

Safeguarding Children Policy

Statement of intent

Our setting will work with children, parents and the community to ensure the safety of children and to give them the very best start in life.

The **key commitments** of the nursery for safeguarding children are:

- Building a 'culture of safety' in which children are protected from abuse and harm in all areas of our care.
- Responding promptly and appropriately to all incidents or concerns of abuse that may occur and to work with statutory agencies in accordance with the procedures that are set down in 'What to do if you are worried a child is being abused' (DoH 2015).
- Promoting awareness of child abuse issues throughout our training and learning programmes for adults; empowering young children, through our early childhood curriculum, promoting their right to be strong, resilient and listened to.

Aims

Our aims are to carry out this policy by promoting children's right to be strong, resilient and listened to.

- by creating an environment in our setting that encourages children to develop a positive self image which includes their heritage arising from their colour and ethnicity, their languages spoken at home, their religious beliefs, cultural traditions and home background;
- by encouraging children to develop a sense of autonomy and independence;
- by enabling children to have the self confidence and the vocabulary to resist inappropriate approaches;
- and helping children to establish and sustain satisfying relationships within their families, with peers, and with other adults;
- and working with parents to build their understanding of, and commitment to, the principles of safeguarding all our children.

The legal framework for this work; of which we have regard ...

Primary legislation

- The Children Act 1989 - s 47
- The Protection of Children Act 1999
- Data Protection Act 1998
- The Children Act 2004 (Every Child Matters)
- The Children (NI) Order
- The Children and Families Act 2014

Guidance

- Essex Safeguarding Children Board (ESCB) www.escb.co.uk
- What to Do if You are Worried a Child is Being Abused - Advice for Practitioners (2015)
- S.E.T - Safeguarding and Child Protection Procedures (2015)
- Working Together to Safeguard Children (revised 2015)

Secondary Legislation

- Equality Act 2010, which now incorporates all previous legislation, including (but not specifically)
 1. Race Relations Act 1976;
 2. Race Relations Amendment Act 2000;
 3. Sex Discrimination Act 1986;
 4. Special Educational Needs and Disability Act 2001.
- Criminal Justice and Courts Act (2015)
- Human Rights Act (1998)
- Rehabilitation of Offenders Act (2015)



Signed : *Steve Catley*
Date : Reviewed May 2017

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Liaison with other bodies

- We work within the Local Authority guidelines. (Local Safeguarding Children Board- LSCB).
- We have a copy of 'What to do if you a worried a child is being abused' for parents and staff and all staff are familiar with what to do if they have concerns.
- We have procedures for contacting the local authority on child protection issues, including maintaining a list of names, addresses and telephone numbers of social workers, to ensure that it is easy, in any emergency, for the setting and social services to work well together.
- We notify the registration authority (Ofsted) of any incident or accident and any changes in our arrangements which may affect the well-being of children.
- If a referral is to be made to the local authority social services department, we act within the Area Safeguarding Children and Child Protection guidance in deciding whether we must inform the child's parents at the same time.
- National Society for the Prevention of Cruelty to Children (NSPCC) contact number is 0808 800 5000.
- Important phone numbers -
 - Essex duty LADO (Local Authority Designated Officer) - 03330 139 797
 - Family Operations Hub - 0345 603 7627
 - Out of Hours Social Care - 0845 606 1212
 - Ofsted - 0300 123 1231

Methods

Key Commitment 1

'for safeguarding children by building a 'culture of safety' in which children are protected from abuse and harm in all areas of our care'

Staffing and volunteering

- The designated person coordinating safeguarding children issues is

Steven Catley

- We provide adequate and appropriate staffing resources to meet the needs of children.
- Applicants for posts within the setting are clearly informed that the positions are exempt from the Rehabilitation of Offenders Act 2015.
- Candidates are informed of the need to carry out 'enhanced disclosure' checks with the Disclosure Barring Service 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.
- We abide by Ofsted requirements in respect of references and Disclosure Barring Service checks for staff and volunteers, to ensure that no disqualified person or unsuitable person works at the setting or has access to the children.
- Volunteers do not work unsupervised.
- 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 lead to dismissal for reasons of child protection concern.
- We have procedures for recording the details of visitors to the setting.
- We take security steps to ensure that we have control over who comes into the setting so that no unauthorized person has unsupervised access to the children.

