

## Safeguarding Policy

Anker Bridge Nursery is committed to building a 'culture of safety' in which the children in our care are protected from abuse and harm.

Anker Bridge Nursery will respond promptly and appropriately to all incidents or concerns of abuse that may occur. The nursery's child protection procedures comply with all relevant legislation and with guidance issued by the Local Safeguarding Children's Board (LSCB).

The setting's Designated Safeguarding Leads (DSL) are [Nicole Schneider](#), [Gordana Haddon](#), [Winnie Strudwick](#) and [Lisa Lawrence](#). The DSL coordinates child protection issues and liaises with external agencies (Family Connect).

All staff members should be aware of the possible indications of abuse or neglect and of the procedure for dealing with such cases. Staff will follow guidelines set out by Early Years for safeguarding and the wellbeing of every child in our care.

The key components of this policy are:

- Ensure safe recruitment in checking the suitability of staff and volunteers to work with children.
- Raise awareness of child protection issues and equip children with the skills needed to keep them safe.
- Develop and then implement procedures for identifying and reporting cases, or suspected cases of abuse.
- Establish a safe environment in which children can learn and develop.
- In accordance with his/her agreed child protection plan, supporting children who have been abused.

Our nursery will work with children, parents/guardians, external agencies and the community to ensure the welfare and safety of children and to give them the very best start in life. Children have the right to be treated with respect and to be safe from any abuse in whatever form.

Safeguarding and promoting the welfare of children, for the sake of this policy is defined as:

- Protecting children from maltreatment.
- Preventing the impairment of children's health or development.

- Ensuring that children are children up in circumstances consistent with the provision of safe and effective care.

(Definition taken from the HM Government document ‘Working Together to Safeguard Children’).

A child or young person up to the age of 18 years, is considered to be abused or at risk of abuse by parents or carers if the basic needs of the child or young person are not being met through avoidable acts of commission or omission so as to have caused or to have placed the child or young person at risk of harm.

Our policy has been written taking regard to the following principles:

- Every child has the right to be safe.
- Every child has the right to personal privacy.
- Every child has the right to be valued as an individual.
- Every child has the right to be treated with respect and dignity.
- Every child has the right to be involved and consulted in their own intimate care to the best of their abilities and where practicable.
- Every child has the right to express their views on their own intimate care and to have such views taken into account, where practicable.
- Every child has the right to have levels of intimate care that is consistent.

Harm is defined by The Children's Act 1989 as ill-treatment or the impairment of health or development. (Deciding if harm is significant, where it relates to health or development, for the purposes of obtaining emergency protection orders, care orders or supervision orders under the Act, will depend on a comparison of the child's health or development with what could reasonably be expected of a similar child).

### Aims

Practitioners have a duty to protect and promote the welfare of children. Due to the many hours of care we are providing, staff will often be the first people to sense that there is a problem. They may well be the first people in whom children confide about abuse. The nursery has a duty to be aware that abuse does not occur in our society.

This policy lays out the procedures that will be followed if we have any reason to believe that a child in our care is subject to welfare issues including physical, sexual, emotional abuse or neglect.

Our prime responsibility is the welfare and well being of all children in our care. As such we believe we have a duty to the children, parents and staff to act quickly and responsibly in any instance that may come to our attention. All staff work as part of a multi-agency team where needed in the best interests of the child.

The nursery aims to:

- Ensure that children are never placed at risk whilst in the charge of nursery staff.
- Ensure that confidentiality is maintained at all times.
- Ensure safe recruitment practices are always followed.
- Ensure that all staff are alert to the signs of abuse, understand what is meant by child protection and are aware of the different ways in which children can be harmed including by other children, ie; bullying, discriminatory behaviour.
- Ensure that all fears or allegations of abuse are reported to the DSL in the nursery. Also, reports referred to LADO where necessary.
- Ensure that all staff are familiar and updated regularly with child protection issues and procedures.
- Develop effective links with relevant agencies and co-operate as required with their enquiries regarding child protection matters, including attending case conferences.
- Ensure parents are fully aware of child protection policies and procedures when they register with the nursery and are kept informed of all updates when they occur.
- Keep the child at the center of all we do.
- Keep written records of concerns about children, even when there is no need to refer the matter immediately, and ensure all records are kept securely in confidential files.
- Provide immunity from retribution or disciplinary action against staff from 'whistleblowing' in good faith.
- See that this policy, the nursery's procedures and the efficiency with which the related duties have been discharged, is reviewed at least annually by the management team in conjunction with the Local Authority.
- Have regard to the safeguarding procedures as outlined in the DFE Guidance Safeguarding Children and Safer Recruitment in Education (1 Jan 2007), Working Together to Safeguard Children (March 2010, 2015, 2018) and Dealing with Allegations of Abuse against Teachers and Other Staff ( Aug 2011)

### **Forms of child abuse and neglect.**

Child abuse is any form of physical, emotional or sexual mistreatment or lack of care that leads to injury or harm. An individual may abuse or neglect a child directly, or by failing to protect them from harm. Some forms of child abuse and neglect are listed below.

