



RAINBOW EDUCATION MULTI-ACADEMY TRUST
Trust CWO Lead ↔ CWSO SUPPORT OVERVIEW 2023/2024

STATEMENT OF INTENT

KEY AREAS SUPPORTED

TARGETED STRATEGIC PRIORITIES

<p>Multi-Academy Trusts have been identified as the key feature in a strong school system, which are part of a group within a single governance and accountability structure. In breaking this down to identify what makes a strong trust, the Confederation of Schools Trusts have highlighted shared accountability and collaboration as being a key in underpinning success. Through strong relationships and successful school-to-school support, we are confident in our approach to school improvement.</p> <p>We are committed to delivering the best possible education and school experience for each and every learner.</p> <p>This document provides some clarity as to how the Trust CWO Lead and school-based CWSOs will work together collaboratively to build shared accountability.</p> <p>At the heart, sits the importance of honest and transparent relationships to allow the joint evaluation of schools strengths and areas for development. We work together to secure a supportive response to risk, ensuring access to the best practice, whilst deploying expertise, when and where it is needed.</p>	<p>HIGH STANDARDS AND EXPECTATIONS</p> 	<p>Professional development should have a focus on improving and evaluating pupil outcomes.</p>	<p>Professional knowledge should embed practice.</p>	<p>Design the culture you want to see</p>
	<p>LEARNING AND DEVELOPMENT</p> 	<p>Teach each behaviour alongside managing misbehaviour</p>	<p>Professional development should be underpinned by robust evidence and expertise</p>	<p>Use simple approaches as part of your regular routine</p>
	<p>PEOPLE</p> 	<p>Build a culture of support which actively promotes wellbeing and a positive mindset.</p>	<p>Know and understand your pupils and their influences.</p>	<p>Use targeted approaches to meet the needs of individuals in your school.</p>



RAINBOW EDUCATION MULTI-ACADEMY TRUST

Trust CWO Lead ↔ CWSO SUPPORT OVERVIEW 2023/2024

SUPPORT OFFER 1	SUPPORT OFFER 2	SUPPORT OFFER 3
<p>Group Safeguarding Supervision</p> <p>Purpose: Safeguarding meetings are undertaken regularly by safeguarding teams across the trust, paying particular attention to particular cases that are complex or challenging. Group supervision can be utilised with any team that has common caseloads or across teams where staff report safeguarding challenges or issues. The purpose of group supervision is to support the team in working effectively to ensure the most appropriate care provision and to promote a consistent, collaborative and a cohesive approach. Cases are discussed constructively to improve practice and provision. This could include learning points from internal reviews, Serious Case Reviews (SCRs) and changes in policies and protocols. The meetings aim to create a safe, confidential space where you can:</p> <ul style="list-style-type: none"> • Promote and develop competence and skill in safeguarding practice. • Maintain a focus on the child and family and open cases • Avoid the potential for 'drift'/delay. • Provide an opportunity for professional challenge • Review the evidence-base for agreed actions and decisions. <p>Frequency:</p> <ul style="list-style-type: none"> • Weekly / Bi-Weekly • As and when required <p>Who will be involved?</p> <ul style="list-style-type: none"> • Designated Safeguarding Lead (this may 	<p>Responsive Supervision</p> <p>Purpose: Responsive supervision uses the supervisory relationship to promote positive outcomes for children and families through creating a safe contained environment where the CWSO has the capacity to think and reflect. The supervision relates specifically to the CWSO's cases and also generally in their professional development and mental health and wellbeing.</p> <p>It enables the CWSO to take responsibility for their own practice and respond to the needs of children and families.</p> <p>Through effective responsive supervision, the wider family, external factors and social context of each family is taken into account.</p> <p>Frequency:</p> <ul style="list-style-type: none"> • Half termly • Supervision / consultation as and when required (depending on urgency of context) <p>Who will be involved?</p> <ul style="list-style-type: none"> • Trust Lead CWO • CWSO • DSLs (if required) <p>Pastoral Planning Sessions: The CWSO presenting any cases for discussion will be responsible for implementing any agreed actions. (weekly depending on experience of CWSO)</p>	<p>Performance Development</p> <p>Purpose: An effective performance development process is a framework to allow a clear and consistent assessment of performance of CWSOs to support their development and professional needs within the context of the School's Improvement Plan.</p> <p>It is key in securing progress and improvement in the school.</p> <p>CWSOs need to be actively engaged in the process so that they have ownership of the outcomes. The process should be supportive yet rigorous and designed to promote an open, challenging and professional dialogue that encourages the CWSO to:</p> <ul style="list-style-type: none"> • reflect on their performance and achievements over the past year; • assess their needs for personal development; • suggest key priorities for moving forward that are clearly linked to the school improvement plan • Weekly pastoral session <p>Frequency of activity:</p> <ul style="list-style-type: none"> • An initial meeting and termly meetings as a minimum <p>Who will be involved?</p> <ul style="list-style-type: none"> • Headteacher / Head of School (CWO)