Key Commitment 2

'for safeguarding children, by responding promptly and appropriately to all incidents or concerns of abuse that may occur and to work with statutory agencies in accordance with the procedures that are set down in 'What to do if you are worried a child is being abused' (2015.)'



Method

Responding to suspicions of abuse

- We acknowledge that abuse of children can take different forms - physical, emotional, and sexual as well as neglect.
- When children are suffering from physical, sexual or emotional abuse, or may be experiencing neglect, this may be demonstrated through the things they say (direct or indirect disclosure) or through changes in their appearance, their behaviour, or their play.

Definitions of abuse

- **Neglect** : Persistent failure to meet a child's basic physical and psychological needs, likely to result in the serious impairment of the child's health or development. This may be:
 - Medical,
 - Emotional,
 - Nutritional,
 - Educational,
 - Physical,
 - Lack of supervision.
- **Emotional Abuse** : The persistent emotional ill-treatment of a child such as to cause severe and persistent adverse effects on the child's emotional development. To intentionally scare, demean or generally verbally abuse a child is known as active abuse as it requires premeditated intention to harm that child.
- **Passive Emotional Abuse** : is when a parent or carer denies the child the love and care they need to be healthy and happy. This may be more difficult to identify as it stems from the parent's/carer's lack of care, knowledge or understanding about a child's needs.
- **Physical Abuse** : Physical non accidental harm or injury. This would also include female genital mutilation.
- **Sexual Abuse** : forcing or enticing a child or young person to take part in any sexual activity, whether or not the child is aware of what is happening. This may also involve technology such as access to inappropriate images, on-line grooming & 'sexting'
- **Child Sexual Exploitation** : Sexual exploitation is a horrific form of sexual abuse that affects thousands of children and young people every year in the UK, when young people under 18 receive 'something' (food, accommodation, drugs, alcohol, cigarettes, affection, gifts, money) in exchange for performing, and/or others performing on them, sexual activities. It can happen to any young person from any background and affects boys and young men as well as girls and young women.

CSE can occur through the use of technology without the child's immediate recognition, for example the persuasion to post sexual images on the internet/mobile phones with no immediate payment or gain. In all cases those exploiting the child/young person have power over them by virtue of their age, gender, intellect, physical strength and /or economic or other resources.

There are 3 important and recognisable elements of child sexual exploitation:

- Children are 'groomed' and there is power and control held by the perpetrator/s
- An 'exchange' (such as gift, food, money, drugs etc.) is present, this could be to a third party and not always to the child themselves.
- Sexual acts or the exchange of sexual images is present.

- **Domestic Abuse** : Domestic violence can have a devastating effect on children's emotional development. It can encompass but is not limited to; psychological, physical, sexual, financial and emotional abuse.
 - Clare's Law (March 2014) is a domestic violence disclosure scheme in which anyone has the right to ask and the right to know about someone's past. Police will accept enquiries and disclose information relating to previous violent offences where and to whom it is appropriate.

- **Prevent Duty / Radicalisation / Fundamental British Values** : The fundamental British values of democracy, rule of law, individual liberty, mutual respect and tolerance for those with different faiths and beliefs are already implicitly embedded in the 2014 Early Years Foundation Stage. The Counter Terrorism and Security Act also places a duty on early years providers "to have due regard to the need to prevent people from being drawn into terrorism" (the Prevent duty).

The Statutory guidance is available at

<https://www.gov.uk/government/publications/prevent-duty-guidance>

We also follow the guidelines as set out on the ESCB website

<http://www.escb.co.uk/en-gb/safeguardingtopics/radicalisation.aspx>

- **Female Genital Mutilation (FGM)** is a form of abuse by way of female circumcision, excision or infibulation. It causes long term mental and physical suffering, difficulty giving birth, infertility and even death. It is reportedly practised in African countries and parts of the middle and far east, but is increasingly found in Western Europe and other developed countries amongst immigrant and refugee communities.

The procedure is typically performed on girls between the ages of four and thirteen, but can also be performed on babies and young women before marriage or pregnancy. The procedure is illegal in the UK and the police will work with border agencies and take legal action to prevent a child from travelling if it is suspected they may be taken out of the country for this procedure.