**Sexual abuse** involves forcing or enticing a child to take part in sexual activities, whether or not the child is aware of what is happening. This can involve physical contact, or non-contact activities such as showing children sexual activities or encouraging them to behave in sexually inappropriate ways.

**Physical abuse** can involve hitting, shaking, throwing, poisoning, burning, drowning, suffocation or otherwise causing physical harm to a child. Physical harm may also be caused when a parent or carer feigns the symptoms of, or deliberately causes, ill health to a child.

**Emotional/Psychological abuse** is the persistent emotional maltreatment of a child so as to cause severe and persistent adverse effects on the child's emotional development. It may involve making the child feel that they are worthless, unloved, or inadequate. Some level of emotional abuse is involved in all types of maltreatment of a child, though it may occur alone.

**Neglect** is the persistent failure to meet a child's basic physical and emotional needs. It can involve a failure to provide adequate food, clothing and shelter, to protect a child from physical and emotional harm, to ensure adequate supervision or to allow access to medical treatment.

It may also include neglect of, or unresponsiveness to, basic emotional needs.

**Domestic abuse** is any type of controlling, bullying, threatening or violent behaviour between people in a relationship. It can seriously harm children and young people and witnessing domestic abuse is child abuse.

### **Signs of child abuse and neglect.**

Signs of possible abuse and neglect may include:

- Significant changes in the child's behaviour.
- Deterioration in a child's general well being.
- Unexplained bruising or marks.
- Comments made by a child which give cause for concern.
- Behaviour of a child inappropriate to their age/stage of development, inappropriate sexual comments, bruising/marks on private parts, withdrawal, loss of appetite

### **Female Genital Mutilation (FGM).**

Any information or concern that a child is at risk of, or has undergone, Female Genital Mutilation must result in a child protection referral to Children's Services.

Where a child is thought to be at risk of FGM, practitioners should be alert to the need to act quickly - before the child is abused through the FGM procedure in the UK or taken abroad to undergo the procedure.

FGM is illegal in the UK.

### **Peer-on-peer abuse.**

Children are vulnerable to abuse by their peers. Peer-on-peer abuse is taken seriously by staff and will be subject to the same child protection procedures as other forms of abuse. Staff are aware of the potential uses of information technology for bullying and abusive behaviour between young people.

Staff will not dismiss abusive behaviour as normal between young people. The presence of one or more of the following in relationships between children should always trigger concern about the possibility of peer-on-peer abuse:

- Sexual activity (in primary school-aged children) of any kind, including sexting.
- One of the children is significantly more dominant than the other (eg; much older).
- One of the children is significantly more vulnerable than the other (e.g. in terms of disability, confidence, physical strength).
- There has been some use of threats, bribes or coercion to ensure compliance or secrecy.

*If peer-on-peer abuse is suspected or disclosed we will follow the same procedures as set out above for responding to child abuse.*

### **Extremism and Radicalisation.**

All childcare settings have a legal duty to protect children from the risk of radicalisation and being drawn into extremism. There are many reasons why a child might be vulnerable to radicalisation, e.g:

- Feeling alienated or alone.
- Seeking a sense of identity or individuality.
- Suffering from a mental health issue such as depression.
- Desire for adventure or wanting to be a part of a larger cause.
- Associating with others who hold extremist beliefs.

### *Signs of radicalisation*

Signs that a child might be at risk of radicalisation include:

- Changes in behaviour, for example becoming withdrawn or aggressive
- Claiming that terrorist attacks and violence are justified
- Viewing violent extremist material online
- Posing or sharing violent extremist material

If a member of staff suspects that a child is at risk of becoming radicalised, they will record any relevant information or observations on a 'Logging a Concern' form, and refer the matter to the DSL.

### **If abuse is suspected or disclosed.**

When a child makes a disclosure to a member of staff, that member of staff will:

- Reassure the child that they were not to blame and were right to speak out.
- Listen to the child but not question them.
- Record the incident as soon as possible (see logging an incident below).

If a member of staff witnesses or suspects abuse, they will record the incident straight away. If a third party expresses concern that a child is being abused, we will encourage them to contact Social Care directly. If they will not do so, we will explain that the setting is obliged to and the incident will be logged accordingly.

### Parents Responses

Research and experience indicates that the following responses from parents/carers may suggest a cause for concern across all categories of abuse:

- An unexpected delay in seeking treatment that is obviously needed.
- An unawareness or denial of any injury, pain or loss of function (e.g. a fractured limb).
- Incompatible explanations offered, several different explanations or the child is said to have acted in a way that is inappropriate to his/her age and development.
- Reluctance to give information or failure to mention other known relevant injuries.
- Frequent presentation of minor injuries.
- Unrealistic expectations or constant complaints about the child.
- Alcohol misuse or other drug/substance misuse.
- Parents request removal of the child from home.
- Violence between adults in the household.

