

WELLBEING AND CHILD PROTECTION

AT GORDONSTOUN



GETTING IT RIGHT FOR EVERY CHILD

GORDONSTOUN
ELGIN MORAY
SCOTLAND IV30 5RF

+44 (0)1343 837837
admissions@gordonstoun.org.uk
www.gordonstoun.org.uk

 facebook.com/GordonstounSchool
 twitter.com/Gordonstoun
 instagram.com/gordonstounschoo

WELLBEING AND CHILD PROTECTION

Essential Information

“At Gordonstoun, the wellbeing of children and young people is at the heart of everything we do.”

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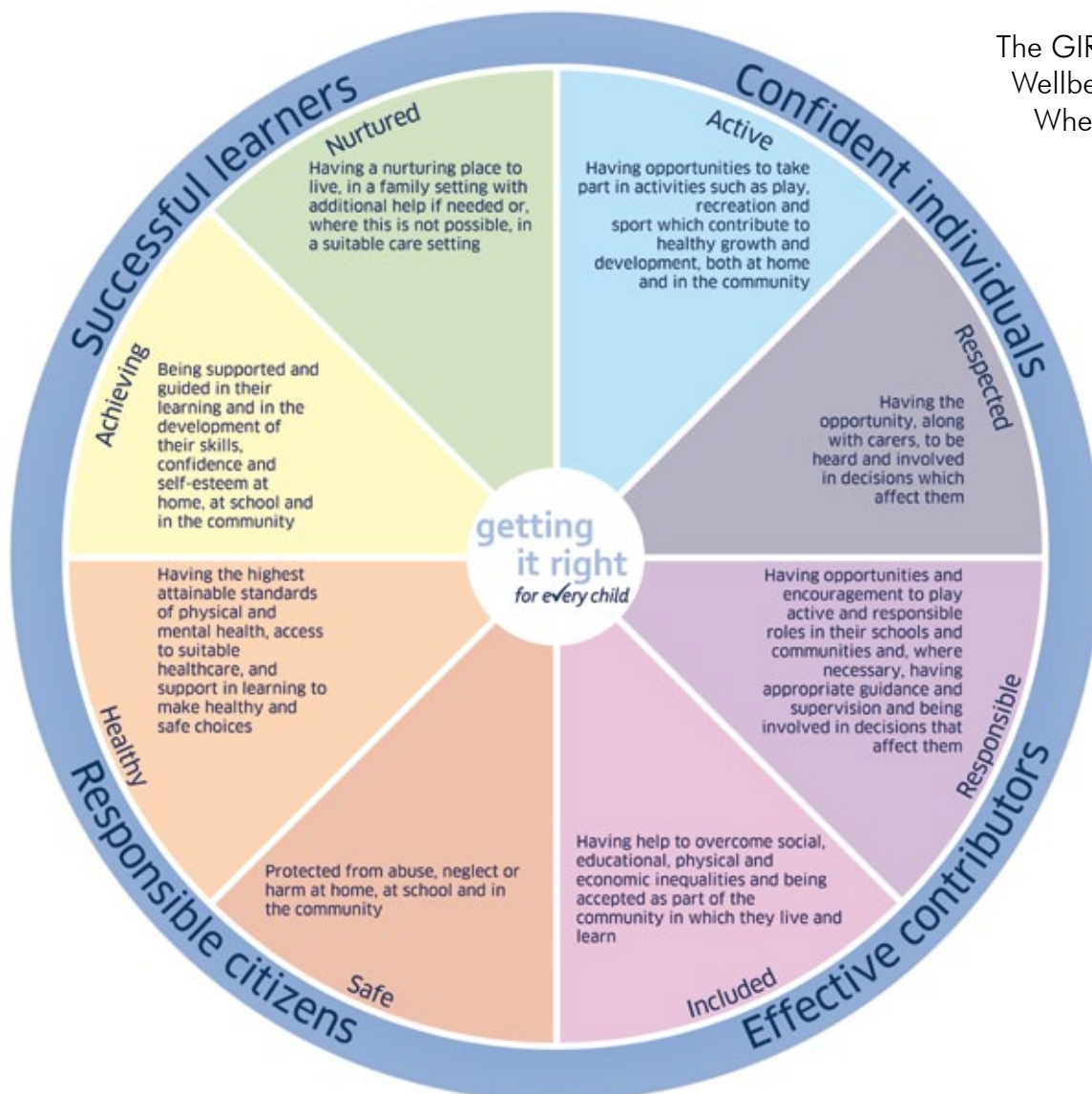
The ethos of Gordonstoun is complemented and deepened through the way in which GIRFEC - 'Getting it right for every child' - has been embedded into pastoral practice, staff training, our systems and procedures. Based upon the UN Convention on the Rights of the Child, the Children's Charter and the Framework for Standards, the principles of GIRFEC provide shared, core values and standards that form the foundation for effective, collaborative wellbeing and child protection practice. They inform best practice across all services to work with families to safeguard and support the best interests of children and young people in Scotland. These principles are now embedded in the Children and Young People (Scotland) Act 2014, and Gordonstoun has been praised by the Care Inspectorate and independent child protection experts for how well our processes and protocols reflect these ethical and legal principles.

