

SAFEGUARDING CHILDREN POLICY

CHILD PROTECTION POLICY

Article 9 . Children should not be separated from their parents unless it is for their own good, for example if a parent is mistreating or neglecting a child. Children whose parents have separated have the right to stay in contact with both parents, unless this might hurt the child.

Article 19 . Governments should ensure that children are properly cared for, and protect them from violence, abuse and neglect by their parents or anyone else who looks after them.

Article 34 . The government should protect children from sexual abuse.

Article 39 . Children who have been neglected or abused should receive special help to restore their self-respect

ADHERING TO CHILDREN ACT 1989 & 2004, WORKING TOGETHER TO SAFEGUARD CHILDREN 2014. CHILDREN AND FAMILIES 2014. COUNTER TERRORISM AND SECURITY ACT 2015

Haylands Pre-school has a duty to safeguard and promote the welfare of children. From 2015 all staff DBS checks have been updated.

Our designated safeguarding officer Julie McNally and deputy Debbie King attend and keep updated the two day inter agency safeguarding training.

Therefore set out below are our procedures that will be taken should we have reason to believe that a child in our care, is subject to either of the following:

Emotional Abuse – Action will be taken if the management team have reason to believe that there is a severe, adverse effect on behaviour and emotional development of a child, caused by persistent or severe ill treatment or rejection.

- The concern will be discussed with the parent/main carer
- Such discussion will be recorded and the parent/main carer will have access to such records.
- If there appears to be any further concerns regarding the circumstances, the matter will be referred to Children's Services and/or the police, in accordance with the local safeguarding children's board procedures.

Neglect - Action will be taken if the management team have reason to believe that there has been persistent or severe neglect of a child, or a child's comments that give cause for concern. (For example, by exposure to any kind of danger, including cold or starvation) which results in serious impairment of the child's health or development, including a failure to thrive.

- The concern will be discussed with the parent/main carer
- Such discussion will be recorded and the parent/main carer will have access to such records.
- If there appears to be any further concerns regarding the circumstances, Children's Services and/or the Police will be notified, in accordance with the local safeguarding children's board procedures.

Bullying . Action will be taken if the management team have reason to believe that there has been persistent bullying which results in serious lack of self-esteem and self worth, and a withdrawn child.

- The concern will be discussed with the parent/main carer

- Such discussion will be recorded and the parent/main carer will have access to such records.
- If there appears to be any further concerns regarding the circumstances, Children's Services and/or the Police will be notified, in accordance with the local safeguarding children's board procedures.
- With regard to our wrap around care, which caters for children up to 11 years of age, we also raise concerns with the children about protecting themselves from **Cyber Bullying**. As these children may have daily access to the internet, mobile phones etc. they need to be made aware of the safeguards they need to take whilst accessing these. Within the setting we have security in place of any internet access. Children are not allowed to access mobile phones within the setting. With regard to this issue we will follow the above procedure.

Physical Abuse . Action will be taken if the management team have reason to believe that there has been a physical injury to a child, including deliberate poisoning, where there is a definite knowledge, or reasonable suspicion that the injury was inflicted, or knowingly not prevented. Also if a child's comments give cause for concern.

- A parent must make a member of staff aware of any injuries or significant bruising that has occurred outside of pre-school. This will then be logged in the bumps and grazes book, by the parent and signed. A member of staff will also sign the book. If a parent fails to inform us of this and marks are noticed then they will be recorded and a phone call will be made to the parent to clarify. This will then be discussed upon collection of the child where a signature will be required. This is to cover the pre-school from repercussions and also to show that we are doing our duty by safeguarding the children who come to us. If however there is a more significant concern which should remain confidential, then this will be logged in the Incident Book, by the Manager or Deputy Manager. Conversation will be logged and this will be discussed with the parent/carers, where a signature will be required.
- Should the Manager or Deputy Manager have concerns regarding a disclosure they will contact Children's Services for advice without parent/carers discussion
- If there appears to be further concerns regarding the injury, Children's Services and/or the Police will be notified, in accordance with the local safeguarding children's board procedures.
- If a disclosure is made and the parent/carers does not collect the child on that day then the manager will attempt to contact them. If however after 24 hours this has been unsuccessful then the manager reserves the right to inform Children's Services if they have cause for concern.
- Discussion would not happen with the parent/main carer if it were believed this would place the child at risk of significant harm

Sexual Abuse . Action will be taken if the management team have witnessed occasions where a child indicated sexual activity through words/comments, play, drawing, had an excessive pre-occupation with sexual matters, or had an inappropriate knowledge of adult sexual behaviour.

