

from all of us at KAHSC have a
**MERRY CHRISTMAS AND A
HAPPY NEW YEAR!**

As 2025 comes to a close (these years go faster the older I get!), I would personally like to thank each and every one of you for supporting us here at KAHSC. In particular, thank you to those who attended the KAHSC Conference this year which, judging from the feedback, was a very successful and useful event. We eagerly anticipate the revised version of KCSiE which I am informed will be issued over the next few months rather than in September 2026 (as a result of the Children's Wellbeing and Schools Bill and the Crime and Policing Bill) and which will almost certainly lead to a further update of Policies and the SCR. Courtney is preparing her darkened room as we speak! In the meantime, I hope you have a wonderful, peaceful Christmas and a happy and prosperous New Year. See you in 2026. 😊

Kym Allan .



Star Performers

In this edition we are praising yet more of you who have achieved outstanding results in recent Health and Safety audits. Our congratulations go to:



Caldey Lea
Primary School

WEST LAKES
ACADEMY

This issue:

- Conference
- Social Media
- HSE stats
- Winter prep
- New safeguarding training



KAHSC Safeguarding Conference

Extremely helpful and will drive improvement in our school

100% of feedback was 5 STAR!



Great resources shared and very interesting topics covered! very well prepared conference, don't change a thing!

We appreciate your feedback and all sections are optional, if you attended the conference please feel free to let us know how you think it went:

[Feedback form \[opens on new tab\]](#)

Recap and what you might have missed



Understanding and Responding to Sexualised Harm

Starting the day off strong, Simon discussed the tough but crucial topic of harmful **sexualised behaviour, sexual harms, and child maltreatment**. With real-life insights and practical advice, we discussed the Hackett continuum which is due to be updated.

Resources: [NSPCC: Hackett's continuum](#)

Understanding Allergies: Safety, Inclusion and Best Practice in Schools

Andrew covered the full scope of allergies, from mild to severe, and **tackled common myths** like the idea that a school can be completely 'nut free.' We learned to **recognise allergy symptoms early** and looked at essential facts about inhalers and AAIs, including how many are needed, the importance of having spares, and ensuring easy access for those who need them. Andrew gave us a free NHS Training resource: [Beat Anaphylaxis e-learning](#).

A practical demonstration took place, with sample AAIs given out to test!

Education, Legislation and the Duty to Report

Carolyn Eyre gave us a excellent brief on all the changes relating to Ofsted, the Children's Wellbeing and Schools Bill and details of the proposed mandatory reporting under the Crime & Policing Bill.

Feedback has suggested you want more! We've worked with Carolyn to provide some short webinars and training for 2026. [See page 10 for details](#).

Tackling Toxic Masculinity and Digital Pressures in Education

Mike Thompson explored common views of **masculinity among many young people and how these are shaped by socio-cultural/digital influences**. We discussed the impact of online role models and media on young people, and discussed evidence-based approaches that we can implement in school to foster more open-minded, positive, and aspirational attitudes.

Following Mike's input, multiple schools have already been in contact with him to organise in-house training both with staff and pupils!

Contact Progressive Masculinity for more info: <https://progressivemasculinity.co.uk/>



Social Media Spotlight: Lemon8

- 13+ age apple rating. However, has no age verification and doesn't ask for user's age.
- Lemon8 is a mobile app created by ByteDance (The owners of TikTok).
- Owned by a Chinese company, it was built to Rival 'Instagram' which isn't available to use in China.
- The app is a mash up of Instagram, TikTok and Pinterest.
- Parental controls include making the account private, and with an associated 'supervisor' mobile number, users cannot make their profile public without the 'supervising account' agreeing to it.
- No private messaging function.
- Users can like, comment and reply to posts.
- Users can link other social media accounts such as TikTok, Instagram and more which give other users a direct external link.