Procedures and guidance cannot in themselves protect children: a competent, skilled and confident workforce can. All staff at Gordonstoun are trained and required to recognise wellbeing and child protection concerns and risk, to respond promptly and decisively to support a child or young person, to record information carefully and to share and report concerns immediately and appropriately. At Gordonstoun all adults work together to ensure that children are protected at all times. Children and young people have the right to be cared for, protected from harm and abuse, and to grow and develop in a safe environment in which their rights are respected and their needs met. Our systems and pastoral practice at Gordonstoun are focused upon realising the principles of GIRFEC through timely, proactive intervention to support children and through the provision of a nurturing, protective environment for every child or young person in our care.



WELLBEING

A central feature of the Children and Young People's Act is the assessment of wellbeing. The wellbeing needs of the majority of children and young people are met by their parents and carers, through their routine social and educational activities, and through careful planning that focuses on their individual needs, interests and abilities. A child or young person has a wellbeing need if their wellbeing is, or is at risk of, being adversely affected by any matter. All staff are trained and experienced in using the 'Wellbeing Assessment tools' developed by the Scottish Government, to facilitate outcome-focused action appropriate to supporting the child or young person and their family in assessing and addressing any wellbeing need. The assessment tool most widely used at the School is the Wellbeing (or 'Shanarri') Wheel which directs planning and action towards the best outcomes for the child.



The GIRFEC Wellbeing Wheel

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THE PASTORAL TEAM

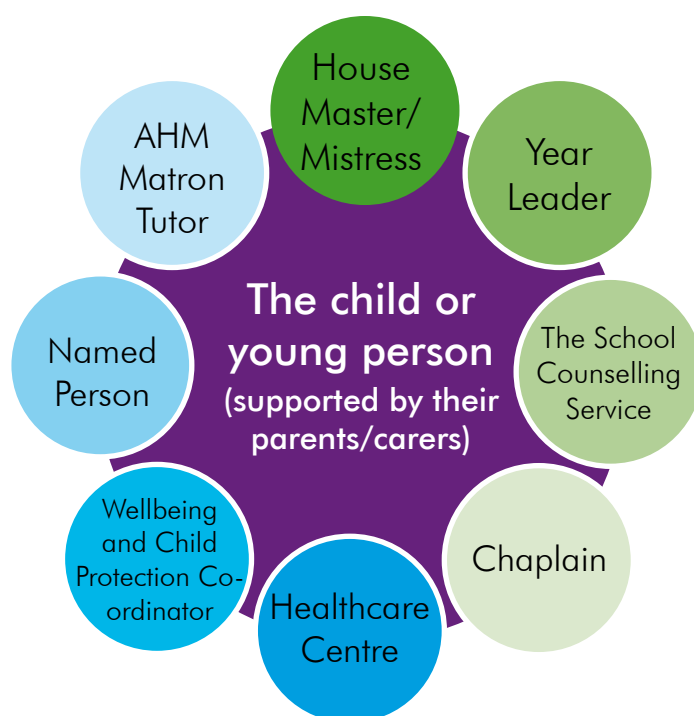
A team of highly trained, key members of the pastoral staff are available for every child or young person at the School. Their primary commitment is to support the wellbeing of the children or young people in their care, ensuring that each child thrives and is supported to fulfil his or her potential. The Housemaster/mistress is central within this team, acting to ensure everything is in place to support the healthy development of each child or young person. He/she is also responsible for co-ordinating and monitoring any help that is required. Assistant Housemasters/mistresses and Matrons are also attached to the boarding houses and a Tutor is assigned to every child.

