



## **Safeguarding Policy**

### **Introduction**

All staff working in the nursery have a duty of care towards the children in our care and this duty brings with it the responsibility to ensure that all efforts are made to safeguard children from suspected and actual harm. Children attending the nursery have a right to feel safe and staff, in partnership with parents/ carers, have a responsibility to ensure the safety and welfare of all the children in our care and to act on any concerns they may have regarding a child's welfare and well-being. In our setting we strive to protect children from the risk of radicalisation and we promote acceptance and tolerance of other beliefs and cultures. (Refer to our inclusion and equality policy) The safeguarding and welfare policies and procedures of the nursery are in line with the LSCB (local children's safeguarding board) local guidance and procedures, but is a much wider subject than the elements covered in this single policy, therefore this document should be used in conjunction with the nursery's other policies and procedures.

### **Legal framework and definition of safeguarding**

- Children Act 1989 and 2004
- Childcare Act 2006
- Safeguarding Vulnerable Groups Act 2006
- The Statutory Framework for the Early Years Foundation Stage (EYFS) 2014
- Working together to safeguard children 2015
- What to do if you're worried a child is being abused 2015
- Counter-Terrorism and Security Act 2015.

### **Our Aims**

- To provide a safe environment for all children to learn in

- To establish what actions The Brambles can take to ensure that children remain safe at school as well as at home
- To raise awareness of all staff to these issues, and define their roles and responsibilities in reporting possible cases of abuse
- To identify children who are suffering or are likely to suffer significant harm
- To ensure effective communication between all staff on child protection issues
- To set down the correct procedure for those who encounter any issue of safeguarding

Our Safeguarding Designated Officers (SDO) will be Amy Rowe and Laura Davies.

### **Ethos**

'Every child deserves the best possible start in life and the support that enable them to fulfil their potential. A secure, safe and happy childhood is important in its own right.' Statutory Framework for the Early Years Foundation Stage (EYFS).

Safeguarding in The Brambles Day Nursery is considered everyone's responsibility and as such our setting aims to create the safest environment within which every child has the opportunity to achieve their full potential. The Brambles Day Nursery recognizes the contribution it can make to ensure that all children who use our setting feel that they will be listened to and appropriate action taken. We will do this by working in partnership with other agencies in accordance with 'Working Together to Safeguard Children - March 2013' and seeking to establish effective working relationships with parents, carers and colleagues to develop and provide activities and opportunities that will help to equip our children with the skills they need. This will include resources and learning experiences that will encourage our children to develop essential life skills and protective behaviours.

### **Responsibilities and expectations**

It is the legal responsibility of The Brambles Day Nursery to make sure that the setting has an effective safeguarding policy and procedures in place and

monitors that the setting complies with them. The nursery will also ensure that the policy is made available to parents and carers if requested. It is the responsibility of the management to ensure that all staff and volunteers are properly checked to make sure they are safe to work with the children who attend our setting, that the setting has procedures for handling allegations of abuse made against members of staff (including the Managers) or volunteers and ensure the safe and appropriate use of cameras, mobile phones, technology and online equipment within the setting. The Safeguarding Designated Officers (SDO) have lead responsibility for dealing with all safeguarding issues in our setting.

It is the responsibility of the SDO to ensure that all safeguarding issues raised in setting are effectively responded to, recorded and referred to the appropriate agency. They are also responsible for arranging the whole settings safeguarding training for all staff and volunteers who work with children and young people in our setting. The SDO must ensure that the whole settings safeguarding training takes place at least every two years; which they can deliver within setting provided they are linked in to the support and quality assurance process offered by the Local Authority.

The SDO is required to attend or ensure that a senior member of staff who has the relevant training and access to appropriate supervision, attends where appropriate, all child protection case conferences, reviews, core groups or meetings where it concerns a child at our setting and to contribute to multi-agency discussions to safeguard and promote the child's welfare.

The SDO is responsible for ensuring the acceptable, safe use and storage of all camera technology, images, and mobile phones through the implementation, monitoring and reviewing of the appropriate policies and procedures. This includes the E-safety Policy which includes Camera & Image Policy, Mobile Phone Policy, Acceptable Use Policy.

