

Safeguarding Children - Policies and Procedures

In our Nursery, we intend to create an environment where children feel safe and are safe from abuse. Any suspicion of abuse is promptly and appropriately responded to. In order to achieve this we will:

Work in accordance with the Luton Local Safeguarding Children Board Procedures

Everyone who comes into contact with children and their families has a role to play in safeguarding children. School and college staff are particularly important as they are in a position to identify concerns early and provide help for children, to prevent concerns from escalating. Schools and colleges and their staff form part of the wider safeguarding system for children. This system is described in statutory guidance Working Together to Safeguard Children 2015. Schools and colleges should work with social care, the police, health services and other services to promote the welfare of children and protect them from harm.

Use of Mobile Phone

Use of mobile telephones are not allowed in the Nursery setting at any time. Staff's phones are locked away in the staff room

Exclude known abusers

It will be made clear to applicants for posts within the Nursery that the position is exempt from the provisions of the Rehabilitation of Offenders Act 1974. All advertisements for positions shall state a clear commitment to safeguarding and promoting children's welfare in line with Safer Recruitment practices

All applicants for work within the Nursery, whether voluntary or paid, will be interviewed before an appointment is made and will be asked to provide at least two references and proof of qualification. All such references will be followed up. In the case of applicants with unexplained gaps in their employment history, or who have moved rapidly from one job to another, explanations will be sought.

All appointments, both paid and voluntary, will be subject to a probationary period and will not be confirmed unless the Nursery is confident that the applicant can be safely entrusted with children.

Seek and supply training

We will seek out training opportunities for all adults involved in the group to ensure that they recognise the symptoms of possible physical abuse, neglect, emotional abuse and sexual abuse.

Prevent abuse by means of good practice

Unvetted adults will never be left alone with children. An adult who needs to take a child aside - for example, nappy change, will be in full view of other adults (mindful of protecting the child's privacy).

Caregivers have given permission for a member of staff to change their child's clothes if required and know that this may include undergarments if they eat solids.

Children are encouraged to develop a sense of autonomy and independence through adult support in making choices and in finding names for their own feelings and acceptable ways to express them. This will enable children to have the self-confidence and the vocabulary to resist inappropriate approaches. The layout of the playroom(s) will permit constant supervision of all children.

Respond appropriately to suspicions of abuse

Under section 31 (9) of the Children Act 1989 as amended by the Adoption and Children Act 2002:

'Harm' means the ill treatment or the impairment of health or development, including, for example, impairment suffered from seeing or hearing the ill-treatment of another.

'Development' means physical, intellectual, emotional social or behavioural development;

'Health' means physical or mental health; and

'Ill- treatment' includes sexual abuse and forms of ill treatment which are not physical.

Under section 31 (10) of the Children Act 1989:

Where the question of whether harm suffered by a child is significant turns on the child's health and development, his health and development shall be compared with that which could be reasonably expected of a similar child.

Significant harm may be associated with a single traumatic event but most often it is a compilation of significant events, both acute and longstanding, which interrupt, change or damage the child's physical and psychological development.

Physical Abuse

Physical abuse may involve hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating, or otherwise causing physical harm to a child.

Physical harm may also be caused when a parent or caregiver fabricates the symptoms, or deliberately induces illness in the child

Emotional Abuse

Emotional abuse is the persistent emotional ill treatment of a child such as to cause severe or persistent adverse effects on the child's emotional development. It may

involve conveying to children that they are worthless or unloved, inadequate or valued only insofar as they meet the needs of the other person. It may feature age or developmentally inappropriate expectations being imposed on children. These may include interactions that are beyond the child's developmental capability, as well as overprotection and limitation of exploration and learning, or preventing the child participating in normal social interaction. It may involve seeing or hearing the ill-treatment of another. It may involve serious bullying, causing children to frequently feel frightened or in danger, or the exploitation or corruption of children. Some level of emotional abuse is involved in all types of ill-treatment of a child, though it may occur alone.

Sexual Abuse

Sexual abuse involves forcing or enticing a child or young person to take part in sexual activities, including prostitution, whether or not the child is aware of what is happening. The activities may involve physical contact, including penetrative (e.g. rape, buggary or anal sex) or non-penetrative acts. They may include non-contact activities, such as involving children in looking at, or in the production of, pornographic material or watching sexual activities, or encouraging children to behave in sexually inappropriate ways.

Neglect

Neglect is the persistent failure to meet a child's basic physical and/or psychological needs, likely to result in the serious impairment of the child's health or development. Neglect may occur during pregnancy as a result of maternal substance abuse. Once a child is born neglect may involve a parent or caregiver failing to provide adequate food and clothing, shelter including exclusion from home or abandonment, failing to protect a child from physical harm or danger, failure to ensure adequate supervision, including the use of inadequate care-givers, or the failure to ensure access to appropriate medical care or treatment. It may also include neglect of, or unresponsiveness to, a child's basic emotional needs.