If you have any questions regarding any social media platforms please e-mail: courtney.allan@kymallanhsc.co.uk



New legislation sees government work with AI industry and child protection organisations to ensure AI models cannot be misused to create synthetic child sexual abuse images.

To ensure testing work is carried out safely and securely, the Government will also bring together a group of experts in AI and child safety. The group will help design the safeguards needed to protect sensitive data, prevent any risk of illegal content being leaked, and support the wellbeing of researchers involved.

Internet Watch Foundation research – trends of AI-Generated Child Sexual Abuse Material (CSAM) (data compares January to October 2024 vs January to October 2025)

Source: [Gov.UK Press Release](#)

Internet Watch Foundation (IWF) data shows reports of AI-generated child sexual abuse material have more than doubled in the past year, rising from 199 in 2024 to 426 in 2025

There has also been a disturbing rise in depictions of infants, with images of 0–2-year-olds surging from 5 in 2024 to 92 in 2025

Girls have been overwhelmingly targeted, making up 94% of illegal AI images in 2025

Overall number of AI images and videos decreased slightly, but severity has intensified.

Category A content rose from 2,621 to 3,086 items, now accounting for 56% of all illegal material compared to 41% last year.



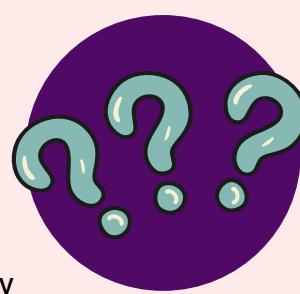
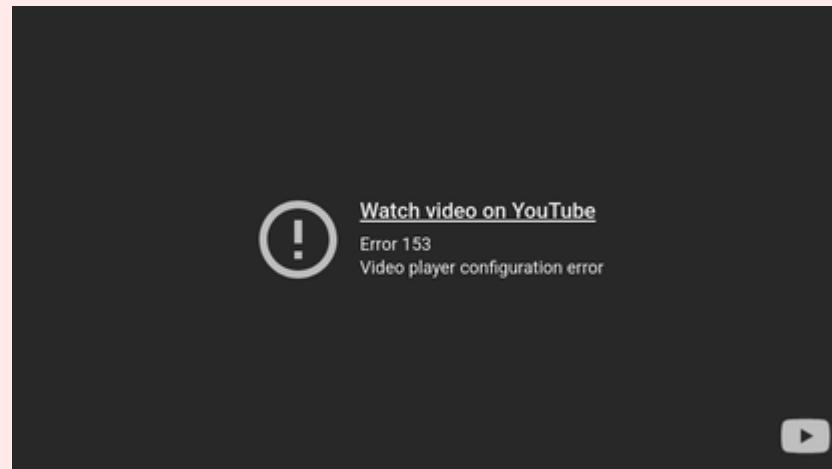
FREE WEBINAR

Free Webinar: Protective Security & Preparedness for Schools (EduShield)

A free webinar for school leaders on the DfE guidance for protective security and preparedness. The session offers practical steps, case studies and safeguarding links.

Youtube link: <https://www.youtube.com/watch?v=mQ-ljHuoPWs>

[ACT for Education](#) e-learning is free training aimed at all staff working in schools (45 mins) which embeds protective security awareness and preparedness work within existing CPD.



Why this matters?



Threat Awareness and Response



Planning, Prep and Practice

Take action. Prevent suicide. Every Life Matters Conference 2026

Where: Rheged Centre, Penrith

When: Thursday, April 23rd 2026, 8:30 -4:30

Included in your ticket:

- Keynote Speakers
- 3 Workshops
- Networking Time
- Lunch & Refreshments

There are 12 key sessions available to select from, ranging from education focused, family support, farming, Cumbria focused sessions, young children and adults. Take a look at the 12 sessions and select 3 that best suit your interest, organisation or situation.