These core pastoral teams within the boarding houses are closely supported by the **Year Group Leaders**, the **Chaplain**, the **Wellbeing and Child Protection Co-ordinator** and the school **Healthcare Centre**. Daily medical care and support is available from a local general medical practice through the School Healthcare Centre. The school also employs a highly qualified counsellor, who works very closely with house and pastoral teams, to provide the best support possible for any child or young person who would benefit from professional counselling. Together, these staff promote the full and active participation of each child in the experiences offered at Gordonstoun, which will enable them to flourish and thrive. Families are involved fully at every stage, through opportunities for regular parent meetings

and more frequent direct email or telephone contact with the pastoral team.

Under the Children and Young Person (Scotland) Act, ultimate responsibility for the wellbeing of children and young people at Gordonstoun lies with the **Named Person**. At Gordonstoun this service is absorbed into the pastoral care responsibilities placed upon the Head of the Junior School for children in Years 2-8 and the Deputy Head (Pastoral Care) for young people in Years 9-13. These senior members of staff manage the pastoral teams to ensure all activities, academic and social programmes, outdoor learning, service opportunities and challenges are coordinated to ensure the best outcomes for each individual child or young person.

The views of children, young people and their families are always sought and respected, particularly with regard to appropriate information sharing, as we work together to ensure the best possible, co-ordinated pastoral care is provided. The Head of the Junior School and Deputy Head Pastoral Care oversee staff and all processes involved in protecting the rights of children and young people at the School. They ensure appropriate wellbeing support is provided, proportionate information is shared in consultation with families - particularly at key transition points - and co-ordinated action is facilitated to ensure children and young people thrive at Gordonstoun.



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WELLBEING CONCERNS AND THE CHILD PROTECTION PROCESS

All professionals at Gordonstoun work together, to focus on 'getting it right for every child'. If a desirable, targeted intervention is identified for an individual young person, local practice will be followed in writing a comprehensive **Child's Plan**, to document and provide a chronology for the concern, to outline the context and to record the agreed, desired outcomes and action plan decided upon in pursuit of these outcomes. The child or young person and their family are always centrally involved in the creation of the Child's Plan. The Plan is reviewed and updated over time until the wellbeing need is met.

Close and supportive monitoring does lead at times to identifying a serious wellbeing or child protection concern. At times, an allegation or disclosure by a child or young person identifies that they are, or may be, suffering or at risk from significant harm. Gordonstoun is deeply committed to reporting all incidents or disclosure of alleged or suspected abuse and staff at Gordonstoun will always report such concerns directly to the appropriate external child protection agencies in Health and Social Care Services and Police Scotland. We will also seek advice from designated child protection experts, when it is possible a child or young person has suffered from, or is suffering, harm.

All staff - teaching and support - are trained in child protection principles and procedures and aware that they must share such concerns as soon as possible. The Wellbeing and Child Protection Co-ordinator must treat these concerns seriously and report immediately and appropriately. Gordonstoun is compliant with best child protection practice, as directed by the Law and the ethical principles which guide every detail within our daily practice as we protect and support the children and young people in our care. Children and young people at Gordonstoun, and their families, can be assured that the UN Convention on the Rights of the Child and The Children's Charter infuse every aspect of School policy and all wellbeing and child protection policies and procedures.

If you wish to discuss any aspect of the School's Wellbeing Policy, or have a specific concern about the wellbeing of a child or young person at Gordonstoun, please contact, as appropriate, either:

Head of the Junior School or the Deputy Head (Pastoral Care) of the Senior School.



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Broader experiences, broader minds