**Logging an incident.**

All information about the suspected abuse, disclosure or radicalisation, will be recorded on the **Logging a Concern** form (green form) as soon as possible after the event. The record should include:

- Date of the disclosure or of the incident causing concern.
- Date and time at which the record was made.
- Name and date of birth of the child involved.
- A factual report of what happened. If recording a disclosure, you must use the child's own words.
- Name, signature and job title of the person making the record.

The record will be given to the setting's DSL, who will decide whether they need to contact Social Care or make a referral. If other members of staff think that the incident has not been adequately followed up, they may call Social Care themselves.

For minor concerns regarding radicalisation, the DSL will contact the Local Authority Prevent Coordinator.....

For more serious concerns the DSL will contact the police on the non-emergency number (101), or the anti-terrorist hotline on 0800 789 321. For urgent concerns the DSL will contact the police using 999.

**Allegations against staff.**

If anyone makes an allegation of child abuse against a member of staff:

The allegation will be recorded on an Incident Record form (yellow form). Any witnesses to the incident should sign and date the entry to confirm it.

The allegation must be reported to the Local Authority Designated Officer (LADO) and to Ofsted. The LADO will advise if other agencies (e.g. police) should be informed, and the nursery will act upon their advice.

Following advice from the LADO, it may be necessary to suspend the member of staff pending full investigation of the allegation.

**Promoting awareness among staff.**

Anker Bridge Nursery Promotes awareness of Child Abuse issues through its staff training. The nursery ensures that:

- Its Designated Safeguarding Lead has relevant experience and receives appropriate training.
- Safer Recruitment practices are followed for all new staff.
- All staff have a copy of this Safeguarding Children's policy, understand its contents and are vigilant to signs of abuse, neglect or radicalisation.

- All staff are aware of their statutory requirements with regard to the disclosure or discovery of child abuse.
- Staff are familiar with the Safeguarding File which is kept in the clubs folder.
- Staff are familiar with the 'What to do if you're worried a child is being abused' document.
- Its procedures are in line with the guidance in 'Working together to safeguard children' (2018).

### **Use of mobile phones, cameras and the internet.**

Photographs will only be taken of children with their parents' permission. Only the nursery camera will be used to take photographs of children at the setting. Neither staff, parents, visitors or children may use their mobile phones to take photographs at the setting.

### **Confidentiality**

The nursery has the right to share any information regarding child protection with other childcare professionals on a strictly need to know basis. All information will be kept confidential. (Please see separate confidentiality policy).

### **Whistleblowing**

We operate a strict whistleblowing policy, every member of staff is issued a copy, they then sign to say they have read, understood and will abide by this policy. (Please see separate whistleblowing policy).

Safeguarding is enshrined in law under the Safeguarding Vulnerable Groups Act (2006). In addition there are comprehensive government Guidelines laid down in the Working Together to Safeguard Children (Department of Education, 2018), Department for Education DFE Guidance Safeguarding Children and Safer Recruitment in Education (Jan 2007) and Dealing with Allegations of Abuse against Teachers and other Staff (August 2011), What to do if you are worried a child is being abused (DFEs 2007).

Any data collected will be processed in accordance with the principles of the GDPR and will allow the nursery to comply with the requirements of the EYFS. Please see Privacy Policy for more information.

### **Safeguarding contacts:**

**For urgent concerns** - if you have an urgent child protection concern, call the Family Connect (previously Front Door) on **01926 414144**. Lines are open: Monday to Thursday - 8.30am – 5:30pm, Friday - 8.30am – 5:00pm.

**Out of hours**

If you have an emergency outside of usual office hours, please contact the emergency duty team immediately on: 01926 886922

**Emergency contact**

If you think that a child is at immediate risk, contact the police immediately on: 999.

LADO /Allegations:

Telephone: 01926 743 433

Email: [lado@warwickshire.gov.uk](mailto:lado@warwickshire.gov.uk)

Prevent Officer: Geoff Thomas (Warwickshire County)

Telephone: 01926 412 432 or 07833 293 625

Email: [heleneheath@warwickshire.gov.uk](mailto:heleneheath@warwickshire.gov.uk)

Police: 101 (non emergency) or 999 (emergency)

Anti-terrorist Hotline: 0800 789 321

Ofsted (about concerns): 0300 123 4666

Email: [CIE@ofsted.gov.uk](mailto:CIE@ofsted.gov.uk)

NSPCC: 0808 800 5000

Anker Bridge Nursery adopted this policy on 16th April 2018 and it will be reviewed every 12 months in line with GDPR legislation and the EYFS.

Signed:..... Date:.....

Reviewed:..... Signed:.....

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