For more information on all the sessions or to book please visit:

www.every-life-matters.org.uk/suicide-prevention-conference-2026/

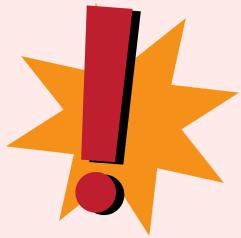




<https://www.cheshireandmerseyside.nhs.uk/your-health/helping-you-stay-well/asthma/>

Any questions regarding Asthma or supporting pupils with medical conditions please e-mail:
penny.gosling@kymallanhsc.co.uk

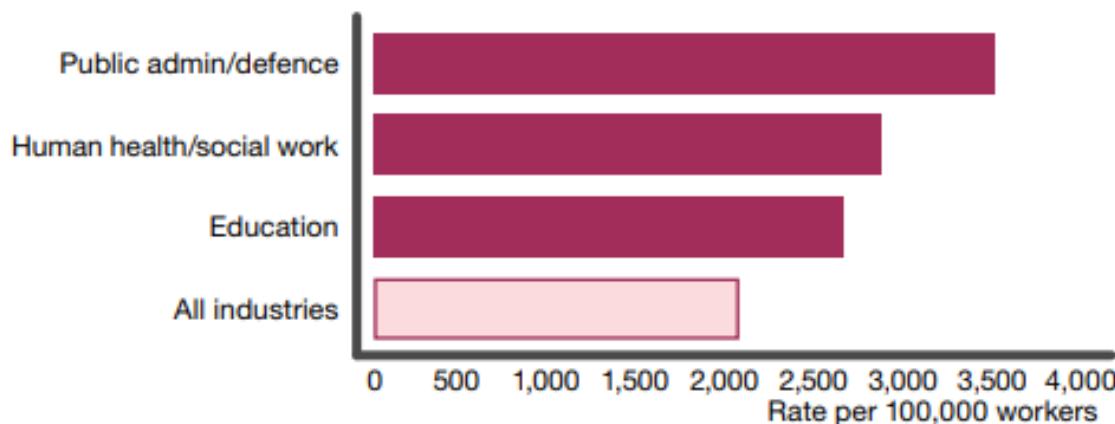
HSE Work related statistics 2024/2025



Top 3 industries with significantly higher rates of work-related ill health compared to the average rate across all industries were:

1. Public administration and defence
2. Human health/social work
3. Education

Industries with higher-than-average rates of work-related stress, depression or anxiety, average estimate over 2022/23–2024/25

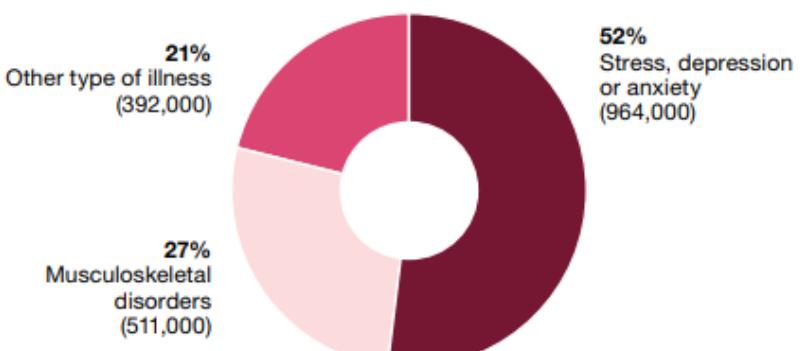


409,000

Workers suffering from a new case of work-related stress, depression or anxiety in 2024/25

Source: HSE. For more information on 2024/2025 summary statistics [\[click here\]](#)