All Child Protection concerns need to be acted on immediately. If you are concerned that a child may be at risk or is actually suffering abuse, you must tell the Safeguarding Designated Officer.

All Adults, including the SDO, have a duty to refer all known or suspected cases of abuse to the relevant agency including MASH (Multi Agency Safeguarding Hub), Children and Young Peoples Service (CYPS) - Social Care, or the Police. Where a disclosure is made to a visiting staff member from a different agency, e.g. Early Years Consultants, Health Visitors, it is the responsibility of that agency staff to formally report the referral to the Setting's Designated Person in the first instance. Any records made should be kept securely on the Child's

Protection file. If sharing any information or records about a child with any other professionals or outside agencies (E.g. MASH), then parents' permission to share will be requested, unless there is concern, or we are advised not to as this could cause more harm to the child. We will follow the procedures for sharing information. When considering sharing information or recording children's/ families details we will be making sure that data protection is in place and any confidential information is kept secure.

### **Recognising concerns, signs and indicators of abuse**

Safeguarding is not just about protecting children from deliberate harm. For our setting it includes such things as child safety, bullying, racist abuse and harassment, visits, intimate care and internet safety etc. However, it must be acknowledged that technology itself will not present the greatest risk, but the behaviours of individuals using such equipment will. The witnessing of abuse can have a damaging effect on those who are party to it, as well as the child subjected to the actual abuse, and in itself will have a significant impact on the health and emotional well-being of the child. Abuse can take place in any family, institution or community setting, by telephone or on the internet. Abuse can often be difficult to recognise as children may behave differently or seem unhappy for many reasons, as they move through the stages of childhood or their family circumstances change. However, it is important to know the indicators of abuse and to be alert to the need to consult further.

### **Physical Abuse**

This can involve hitting, shaking, throwing, poisoning, punching, kicking, scalding, burning, drowning and suffocating. It can also result when a parent or carer deliberately causes the ill health of a child in order to seek attention through fabricated or induced illness. This was previously known as Munchausen's Syndrome by Proxy.

### **Emotional Abuse**

Emotional Abuse is where a child's need for love, security, recognition and praise is not met. It may involve seeing or hearing the ill-treatment of someone else such as in Domestic Violence or Domestic Abuse. A parent, carer or authority figure is considered emotionally abusive when they are consistently hostile, rejecting, threatening or undermining toward a child or other family member. It can also occur when children are prevented from having social contact with others or if inappropriate expectations are placed upon them. Symptoms that indicate emotional abuse include:

- Excessively clingy or attention seeking.

- Very low self-esteem or excessive self-criticism.
- Withdrawn behaviour or fearfulness.
- Lack of appropriate boundaries with strangers; too eager to please.
- Eating disorders or self-harm

### **Sexual Abuse**

Sexual abuse involves forcing or enticing a child or young person to take part in sexual activities, whether or not the child is aware of what is happening. This may include physical contact both penetrative and non-penetrative, or viewing pornographic material including through the use of the internet. Indicators of sexual abuse include: allegations or disclosures, genital soreness, injuries or disclosure, sexually transmitted diseases, inappropriate sexualized behaviour including words, play or drawing.

### **Neglect**

Neglect is the persistent failure to meet a child's basic physical and/or psychological needs which can significantly harm their health and development. Neglect can include inadequate supervision (being left alone for long periods of time), lack of stimulation, social contact or education, lack of appropriate food, shelter, appropriate clothing for conditions and medical attention and treatment when necessary.

### **Prevent Duty**

We understand it is our duty to be aware of the possibility of children/parents/carers being exposed to radicalisation/extremism. We understand that:

- There is no single profile of someone who may be at risk of being drawn into terrorism.
- Vulnerable people can be any age, faith, ethnicity or background.

