

Nurture Early Years

Safeguarding Children - Child protection policy

Statement of intent

Our pre-school works with children, parents, and the community to safeguard and promote the welfare of children in order to give them the very best start in life.

Aims

Our aims are to:

- Take all necessary steps to safeguard and promote the welfare of children;
- create an environment in our Pre-school which encourages children to be safe and to develop a positive self image, regardless of ethnicity, gender, religion, disability, or home background;
- to have a day to day culture which recognises that the safety of the child is paramount;
- To ensure all staff, parents/carers are made aware of our Child Protection procedures when joining the Pre-school.
- Ensure that adults looking after children or having unsupervised access to them are suitable to do so.

Liaison with other bodies

- We work within the SET Safeguarding guidelines. (Local Safeguarding Children Board)
- We have a copy of SET Safeguarding guidelines available for staff, volunteers, and parents to see. ([CLICK HERE](#))
- We notify the registration authority (Ofsted) of any incident or accident and any changes in our arrangements which affect the wellbeing of children.
- We have procedures for contacting the local authority on child protection issues, including maintaining a list of names, addresses and telephone numbers to ensure that it is easy, in any emergency, for the pre-school and social services to work well together.
- If a report is to be made to the authorities, we act within the SET Procedures guidance in deciding whether we must inform the child's parents at the same time.

Methods

The Role of the Child Protection Co-ordinator:

Our named Child Protection Co-ordinator is Michelle Wollaston. She is responsible for co-ordinating child protection issues within the Pre-school and has undergone training on

- Basic Child Protection
- Advanced Child Protection
- The impact of Child abuse
- Safe Recruitment
- Designated Person Training

As part of her role the Child Protection Coordinator attends regular training in this area. There is a named Deputy in place in each of our settings.

Staffing and volunteering

- We provide adequate and appropriate staffing resources to meet the needs of children.
- Applicants for posts at the pre-school are clearly informed that the positions are exempt from the Rehabilitation of Offenders Act 1974. Candidates are informed of the need to carry out checks before posts can be confirmed.
- Where applications are rejected because of information that has been disclosed, applicants have the right to know and to challenge incorrect information.

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- We abide by Ofsted requirements in respect of references and vetting checks for staff and volunteers, to ensure that no disqualified person or unfit person works at the pre-school or has access to the children.
- Volunteers are always supervised and made aware of Safeguarding Procedures.
- We abide by the Protection of Children Act requirements in respect of any person who is dismissed from our employment, or resigns in circumstances that would otherwise have led to dismissal for reasons of child protection concern.
- We have procedures for recording the details of visitors to the pre-school.
- We take security steps to ensure that we have control over who comes into the pre-school so that no unauthorised person has unsupervised access to the children.

Disciplinary Action

Where a member of staff or a volunteer is dismissed from the pre-school or internally disciplined because of misconduct relating to a child, we notify the relevant authorities so that the name may be included on the List for the Protection of Children and Vulnerable Adults.

Training

We seek out training opportunities for all adults involved in the pre-school to ensure that they are able to recognise the signs and symptoms of possible physical abuse, emotional abuse, sexual abuse, and neglect and that they are aware of the local authority guidelines for making referrals. We ensure that all staff know the procedures for reporting and recording their concerns and who to go to, i.e. the Child Protection Coordinator and how to log their concerns.

Planning

The layout of the room allows for constant supervision. Where children need to spend time away from the rest of the group, the door is left ajar.

Curriculum

- We introduce key elements of child protection into our early year's foundation stage curriculum, so that children can develop understanding of why and how to keep safe.
- We create within the pre-school a culture of value and respect for the individual.
- We ensure that this is carried out in a way that is appropriate for the ages and developmental stages of our children.

Complaints

- We ensure that all parents know how to complain about staff or volunteer action within the pre-school, which may include an allegation of abuse.
- We follow the guidance of the Local Safeguarding Children Board when investigating any complaint that a member of staff or volunteer has abused a child.
- We follow all the disclosure and recording procedures when investigating an allegation that a member of staff or volunteer has abused a child as if it were an allegation of abuse by any other person.

Responding to suspicions of abuse

- We acknowledge that abuse of children can take different forms - physical, emotional, sexual and neglect.
- When children are suffering from physical, sexual, or emotional abuse, this may be demonstrated through physical indicators, changes in their behaviour, or in their play. Where such physical indicators, changes in behaviour occur, or where children's play

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gives cause for concern, the pre-school will take appropriate action. The welfare of the child in these circumstances is paramount.

- We allow investigation to be carried out with sensitivity. Staff in the pre-school take care not to influence the outcome either through the way they speak to children or ask questions of children.
- Where a child shows signs and symptoms of 'failure to thrive' or neglect, we make appropriate referrals.

Disclosures

Where a child makes a disclosure to a member of staff, that member of staff:

- offers reassurance to the child;
- listens to the child; and
- gives reassurance that she or he will take action.

The member of staff does not question the child

Recording suspicions of abuse and disclosures

Staff make a record of:

- The child's name;
- The child's address;
- The age of the child;
- The date and time of the observation or the disclosure;
- An objective record of the observation or disclosure;
- The exact words spoken by the child;
- The name of the person to whom the concern was reported, with date and time; and
- The names of any other person present at the time.
- They inform the Child Protection Coordinator so that he or she can make a decision on what to do next and ensure that the staff member receives appropriate support.

These records are signed and dated and kept in a separate confidential file.

All members of staff know the procedures for recording and reporting.

Informing Parents

Parents are normally the first point of contact. If a suspicion of abuse is recorded, parents are informed at the same time as the report is made, except where the guidance of the local Safeguarding Children Board does not allow this. This will usually be the case where the parent is the likely abuser. In these cases, the investigating officers will inform parents.

Confidentiality

All suspicions and investigations are kept confidential and shared only with those who need to know. Any information is shared under the guidance of the Local Safeguarding Children Board

Support to families

- The pre-school takes every step in its power to build up trusting and supportive relations among families, staff, and volunteers in the group.
- The pre-school continues to welcome the child and the family whilst investigations are being made in relation to abuse in the home situation.
- Confidential records kept on a child are shared with the child's parents or those who have parental responsibility for the child only if appropriate under the guidance of the Local Safeguarding Children Board.

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- With the proviso that the care and safety of the child is paramount, we do all in our power to support and work with the child's family.

Review

The Safeguarding Policy will be monitored and reviewed annually so that it is kept up to date with current practice and procedures.

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