New and long-standing cases of work-related ill health by type, 2024/25



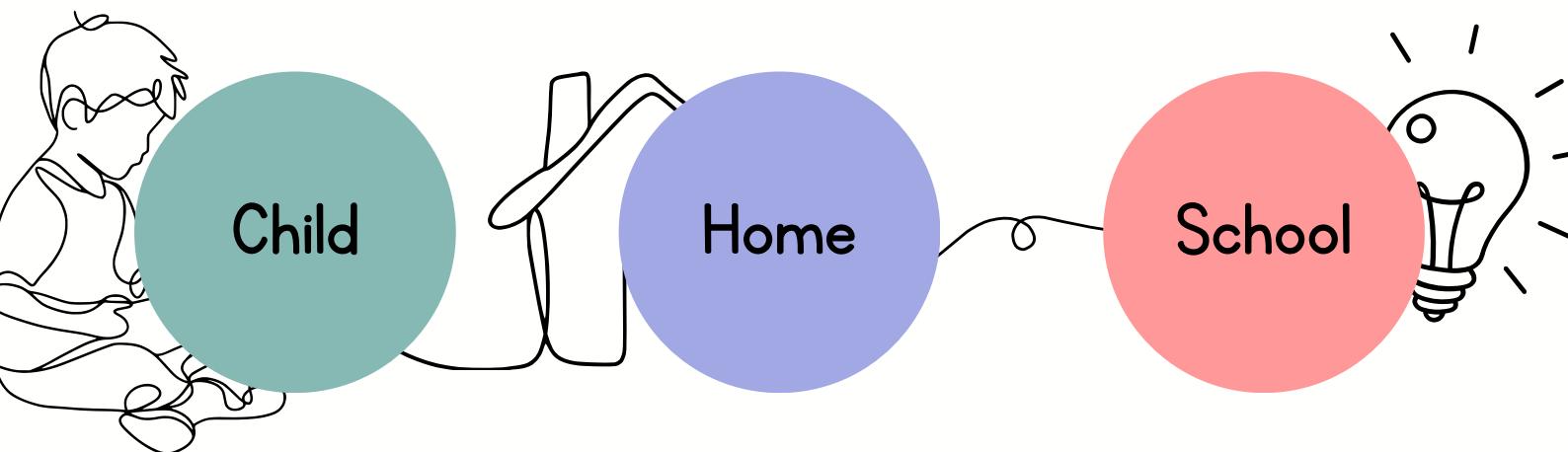
Emotionally Based School Avoidance

'Free!'

This year the DfE and Ofsted have a major focus on attendance, with inspectors looking for all staff to have an understanding of the issues. Safeguarding Network have published a free [EBSA Starter Toolkit for education](#). The tools provide an excellent starting point for understanding and supporting vulnerable children experiencing attendance difficulties.

What are the EBSA Strategy Grids?

Idea banks you can return to when exploring different approaches linked to areas of risk identified as significant for each child, as well as resilience factors where they'd like to see positive change.



Snapshot of grids, full grids can be found here: [Download PDF](#)

Child Based Factors		Home Based Factors		School Based Factors	
Rebalance and dishabituate high stress levels through regular relaxation, sensory breaks, calm starts	Discuss and plan for situations that they find difficult - role play to gain a sense of self-efficacy and build confidence	Use of a visual timetable to increase predictability and security and clearly indicate when the CYP will see the parent/carer again	Consider small amounts of contact with parent/carer throughout the day e.g. allowing phone calls home to check-in with family members	RAG (Red Amber Green) the school environment to review hotspots and areas requiring support, as well as areas that feel more manageable	Targeted support to reduce areas of particularly high anxiety e.g. 'meet and greet', peers to walk to school with
Complete the 'Ladder of Strength and Courage' activity with the CYP to empower them to see the small manageable steps to achieve a return to school	Gradually increase duration or complexity of the demand to build a sense of mastery over reduced school avoidance	Increase incentives and rewards for attending school and decrease rewards for non-attendance	Try to increase the appeal of school e.g. utilise the child's interest, start with a favoured subject area or a particular teacher, and shine a light on positives	Complete a friendship audit to review pre-existing friendships as well as friendship opportunities (e.g. Sociograms)	Practical support to develop friendships e.g. Circle of Friends, Buddy systems, lunchtime clubs and structured group activities

'Christmas switch off' and other closure procedures

Lower your carbon footprint, save money and help stop potential fires or security breaches during the school holidays.