Female genital Mutilation

Section 5B of the Female Genital Mutilation Act 2003 (as inserted by section 74 of the Serious Crime Act 2015) will place a statutory duty upon **teachers¹¹, along with social workers and healthcare professionals, to report to the police** where they discover (either through disclosure by the victim or visual evidence) that FGM appears to have been carried out on a girl under 18. Those failing to report such cases will face disciplinary sanctions. It will be rare for practitioners to see visual evidence, and they should not be examining pupils, but the same definition of what is meant by "to discover that an act of FGM appears to have been carried out" is used for all professionals to whom this mandatory reporting duty applies.

The Mandatory reporting duty will commence in October 2015. Once introduced, teachers must report to the police cases where they discover that an act of FGM appears to have been carried out. Unless the teacher has a good reason not to, they should still consider and discuss any such case with the school's designated safeguarding lead and involve children's social care as appropriate.

Follow safeguarding procedures – contact RIAT

Prevent Radicalisation

Protecting children from the risk of radicalisation should be seen as part of schools' wider safeguarding duties, and is similar in nature to protecting children from other forms of harm and abuse. During the process of radicalisation it is possible to intervene to prevent vulnerable people being radicalised.

As with managing other safeguarding risks, staff should be alert to changes in children's behaviour which could indicate that they may be in need of help or protection. School staff should use their professional judgement in identifying children who might be at risk of radicalisation and act proportionately which may include making a referral to the Channel programme.

Practitioners to contact EHA (Early Health Assessment) 01582 548231 for any suspicions/ concerns.

Children at Risk of Missing Education

The local authority should be notified in advance of the deletion, when the school becomes aware that the deletion will be made.

All schools (including academies) must agree with the relevant local authority, the regular interval that the school will inform the local authority of any pupil who fails to attend school regularly, or has been absent without the school's permission for a continuous period of 10 days or more. Local authorities have a duty to put in place arrangements for identifying (as far as it is possible) those children of compulsory school age in their area who are not school registered or receiving education otherwise than at a school. Local authorities should trace those children and ensure that they receive full-time education

Staff will respond appropriately to any abuse, our primary concern is the child. Children whose condition or behaviour becomes a cause for concern will be closely monitored. Staff will keep accurate and detailed records and this will be escalated to the appropriate body. Changes in children's behaviour/appearance will also be closely monitored.

The Nursery safeguarding officer would refer to the summary 'What to do if you are worried a child is being abused' – Working together Safeguard Children 2013.

Parents will normally be the first point of reference, we will discuss concerns with them to support the child. Except if such gesture will put the child at further risk of harm. For grave concerns, the Manager or Safeguarding Officer must immediately notify the Luton Local Safeguarding Children Board (LLSCB) via the duty social worker in the Rapid intervention and Assessment Team (RIAT's) telephone: 01582 547653. Out of normal working hours emergencies: 03003 008123

The duty social worker will also be notified if a child is not collected 30 minutes after the session ends when the Nursery has not been notified of the caregivers

circumstances, and the listed caregivers cannot be contacted by telephone after many attempts.

All such information is treated as confidential, shared only with those who need to know. The people most commonly involved will be the Safeguarding Officer, keyperson and the Nursery Manager. If a volunteer or member of staff is accused of any form of abuse, it will be reported to the LADO and follow their advice. OFSTED will be notified immediately. The person against whom the allegation is made will be informed of the allegation and will be suspended on full pay while a full investigation is made.

Allegations made against staff/student/volunteers shall follow specific procedures. Investigations will be in line with Luton Safeguarding Children Board (LSCB) telephone: 01582 547564 procedures and conducted with the LSCB Committee. Confidential records will be kept of the allegation and of all subsequent proceedings.

Keep records

Whenever worrying changes are observed in a child's behaviour, physical condition or appearance, staff will use the local chronology format to record concerns, actions and follow-ups. Where possible, the exact words spoken by the child; the dated name and signature of the recorder.

Such records will be kept in a separate file and will not be accessible to people other than the Nursery Manager, Director and keyworker or other members of staff as appropriate.

Liase with other bodies

The Nursery operates in accordance with guidelines laid down by Luton Borough Council Confidential records kept on children about whom the Nursery is anxious will be shared with the Children's Social Care Department if the Nursery feels that adequate explanations for changes in the child's condition have not been provided by the caregiver.

In an emergency the Referral Intervention Assessment Team (RTAT's) is the first point of contact for Safeguarding concerns.

Support families

The Nursery will take every step in its power to build up trusting and supportive relationships between families and staff and volunteers in the group.

Where abuse at home is suspected, the -Nursery will continue to welcome the child and family while investigations proceed.

Confidential records kept on a child will be shared with parents as appropriate.

In Rise & Shine Day Nursery, the care and safety of the child must always be paramount, the Nursery will do all in its power to support and work with the child's family.

Early Years

Working Together 2013 sets out that Early years providers have a duty under section 40 of the Childcare Act 2006 to comply with the safeguarding and welfare requirements of the Early Years Foundation Stage.

Luton Safeguarding Children Board

www.lutonlsb.org.uk

Child Protection

Child protection is a part of safeguarding and promoting welfare. It refers to the activity that is undertaken to protect specific children who are suffering, or are likely to suffer, significant harm.

Effective child protection is essential as part of wider work to safeguard and promote the welfare of children. However all agencies and individuals should aim to protectively safeguard and promote the welfare of children so that the need for action to protect children from harm is reduced.

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