



**Safeguarding and Welfare Requirements: Child Protection.**

**Providers must have a policy and procedure implemented to safeguard children.**

## **Safeguarding children and child protection**

Including managing allegations of abuse against a member of staff and Prevent Duty (Extremism, Radicalism and British Values)

### **Policy statement**

Our pre-school will work with children, parents and the community to ensure the rights and safety of children and to give them the very best start in life. Our safeguarding policy is based on the three key commitments of the Pre-school Learning Alliance Safeguarding Children Policy.

### **EYFS key themes and commitments**

<b>A Unique Child</b>	<b>Positive Relationships</b>	<b>Enabling Environments</b>	<b>Learning and Development</b>
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### **Characteristics of Effective Learning**

Playing and Exploring Engagement	Active Learning Motivation	Creating and Thinking Critically - Thinking
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### **Procedures**

We carry out the following procedures to ensure we meet three key commitments.

### *Key commitment 1*

Padbury Pre-school is committed to building a 'culture of safety' in which children are protected from abuse and harm in all areas of its service delivery.

### **Staff and volunteers**

- The pre-school manager is our designated person who co-ordinates child protection issues:  
**Rachel Biswell**  
**Sonya McVeigh and Fiona Coppins** are our deputy safeguarding leads.
- The nominated person of our management committee is our designated officer who oversees this work: **Claire McHenry**
- With support from committee members:  
**Lucy Read** and **Barbara Foord**.
- We ensure all staff are trained to understand our safeguarding policies and procedures and that parents are aware of them too.
- All staff have an up-to-date knowledge of safeguarding issues.
- We provide adequate and appropriate staffing resources to meet the needs of children.
- Applicants for posts with Padbury 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 'enhanced disclosure' checks with the Disclosure and Barring Service (DBS) 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.
- All permanent applicants for work within the pre-school will be interviewed before an appointment is made and will be asked to provide at least two references. They will also need to provide confirmation of their right to work in the UK.

- All permanent appointments will be subject to a three month probationary period and will not be confirmed unless the pre-school is confident that the applicant can be safely entrusted with the children.
- We abide by Ofsted requirements in respect of references and Disclosure and Barring Service (and Criminal Records Bureau – DBS) checks for staff and volunteers, to ensure that no disqualified person or unsuitable person works at Padbury Pre-school or has access to the children.
- Volunteers and students do not work unsupervised.
- We inform all staff that they are expected to disclose any convictions, cautions, court orders or reprimands and warnings which may affect their suitability to work with children, whether received before or during their employment with us.
- We record information about staff qualifications and the identity checks and vetting processes that have been completed including:
  - The Disclosure and Barring Service reference number (or DBS)
  - The date the disclosure was obtained; and
  - Details of who obtained it.
  
- We abide by the protection of Vulnerable Groups Act (2006) requirements in respect of any person who is dismissed from our employment, or resigns in circumstances that would otherwise lead to dismissal for reasons of child protection concern.
- We have procedures for recording the details of visitors to Padbury Pre-school, complying with GDPR.
- We take security steps to ensure that we have control over who comes into the setting so that no unauthorised person has unsupervised access to the children.
- We take steps to ensure children are not photographed or filmed on video for any other purpose than to record their development or their participation in events organised by Padbury Pre-school. Parents sign consent forms for this.

<p><b><i>Key Commitment 2</i></b></p>
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Padbury Pre-school is committed to 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're worried a child is being abused' (HMG 2015).

### **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:
  - Significant changes in behaviour
  - Deterioration in their general well-being
  - Their comments which may give cause for concern, or the things they say (direct or indirect disclosure);
  - Changes in their appearance, their behaviour or their play
  - Unexplained bruising, marks or signs of possible abuse or neglect; and
  - Any reason to suspect neglect or abuse outside the setting.
- We consider factors affecting parental capacity, such as social exclusion, domestic violence, parents' drug or alcohol abuse, mental or physical illness or parents learning disability.
- 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 Female Genital Mutilation that may affect or may have affected children and young people using Padbury Pre-school.
- 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 Padbury Pre-school we may become aware of any of these factors affecting older children and young people who we may come into contact with.