Lights are the obvious one, but what about...

- Kitchen/staff room: kettle, microwave, oven, fryer and fans
- IT equipment: projectors, monitors, machines, printers
- Chargers
- Radios, speakers and media
- Fans, heaters, tumble drier, washing machine
- Vending machine, water fountain and coffee machine
- Set heating timers to avoid frozen pipes and damp
- Switch off and unplug
- Consider motion activated lighting



We won't reinvent the wheel, you can simply search online 'Christmas switch off', 'holiday shut down checklist' etc. for plenty of resources to share with staff.



We can check, and where needed, update your Emergency plan as part of your contract.

Email any Emergency Plans
PASSWORD PROTECTED to

courtney.allan@kymallanhsc.co.uk

Shut down checklists should also consist of:

- Emergency procedures & contacts
- Security procedures
- Maintenance and facilities both internal and external
- Auto-responses for emails, phone and resources for parents
- Planned re-opening procedures (restarting equipment, running infrequently used water outlets, showers etc., fire tests)

Schools and businesses are at increased risk of burglary during extended closures when there is little or no on-site supervision, taking simple proactive measures will help protect your school.

Search 'Emergency plan' and 'Legionella' on the KAHub for resources.

2026 SMART Health, Safety and Welfare targets



Specific: Update training, create Standard Operating Procedures, reduce clutter, improve storage



Measurable: Compare accident/incident results from a previous year, spreadsheets, comparison pictures



Achievable: Easy wins! Find a list of free training available for staff, purchase or call out for storage options, make confidentiality bins more accessible.



Relevant: Does training align with the needs of YOUR organisation? Do you find yourself regularly unblocking corridors or fire doors? Do you dread opening the storage/cleaning cupboard? Are you buying duplicates/losing things?



Time: Is this for the next year? Term? weekly? daily?

KAHSC AUDITS

As we continue to prioritise your safety and compliance, we also strive to ensure the smooth and efficient operation of our services. With this in mind, we are announcing an important update to our cancellation policy for health and safety audits.

Any cancellations of audits made within **four weeks** of the agreed date will incur a cancellation fee of £150 + VAT. This policy change is a necessary step to manage our resources more effectively and to accommodate the high demand for our services. Our team invests a substantial amount of time in preparation for each audit. As many of you know, we are currently booked up until Summer 2026, and this new policy will help us maintain the highest standards of service for all.

We understand that circumstances can change unexpectedly. To avoid incurring the cancellation fee, we encourage you to review your schedules carefully and inform us as early as possible if you need to reschedule or cancel your audit. This will allow us to adjust our schedules accordingly and possibly accommodate other clients who are in urgent need of our services.

Finally, it is crucial that schools prepare in advance for their health and safety audit. Information on what is required on the day is sent out well in advance and appropriate preparation will save the auditor and school significant time on the day.

KAHSC TRAINING

Due to awarding body requirements, we ask that all training is attended in full to successfully complete the course.

We completely understand that life happens and emergencies can come up, with that in mind, we kindly encourage everyone booking onto training to double-check the timings for each course listed on our box office page.

If you do need to miss part of a session because of an emergency, we can sometimes arrange a recap session either in person or online via Zoom. To make sure we can give you the time you need, any additional recap time scheduled after the main training will be charged at our standard hourly rate.

If you are concerned about anything regarding training booked, please email courtney.allan@kymallanhsc.co.uk as soon as possible.

SAVE THE DATE



SAVE THE DATE
Safer Internet Day 2026 **Tuesday 10 February**
better-internet-for-kids.europa.eu/saferinternetday



Child Mental Health Week
9-15 February



12 Days of LADDER SAFETY



1

DECIDE if it's right to use a ladder

Ladders can be appropriate for low risk and short duration tasks (no more than 30 mins)



2

SELECT the right equipment

Does it meet current product standard?



