[Working together to safeguard children 2023](#)

MAINTENANCE AND PROPERTY UPDATES

The necessary replacement of the dining room door and the associated unsafe brickwork is expected around December. The Farmhouse heating is not working properly and will be addressed after current bathroom work is completed. All external contractors (including the pest control worker) must now sign in at reception. Finally, security is being enhanced as door codes will be changed every 3 months, and staff must be responsible when entering codes to ensure children cannot see them.

CARE PRACTICES AND STAFF SUPPORT

Concerns were raised that staff are still wearing smart watches, an issue that will be addressed in meetings. There are also ongoing difficulties with the CPOMS system, which is considered an ineffective and non-user-friendly recording system for a care home setting. The possibility of implementing a single, more suitable recording system will be discussed by leadership. We welcome Liz Poole, who once we have received our CQC registration, will be able to act in her capacity as Nurse. Liz' background is in Paediatric Nursing and complex needs, and will support young people with medical enquiries and trauma. She will also advise staff regarding A&E visits for work injuries.

IT UPDATES

Staff must be reminded that they must not use their own personal devices for incident logs or confidential paperwork. This poses a security risk as personal devices may lack proper protection, and confidential information could be viewed at staff home addresses. Separately, the issue of iPads still being hidden was noted. In terms of policy management, staff are reminded that policies about to expire or already expired need reviewing. Furthermore, media/photo consents for children are not always being followed (e.g., one child does not have permission to be videoed), necessitating the development of a new widget to clearly show permissions for each child.

HEALTH AND SAFETY

Ensuring the safety and well-being of our young people and staff remains paramount, as highlighted in the recent Safeguarding Committee Meeting. A critical focus is the new system for recording minibus mileage, which is a legal requirement for insurance purposes and must be completed by all staff driving the vehicles. Staff experiencing difficulty accessing the QR code are advised that turning off the Wi-Fi can often resolve the issue. Furthermore, safety improvements are underway with three replacement minibus seats on order, utilising non-plastic backs to enhance durability and reduce risk. Staff are also reminded to ensure children wear suitable clothing outside as the weather cools.

EQUIPMENT, SECURITY, AND COMPLIANCE

Despite improvements, COSHH products are still being left on windowsills outside bedrooms, and the COSHH cupboard was found unlocked recently; staff must be patient when securing the lock. Similarly, safety procedures are being compromised as many staff are still not signing in and out on the Sign In App, with Education Day pupils also being unregistered. Class teachers and Team Leaders are encouraged to use the app on class iPads to ensure consistency. Regarding fire safety, there are significant issues with the current school fire alarm system, including disabled heads, which a specialist engineer is scheduled to address. Finally, staff must adhere to regulations by parking only in the correct bays.

THE SAFEGUARDING COMMITTEE

In November 2023, Witham Prospect School formed a safeguarding committee to ensure that a whole school approach to safeguarding is achieved. The committee meets on a monthly basis and the members and their areas of expertise are:

- Jo & Claire - DSL for Care and Education
- Gemma - Chair and Board Level DSL
- Bev, Nicola P, Melissa (training) & Rhianna - Deputy DSLs
- Colleen - Deputy DSL & Health and Wellbeing Lead
- Liz - Health and Wellbeing
- Nicola W - IT & Health and Safety
- Jason - Site Maintenance
- James P - Digital/Online Safety
- Sam Roberts - Finance
- Dean - HR
- Paul - Compliance
- David - Staff Development & Behaviour Lead
- Tyler - Psychology Assistant
- Jayne - Committee Secretary

COMING UP

The next Safeguarding Committee focus will be on **General Health and Safety** to ensure the paramount safety of our children and young people and safeguard the future reputation and compliance of the company.

Next Safeguarding Committee Meeting: **12th December 2025.**

If you have any points for consideration by the committee please share these with one of the members. Please be aware that the committee does not discuss individual cases. The purpose of the committee is to discuss safeguarding provisions and policy within our setting and review legislative changes and how to implement these effectively.

Social Services: 01522 782111

Childline: 08001111

Lincolnshire Prevent Team: 020 7340 7264

Young Carers Helpline: 01522 553275

NSPCC whistle blowing Helpline: 08088 005000

Samaritans: 01522 528282

Family Services Directory: 0800 19 1635

UPDATE AND EXPAND YOUR
SAFEGUARDING KNOWLEDGE



[LSCP Training Link](#)

NSPCC
Learning

[CASPAR newsletter and podcasts](#)