- We actively protect children and teach them British Values by recognising and valuing the universal uniqueness of all individuals and we are mindful to instil learning and resilience to protect children against the development of extremist and radicalised thinking and behaviour. Under the Government Prevent Strategy, all staff and committee members are trained in Channel Awareness.
- Where we believe a child in our care or know to us may be affected by any of these factors, we follow the procedure for reporting child protection concerns.
- 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 Manager of Padbury Pre-school who is acting as the 'designated person'. The information is stored on the child's personal file.
- We refer concerns to the local authority children's social care department and Thames Valley Police Prevent Team where appropriate and co-operate fully in any subsequent investigation.

NB In some cases this may mean the police or another agency identified by the Buckinghamshire Safeguarding Children's Board.

We take care not to influence the outcome either through the way we speak to children or by asking questions of children.

- We take account of the need to protect young people aged 16-19 as defined by the Children Act 1989. This may include students or school children on work placement, young employees or young parents. Where abuse is suspected we follow the procedure for reporting any other child protection concerns. The views of the young person will always be taken into account, but Padbury Pre-school may override the young person's refusal to consent to share information if it feels that it is necessary to prevent a crime from being committed or intervene where one may have been or to prevent harm a child or adult. Sharing confidential information without consent is only done where not sharing it could be worse than the outcome of having it shared.

## Recording suspicions of abuse and disclosures

- Where a child makes comments to a member of staff that gives cause for concern (disclosure) or a member of staff observes signs or signals that gives cause for concern, such as significant changes in behaviour, deterioration in general well-being, unexplained bruising, marks or signs of possible abuse or neglect, that member of staff:
  - Listens to the child, offers reassurance and gives assurance that she or he will take action; (The child will be helped to understand that they are valued and respected and not at fault or blame.)
  - Does not question the child (TED – Tell, Explain, Describe)
  - Makes a written record that forms an objective record of the observation or disclosure that includes:
    - the date and time of the observation or the disclosure.
    - the exact words spoken by the child as far as possible
    - Describing objectively the child's behaviour / appearance without comment, judgement, interpretation or speculation.
    - the name of the person to whom the concern the concern was reported, with date and time.
    - the names of any other person present at the time.
    - the name, age and address of the child.
- These records are signed and dated and kept in a confidential safeguarding file which is kept secure and confidential with restricted access for authorised personnel only – the pre-school Manager and Registration Secretary.
- Where the Buckinghamshire Safeguarding Children Board stipulates the process for recording and sharing concerns, we include those procedures alongside this procedure and follow the steps set down by the Buckinghamshire Safeguarding Children Board.

## **Informing parents**

- Parents are normally the first point of contact. We discuss concerns with parents to gain their view of events unless we feel this may put the child in greater danger.
- We inform parents where we make a record of concerns in their child's file and that we also make a note of any discussion we have with them regarding a concern.
- If a suspicion of abuse warrants referral to social services, parents are informed at the same time that the referral is made, except where the guidance of the Buckinghamshire Safeguarding Children Board does not allow this, for example, where it is believed that the child may be placed in greater danger. This will usually be the case where the parent is the likely abuser. In these cases the social workers will inform parents.
- If parents are unable to allay any legitimate anxieties that the pre-school may have then these matters will be notified to Social services.
- In exceptional circumstances, as outlined above, Social Services will be the first point of reference or in cases where Padbury Pre-school consider the child to be in danger or at risk of harm the police will be called for immediate assistance.

## **Liaison with other agencies**

- We work within the Buckinghamshire Safeguarding Children Board guidelines.
- We have procedures for contacting the local authority on child protection issues.
- 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 or where an allegation of abuse is made against a member of staff as soon as reasonably possible, but within 14 days.
- Contact details for the local National Society for the Prevention of Cruelty to Children (NSPCC) are also kept.