- The observed instances will be recorded.
- Discussion would not happen with the parent/main carer if it were believed this would place the child at risk of significant harm.
- The observed instances will be reported.
- The matter will be referred to Children's Services and/or the police, in accordance with the local safeguarding children's board procedures.

PREVENT DUTY . in accordance with the Counter Terrorism and Security Act 2015

Haylands Preschool believes that safeguarding children is paramount, under the new guidance released in July 2015 called 'The Prevent Duty' we will take due regard to the needs to prevent children and families being drawn into terrorism.

People who are vulnerable to becoming involved in terrorism can be of any group, age, faith, ethnicity or background. Many factors are involved with a person who may become vulnerable to becoming involved in terrorism, these include:

- Peer pressure
- Influenced from others
- Internet
- Bullying
- Crime and/or antisocial behaviour
- Family tensions
- Race and hate crimes
- Lack of self-esteem or identity
- Personal or political grievances.

The key person approach allows us to have an understanding and bond with our children and their families, with this in mind we may often be the first to see any changes in behaviour, demeanour or personality in children and/ or families. We will not carry out unnecessary intrusion into family life but we will take action when we observe behaviour of concern. We will be aware of the online risk of radicalisation through the use of social media and the internet.

We will assess the risk of children being drawn into terrorism, including support for extremist ideas that are part of terrorist ideology. This means being able to demonstrate both a general understanding of the risks affecting children and young people in the local area and a specific understanding of how to identify individual children who may be at risk of radicalisation and what to do to support them.

We will ensure that our Designated Safeguarding Officer will undertake Prevent awareness training so that they can offer advice and support to other members of staff. All staff will be trained and informed, enabling them to identify children who may be at risk of radicalisation. We will ensure that our staff understand the risks so that they can respond in an appropriate and proportionate way. As with managing other safeguarding risks, our staff will be alert to changes in children's behaviour which could indicate that they may be in need of help or protection

We will promote fundamental British values through the standards of learning set out in the statutory framework of the Early Years Foundation Stage for learning, development and care for children from 0-5, with a particular focus using personal, social and emotional development and understanding of the world. Staff will actively promote an ethos of inclusivity and tolerance where views, faiths, cultures and races are valued and children are engaged with the wider community.

Any diversity resources used in the nursery will be age appropriate and staff will use the knowledge and confidence to use the resources effectively creating a diverse acceptance. We will support families who raise concerns providing support and signposting to them ensuring they can access the right support mechanisms.

We will follow existing safeguarding procedures to ensure a comprehensive risk assessment and referral process is followed, working in partnership with our Local Authorities and Local Safeguarding Children's Board for guidance and support. Concerns will be raised and discussed with the designated safeguarding officer, and where deemed necessary, with children's social care. In Prevent priority areas, the local authority will have a Prevent lead who can also provide support.

On occasion we may seek support from our local police force or use the non-emergency number, 101 to gain access to support and advice and/ or raise concerns by email to counter.extremism@education.gsi.gov.uk. Please note that these measures **must not be**

used in emergency situations, where you deem a child to be in immediate danger or need. Safeguarding referral procedure must be followed in this case.

We will make a referral to Channel if we deem a child and/ or their family are:

Engaged in an ideology, this is sometime referred to as psychological hooks, these include the person's needs, their susceptibilities, their motivations and influences.

Intent- meaning those that show that a person is ready to use violence to promote their view or achieve their aim.

Capable- a person who has the capability to cause harm using specific skill sets, accessible resources and/ or networks.

Channel is a programme which focuses on providing support at an early stage to people who are identified as being vulnerable to being drawn into terrorism. It provides a mechanism for practitioners to make referrals if they are concerned that an individual might be vulnerable to radicalisation.

Inappropriate staff behaviour.

Inappropriate behaviour displayed by other members of staff or by any other person working with the children E.g. inappropriate sexual comments, excessive one to one attention beyond the requirements of their usual role and responsibility or inappropriate sharing of images.

All staff are aware of the need for discretion and professionalism outside of the setting including social networking sites.

PLEASE NOTE:

There are exceptions to the above procedures, if any child is thought to be in immediate danger, Haylands management will contact Children's Services and/or the police immediately.

Our primary responsibility is the welfare and well being of all children in our care. We therefore have a duty to the children, parents/main carers and staff to act quickly and responsibly in any instance that may come to our attention.

