



WORKS 4 U

Operation Encompass Policy

Version 1.0
05.03.2025

1. Introduction

Works4u is committed to safeguarding and promoting the welfare of all our learners. This policy outlines our participation in Operation Encompass, a national initiative that aims to support children and young people who experience domestic abuse. It operates in line with Works4u's Safeguarding and Child Protection Policy.

2. Purpose of Operation Encompass

Operation Encompass is a partnership between the police and educational settings. It ensures that when police attend an incident of domestic abuse where children or young people are present or usually reside, the school or educational setting is informed. This allows the Key Adult to provide immediate and ongoing support, ensuring the child's safety and well-being.

3. Key Adult

In line with Operation Encompass guidelines, Works4u has appointed a **Key Adult** who is trained to manage Operation Encompass notifications and provide appropriate support to learners. The Key Adult is - **Mark Hyde**

- Responsible for receiving Operation Encompass alerts from the police.
- Ensuring relevant staff are informed on a need-to-know basis.
- Providing or arranging emotional and practical support for affected learners.

4. Procedure

When an Operation Encompass notification is received:

1. **Immediate Action:** The Key Adult will securely record the information and assess the immediate support needs of the learner.
2. **Informing Staff:** Relevant staff members will be informed discreetly if necessary to support the learner.
3. **Providing Support:** The learner may be offered:
 - A trusted adult to talk to.
 - Pastoral support or counselling.
 - Adjustments to their learning environment if required.
4. **Ongoing Monitoring:** The Key Adult will monitor the learner's well-being and liaise with other safeguarding staff as appropriate.
5. **Multi-Agency Working:** Where necessary, the Key Adult will engage with external agencies such as social services or mental health support.

5. Confidentiality

All information shared through Operation Encompass will be handled sensitively and confidentially. Details will only be disclosed to staff members where it is necessary to safeguard the learner, in line with Works4u's Data Protection Policy.

6. Staff Training

All staff at Works4u will receive training on Operation Encompass as part of their safeguarding training. This will include:

- Understanding the impact of domestic abuse on children and young people.
- Recognising signs of trauma or distress.
- Knowing how to respond effectively and support learners.

7. Monitoring and Review

This policy will be reviewed annually alongside Works4u's Safeguarding and Child Protection Policy. The Designated Safeguarding Lead (DSL) will ensure its effectiveness and make any necessary updates.

8. Contacts

- **Key Adult:** Mark Hyde
- **Designated Safeguarding Lead:** Mark Hyde
- **Operation Encompass Local Police Contact:** Awaiting details from Greater Manchester Police