## **Allegations against staff**

- Padbury Pre-school ensure that all parents know how to complain about the behaviour or actions of staff or volunteers within the setting, which may include an allegation of abuse.
- We respond to any inappropriate behaviour displayed by members of staff or any other person working with the children, which includes:
  - inappropriate sexual comments
  - excessive one-to-one attention beyond the requirements of their usual role and responsibilities or inappropriate sharing of images.
- We follow the guidance of the Buckinghamshire Safeguarding Children Board when responding to any complaint that a member of staff, or volunteer within the setting has abused a child.
- We respond to any disclosure by children or staff that abuse by a member of staff or volunteer within the pre-school may have taken, or is taking place. We do this by first recording the details of any such alleged incident. This is carried out immediately by the Manager or whoever the Manager has appointed in charge in her/his absence. If the allegation is made against the pre-school Manager the Registration Secretary or a suitably appointed committee member will be required to immediately record details of the allegation.
- We refer any such complaint immediately to the Buckinghamshire Safeguarding Children's Board and Local Authority Designated Officer within 24 hours. We also report any such alleged incident to Ofsted and what measures we have taken. We are aware that it is an offence not to do this.
- We co-operate entirely with any investigation carried out by children's social care in conjunction with the police.
- Where the management committee and children's social care agree it is appropriate in the circumstances, the Registration Secretary will suspend the member of staff on full pay, or the volunteer, 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 volunteer has been dismissed due to engaging in activities that caused concern for the safeguarding of children or vulnerable adults, we will notify the Independent Safeguarding Authority (ISA) of relevant information so that individuals who pose a threat to children (and vulnerable groups), can be identified and barred from working with these groups.

### ***Key commitment 3***

Padbury Pre-School is committed to empowering young children, through its early childhood curriculum, promoting their right to be strong, resilient and listened to.

### **Training and Good Practice**

- We seek out training opportunities for all adults involved in the setting to ensure that they are able to recognise the signs and signals 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 the designated person receive training in accordance with that recommended by the Buckinghamshire Safeguarding Children Board.
- We ensure that all staff know the procedures for reporting and recording their concerns at Padbury Pre-school.
- Qualified DBS and CRB disclosed members of our pre-school are the only members of staff allowed to take a child to the toilet. No adult, other than appointed individuals, will be allowed either to take a child to the toilet, change their nappy or to be left alone with them.
- Children will be encouraged to develop a sense of autonomy and independence through adult support in making choices and learning ways to express their own feelings. This will enable children to have the self-confidence and the vocabulary to resist/reject inappropriate approaches.
- Regular training and updates are attended by the Designated Safeguarding Lead and deputy and regular updates and training are provided to the staff team during staff meetings.

## **Planning**

- The layout of the room allows for constant supervision. No child is left alone with staff or volunteers in a one-to-one situation without being visible to others.

## **Curriculum**

- We introduce key elements of keeping children safe 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 that they develop an 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.

## **Confidentiality**

- All suspicions and investigations are kept confidential and shared only with those who need to know. The people most commonly involved will be the member of staff/key worker, pre-school Manager and the Registration Secretary. Any information is shared under the guidance of the Buckinghamshire Safeguarding Children Board.

## **Support to families**

- We believe in building trusting and supportive relationships with families, staff and volunteers at Padbury Pre-school.
- We make clear to parents our role and responsibilities in relation to child protection. This includes the reporting of concerns, providing information, monitoring of the child, and liaising at all times with the Buckinghamshire children's social services team.

- We will continue to welcome the child and the family whilst investigations are being made in relation to any alleged abuse.
- We follow the Child Protection Plan, as set by the child's social care worker, in relation to Padbury Pre-school's designated role and tasks in supporting the child and their 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 Confidentiality and Client Access to Records procedure, GDPR and only if appropriate under the guidance of the Buckinghamshire Safeguarding Children Board.

This policy was adopted at a meeting of	Padbury Pre-school
Held on	<u>04.08.2020</u>
Date to be reviewed	<u>September 2021</u>
Signed on behalf of the committee	<u>C.A.McHenry</u>
Name of signatory	<u>Claire McHenry</u>
Role of signatory (e.g. chair/owner)	<u>Registration Secretary</u>