Factors associated with being vulnerable to being drawn into terrorism:

- Peer pressure
- The internet
- Bullying
- Crime
- Family tension
- Race or hate crime

- Lack of self esteem
- Personal or political grievances

We are aware of the need to be vigilant in identifying whether a person (child, parent or carer) maybe becoming vulnerable to radicalisation. Indicators may be:

- Becoming isolated
- Secretive behaviour
- Change in behaviour/appearance
- Abusive relationships
- Fixation on something
- Excessive use of internet
- Mental health issues
- Family/friend involvement in extremism

If a member of staff is concerned about a parent/child/carer they will pass their concerns to the SDO who will follow the Somerset Prevent Duty referral chart.

### **What to do if you are concerned**

If a child or vulnerable adult makes a disclosure or allegation of abuse against an adult or other child or young person, it is important that you:

- Stay calm and listen carefully.
- Reassure them that they have done the right thing in telling you.
- Do not investigate or ask leading questions.
- Let them know that you will need to tell someone else.
- Do not promise to keep what they have told you a secret.
- Inform your Safeguarding Designated Officer as soon as possible.
- Make a written record of the allegation, disclosure or incident which you must sign, date and record your position using the setting safeguarding record log forms.

If you are concerned that a member of staff or adult in a position of trust poses a danger to a child or young person or that they might be abusing a child

or young person you should report your concerns to the Safeguarding Designated Officer. Where those concerns relate to one of the Safeguarding Designated Officers however, this should be reported to the other, using the settings 'Whistle blowing' policy.

### **Managing Allegations**

We are aware of the possibility of allegations being made against members of staff or volunteers.

If an allegation is made against an adult in a position of trust whether they be members of staff or volunteers this should be brought to the immediate attention of the SDO. In the case of the allegation being made against the SDO refer to the 'Whistle Blowing Policy'. The SDO will need to discuss with the Local Authority Designated Officer (LADO) the nature of the allegations made against the adult, in order for the appropriate action to be taken. This may constitute an initial evaluation meeting or strategy discussion depending on the allegation being made. The SDO will need to:

- Refer to the Local Authority Designated Officer (LADO) immediately and follow up in writing within 48 hours. Consider safeguarding arrangements of the child or young person to ensure they are away from the alleged abuser.
- Contact the parents or carers of the child/young person if advised to do so by the LADO.
- Consider the rights of the staff member for a fair and equal process of investigation.
- Advise Ofsted of allegation within 14 days of the allegation
- Ensure that the appropriate disciplinary procedures are followed including whether suspending a member of staff from work until the outcome of any investigation if this is deemed necessary.
- Act on any decision made in any strategy meeting.
- Advise the Independent Safeguarding Authority where a member of staff has been disciplined or dismissed as a result of the allegations being founded.

A copy of "What to do if you're worried a child is being abused" booklet is kept with this policy. This sets out the guidelines on dealing with incidents, disclosures and the procedures that must be followed.

### **Training**

All members of staff, volunteers and students will have access to training every 2 years in line with the LSCB (Local Safeguarding Children's Board). We will also, as part of our induction, issue information in relation to our Safeguarding policy and any policy related to safeguarding and promoting our children's welfare to all newly appointed staff and volunteers. All staff are subject to suitability checks, including references and clearance from DBS and OFSTED. The suitability of all adults who have contact with children in the Nursery are also checked.

The SDOs will undertake 'update training' every 2 years and keep up to date through single agency training, SSCB (Somerset Safeguarding Children's Board) and newsletters.

Our safeguarding policy is reviewed annually in order to keep it updated in line with current guidance. The Local Safeguarding Children's Board (LSCB) is responsible for producing safeguarding Children procedures based on national guidance set out in the Working Together to Safeguard Children. It monitors the effectiveness of the procedures systematically and amends them as it becomes necessary.

#### **Manuals kept in setting:**

What to do if you're worried a child is being abused 2015

Working Together to Safeguard Children 2013

Information Sharing 2015

Keeping children safe in education 2015

#### **Useful Contacts**

Somerset Local Authority Designated Officer: 0300 123 2224

Ofsted: 0300 123 1231

Early Help Advice Line: 01823 355803