- Haylands has a duty to report any suspicions about abuse to Children's Services whether this stems from allegations against staff, carers or the general public. The Children Act 2004 (Section 47(1)) places a duty on Children's Services to investigate such matters. Haylands will follow the procedures set out by the local safeguarding children's board procedures.

All staff at Haylands have Safeguarding Children training. **Our Safeguarding Children Officer is Julie McNally**, who will take the lead in dealing with any concerns raised initially, and will then decide whether to take advice from Children's Services and/or the police.

Discussions will take place with parent/main carer before such action unless it was believed this would place the child at risk of significant harm. An allegation of child abuse and/or neglect could lead to a criminal investigation, so staff will not do anything that may jeopardise a police investigation, for example, ask a child leading questions or attempt to investigate the allegations of abuse.

Children's Services take the lead role in enquiring about child protection issues relating to the child whilst the employer retains the responsibility for disciplinary actions relating to staff member, volunteer or carer.

Should an allegation be made against a member of staff or volunteer regarding safeguarding children issues the procedure for this would be

- Allegation or incident recorded discussion with Designated Safeguarding Officer who will

contact Children's Services for advice and direction. The incident will be reported to Ofsted.

- The incident will be reported to the Committee chairperson
- The committee chairperson will decide how far to discuss it with the accused member of staff without involving outside agencies, bearing in mind that a safeguarding allegation and, or neglect could lead to a criminal investigation.
- If there appears to be further concerns then Children's Services and/or the Police will be notified in accordance with the local safeguarding Children's board committee procedures.
- The manager and the committee chairperson will need to decide whether to suspend the member of staff pending investigation.
- Suspension may be considered necessary if, there is cause to suspect a child is at risk or significant harm, or the allegation warrants investigation by the police, or the allegation is so serious that it might be grounds for dismissal.

The suspended person will be suspended on full pay during the period of the investigation. If there is no proof of any misconduct and a suspended person is to return to work, appropriate support will be set up. If the complaint is upheld the staff member would be dismissed on the grounds of misconduct following usual disciplinary procedures.

Ofsted will be notified if Children's Services are investigating a safeguarding children matter related to the group.

MOBILE PHONES: any member of staff or visitor to the setting, including parents are not allowed to use their mobile phone within the pre-school. Should a member of staff see any mobile phone being used within the pre-school, they will ask for the phone to be switched off or put away. All staff keep their mobile phones in their locked cabinets. Only the pre-school mobile phone will be used when going on outings, visits etc.

TABLETS: All staff have tablets for individual key children observations. All staff are responsible for the safety and security of these. Once pictures have been included in observations they are deleted from the tablet, and this is checked by the Manager of the setting.

When going on outings, walks etc, a separate tablet is used for taking photographs. All pictures are deleted prior to each outing. These are stored in secure cabinet in the setting. No other cameras will be used in the setting except the pre-school cameras.

GIVING OF GIFTS: at certain times of the year we will be giving your child a personal gift. This will include Christmas and upon leaving pre-school to move on to school. We may also give gifts for other occasions including World Book Day (where all children receive a book). In these circumstances all children are treated equally and receive gifts to the same value.

FACEBOOK

Following new safeguarding guidance all staff are made aware that they must not be friends on Facebook with parents of any child who attends pre-school. Parents are also made aware of this. This is to ensure safety and security to both staff and children.

CONFIDENTIALITY - Haylands Pre-school follows the confidentiality policy drawn up in conjunction with the Data Protection Act. However if it becomes necessary to disclose information concerning a child and/or member of staff (if allegation is made against a staff member) to an outside agency, the following procedure will be followed.

- The consent of the parents/main carers of that child and/or the consent of the staff member for the disclosure will be sought first.

- If it is believed that obtaining such consent would place a child at risk or significant harm, the disclosure will be made without obtaining consent (bearing in mind the public interest in safeguarding the child's welfare overrides the need to keep information confidential)

Contact numbers:-

MASH (Multi Agency Safeguarding Hub) 01202 228866

Children's Services----- 01305 760139

Out of hours duty line: 01202657279 (5.30pm-8.40am weekends, bank holidays etc)

Police ----- 01305 767474

Dorset local safeguarding children's board ----- 01305 760139

Your local office :-

**Jubilee Close
Jubilee Retail Park
Weymouth
Dorset DT4 7BG**

Email: weymouthsocialcare@dorsetcc.gov.uk