- **Forced Marriage** : A forced marriage is a marriage in which one or both spouses do not (or, in the case of some adults with learning or physical disabilities, cannot) consent to the marriage and duress is involved. Duress can include physical, psychological, financial, sexual and emotional pressure.

There is a clear distinction between a forced marriage and an arranged marriage. In arranged marriages, the families of both spouses take a leading role in arranging the marriage but the choice whether or not to accept the arrangement remains with the prospective spouses.

- We take into account factors affecting parental capacity, such as social exclusion, domestic violence, parent's drug or alcohol abuse, mental or physical illness or parent's learning disability, but the child's welfare is paramount.
- We are aware of other factors that affect children's vulnerability such as:
 - abuse of disabled children;
 - fabricated or induced illness;
 - child abuse linked to beliefs in spirit possession;
 - sexual exploitation of children, such as through internet abuse and FGM; that may affect, or may have affected, children and young people using our provision. Further guidance may be sought from the FGM Government information document or telephone the Government FGM helpline on: 0800 028 3550
- We also make ourselves aware that some children and young people are affected by gang activity, by complex, multiple or organised abuse, through forced marriage or honour based violence or may be victims of child trafficking. While this may be less likely to affect young children in our care, we may become aware of any of these factors affecting older children and young people who we may come into contact with.
- Where such evidence is apparent, the child's key person makes a dated record of the details of the concern and discusses what to do with the setting leader or manager who is acting as the 'designated person'. The information is stored on the child's personal file.

- Staff in the setting take care not to influence the outcome either through the way they speak to children or by asking questions of children.

Allegations against staff

- We ensure that all parents know how to complain about staff or volunteer action within the setting, which may include an allegation of abuse.

We follow the guidance of the Local Safeguarding Children Board (LSCB) when responding to any complaint that a member of staff or volunteer has abused a child.

Essex duty LADO (Local Authority Designated Officer) Telephone: 03330 139 797

- We respond to any disclosure by children or staff that abuse by a member of staff may have taken, or is taking place, by first recording the details of any such alleged incident.
- We refer any such complaint immediately to the local authority's social service department to investigate.
- We co-operate entirely with any investigation carried out by social services in conjunction with the police.
- Our policy is to suspend the member of staff on full pay for the duration of the investigation; this is not an indication of admission that the alleged incident has taken place, but is to protect the staff as well as children and families throughout the process.

Disciplinary action

- Where a member of staff or a volunteer is dismissed from the setting or internally disciplined because of misconduct relating to a child, we notify the Department of Health administrators so that the name may be included on the List for the Protection of Children and Vulnerable Adults and also the DBS.

Key Commitment 3

'promoting awareness of child abuse issues throughout our training and learning programmes for adults. and to empowering young children, through our early childhood curriculum, promoting their right to be strong, resilient and listened to.

Method

Training

- We seek out training opportunities for all adults involved in the setting to ensure that they are able to recognize the signs and symptoms of possible physical abuse, emotional abuse, sexual abuse and neglect and so 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 in the setting.

Planning

- The layout of the rooms allows for constant supervision.

Curriculum

- We introduce key elements of safeguarding children into our programme to promote the personal, social and emotional development of all children, so that they may grow to be 'strong, resilient and listened to' and so that they develop understanding of why and how to keep safe.
- We create within the setting a culture of value and respect for the individual, having positive regard for children's heritage arising from their colour, ethnicity, languages spoken at home, cultural and social background.
- We ensure that this is carried out in a way that is developmentally appropriate for the children.

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 he or she 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 as far as possible;
 - 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.
- These records are signed and dated and kept in the child's personal 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 (LSCB) 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 (LSCB).

Support to families

- The setting believes in building trusting and supportive relationships with families, staff and volunteers in the group.
- The setting makes clear to parents its role and responsibilities in relation to Safeguarding Children, such as for the reporting of concerns, providing information, monitoring of the child, and liaising at all times with the local social services department.
- The setting continues to welcome the child and the family whilst investigations are being made in relation to any alleged abuse.
- We follow the Safeguarding Children Plan as set by the social care department in relation to the setting's designated role and tasks in supporting the child and the family, subsequent to any investigation.
- Confidential records kept on a child are shared with the child's parents or those who have parental responsibility for the child in accordance with the procedure and only if appropriate under the guidance of the Local Safeguarding Children Board (LSCB).

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Signed : *Steve Catley*  
Date : Reviewed May 2017

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