RAINBOW EDUCATION MULTI-ACADEMY TRUST

Trust CWO Lead ↔ CWSO SUPPORT OVERVIEW 2023/2024

<ul style="list-style-type: none"> • be Headteacher of Head of School) • Deputy Safeguarding lead / FESO • SENDCo • CWSO 		<ul style="list-style-type: none"> • may be consulted prior to the meeting) • CWSO
SUPPORT OFFER 4	SUPPORT OFFER 5 (*as required)	SUPPORT OFFER 6 (*as required)
<p>Rainbow CPD Programme 23/24</p> <p>Purpose: Continuing professional development (CPD) is a commitment to ongoing lifelong learning. CPD encourages us to look forward and identify opportunities to learn something new, refresh existing knowledge, improve skills, or simply keep up-to-date with the latest developments within mental health and wellbeing, social and emotional development, attachment and trauma, or local services and networks.</p> <p>The Rainbow CPD Programme offers an array of courses to further develop skills, knowledge and attitudes linked to the vision, values and mission of the Rainbow Education Multi-Academy Trust.</p> <p>RAINBOW CPD 2023-2024</p> <p>Frequency of activity:</p> <ul style="list-style-type: none"> • Ongoing throughout the year <p>Who will be involved?</p> <ul style="list-style-type: none"> • CLT • CWO / FEO • CWSOs / FESOs • External Agencies (if required) • Open to all within REMAT 	<p>Debriefing Sessions</p> <p>Purpose: The terms 'secondary trauma/vicarious trauma' are generally used interchangeably to describe the sense of hurt or upset that comes to those who are close to the victim of trauma, such as school professionals. As a result, CWSOs are offered debriefing sessions. Debriefing sessions aim to provide the CWSO with resources to support their emotional health by:</p> <ul style="list-style-type: none"> • Providing a safe and comfortable space for the CWSO to 'debrief' after an emotionally challenging experience • Providing reassurance, and an opportunity for the CWSO to reflect and access specific support if required • Looking ahead to future concerns for the child and also strategies for the whole staff team • Identifying self-care strategies • Maintaining confidentiality • Provide an opportunity to 'learn lessons, make recommendations and improve future practice.' <p>Frequency of activity:</p> <ul style="list-style-type: none"> • As and when required 	<p>External Agency Support and Partnerships</p> <p>Purpose: There will be times when the pastoral team needs to access or utilise targeted interventions and expertise from outside of the school team through external agencies such as charities, educational psychologists, therapists and professionals with specific training and / qualifications.</p> <p>In these circumstances, the CWSO will seek provision or advice from external agencies to add depth and strength to the school's pastoral offer. Insight and feedback from qualified external practitioners will provide further understanding and clarity to the casework that the CWSO supports.</p> <p>Frequency of activity:</p> <ul style="list-style-type: none"> • As and when required <p>Who will be involved?</p> <ul style="list-style-type: none"> • Trust CWO Lead or DSL Lead • CWSO • External agencies (these may include Liverpool's MHWB Team, Seedlings, CAMHs, YPAS or other agencies)



RAINBOW EDUCATION MULTI-ACADEMY TRUST

Trust CWO Lead ↔ CWSO SUPPORT OVERVIEW 2023/2024

Who will be involved?

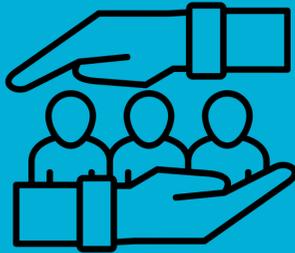
- Trust CWO Lead or DSL Lead
- CWSO
- External agencies if required

[Debrief Template 2024](#)

OUR STRATEGIC GOALS



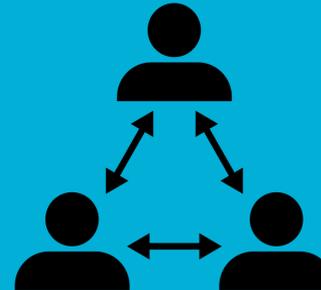
PROVIDING EXCELLENT PASTORAL SUPPORT



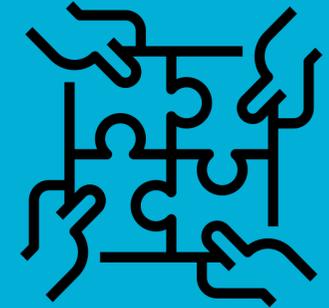
ROBUST SAFEGUARDING PROCEDURES



SUPPORTING MENTAL HEALTH AND WELLBEING



STRENGTHENING RELATIONSHIPS



FOSTERING STRONG PARTNERSHIPS

CALENDAR OF SUPPORT OFFER

Half Termly Offer

Autumn 1	Autumn 2	Spring 1	Spring 2	Summer 1	Summer 2