Is it the right type of ladder for the task?

5 POSITION the ladder correctly

All feet should be on the ground and any steps level

A leaning ladder should be at a 75 degree angle



3

FOLLOW the manufacturer's instructions at all times!



4

CHECK your ladder is in good condition

Before use - is it safe to use NOW?



Then, carry out regular detailed inspections

6

MAKE SURE the ladder is long enough for the task



7

CONSIDER overhead power lines



Check HSE guidance for information on minimum safe distances

8

GET A GRIP!



Maintain a firm handhold - only let go when the task requires you to do so for a short time

9 DO NOT overload

Consider your own weight and whatever you're carrying (i.e. festive decorations) - only carry light tools and materials



10

DON'T OVERREACH

Avoid this common mistake - it could result in the ladder toppling over! Re-position the ladder as necessary

11 SECURE your ladder



Tie-in, use a stability device, wedge, or foot the ladder (in that order - footing is the last resort)

12 GET TRAINED

to know when to use a ladder (and when not to!), how to choose the right ladder and how to use it safely.

FIND YOUR NEAREST APPROVED TRAINING CENTRE & DOWNLOAD MORE FREE LADDER SAFETY GUIDANCE AT:

www.ladderassociation.org.uk

2026 Training

Online



Legionella awareness

20 Jan 8:45 - 12:45

Teams



Sharing Child Protection Information

3 February 9:00 - 10:15
Zoom



H&S Essentials for Governors

5 March 14:00 - 16:00

Zoom



Effective Reference Seeking

9 March 9:00 - 10:00
Zoom

Health and Safety.



H&S Essentials for SLT/Admin

23 April 9:00 - 16:00

Wigton



H&S Essentials for Site Managers

24 February 9:30 - 16:30
Wigton



2 Day IOSH Safety & Health Management in Education

26 February & 5 March Wigton

12 & 19 March Kendal

17 & 24 March Bury



1 Day IOSH Refresher

12 February 9:00 - 16:00

Wigton

Safeguarding/Personnel



Supervision training

25 March 8:45 - 11:45 Penrith

25 March 13:00 - 16:00

Workington



Safer Recruitment

21 January 9:30 - 16:30 Wigton

22 January 9:30 - 16:30 Kendal

Book all open training at our box office:

www.tickttaillor.com/events/kahsc



KAHSC additional services

Take advantage of our support

Policies

We understand that you are all under a great deal of pressure and that it is difficult to keep up with changes to policies and procedures. If you are unsure about the status of your policies and procedures and are using our models, then we can update or revise them for **FREE**. Our main policies can be found on the right.

If you would like to take up this service, please send your policies to courtney.allan@kymallanhsc.co.uk in WORD format

Fire Risk Assessments

If you have not recently had a Fire Risk Assessment or would like a review of your current FRA please feel free to get in touch with courtney.allan@kymallanhsc.co.uk who can arrange for a risk assessment to be undertaken.

Health and Safety Audits (LA schools)

If you are a Community or Voluntary Controlled School and are due an LA Health & Safety Audit, we can carry out a 'Pre-LA Audit' to help you get prepared. This service is free to subscribing schools. Please contact courtney.allan@kymallanhsc.co.uk for more information.

Please note these can take place from SUMMER TERM 2026 once **Laura** has returned from maternity leave, however they can be booked in prior by emailing now.

Single Central Record

We can check and amend your SCR for a small fee of £55 + VAT to make sure you are compliant with the most up to date guidance. Please contact kym@kymallanhsc.co.uk for more information.



Anti-fraud

Attendance

Behaviour

Charging and remissions

Child on child abuse

Code of conduct

Complaints procedures

Data Protection

Health and Safety

Intimate care and toileting

Online Safety

Overarching Safeguarding

Positive handling Procedures

Safe Recruitment

Suspension and Exclusion

AND MORE!