



Safeguarding Children Policy

Where it is described as 'we' this refers to Little Bicks Gan Shani as a nursery. Specific actions will refer to the Designated Safeguarding Manager (DSM). The DSM Jo Vogel and Ruth de Kare-Silver and **all other Little Bicks Managers**. 'Parents' refers to either parents or carers.

Little Bicks wants to work with children, parents and the community to ensure the safety of children and to give them every opportunity to thrive.

What we aim to do

Create an environment, which encourages children to develop a positive self-image, regardless of race, language, culture or home background.

Help children to establish and sustain satisfying relationships with their family, peers, practitioners and other adults.

Encourage children to develop a sense of autonomy and independence.

Enable children to have the self-confidence and the vocabulary to resist in appropriate approaches and behaviours towards them.

Work with parents to build their understanding of and commitment to the welfare of children.

The legal framework for this work is:

- The Rehabilitation of Offenders Act.
- The Children Act 1989.
- Human Rights Act 1998.
- Data Protection Act 1984.
- The Protection of Children Act 1999.
- Working together to safeguard children 2018
- EYFS 2017
- London Child Protection Procedure 2013
- Prevent Duty 2015
- Prevention of Terrorism act 2005
- Disqualification under the childcare Act 2006
- What to do if you're worried a child is being abused 2015

Our first responsibility and priority is towards the children in our care. If the DSM has any cause for concern they will report it, following the Harrow Safeguarding Children Board procedures. The relevant procedures that are displayed and held by us are available on request. We understand that child abuse can be physical, sexual, emotional, neglect or a mixture of these. Following any reported incidents to LADO the DSM must notify Ofsted of any allegations of abuse, which are alleged to have taken place either while the child is in our care or concerns that have been reported to the Local Authority. If a child is at risk of harm or been harmed the Safeguarding

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officer will report it to the disclosure and barring services under the vulnerable groups act of 2006.

How we will achieve this

- We abide by Ofsted requirements in respect of references and DBS checks for staff and volunteers, to ensure that no disqualified person or unfit person works at Little Bicks or has access to the children.
- Volunteers and non DBS staff do not work unsupervised.
- We abide by The Protection of Children Act 1999 requirements in respect of any person who is dismissed from our employment, or resigns in circumstances that would otherwise have led to dismissal for reasons of child protection concern.
- We have procedures for recording details of visitors to Little Bicks.
- We employ security to ensure that we have control over who comes into the nursery and that no unauthorised person has unsupervised access to the children.
- We keep up to date with child protection issues and relevant legislation by taking regular training courses and by reading relevant publications such as Nursery Education. This helps us be aware of the signs of abuse or neglect and what to do if we have a concern.
- We are familiar with and follow the Harrow Safeguarding Children procedures.
- If the DSM's are concerned about a child's welfare, they will contact the parents and, as long as it will not put the child at further risk, will contact the local authority Child Protection team or other relevant support services for advice, providing this does not affect confidentiality.
- Child protection concerns that could identify a particular child are kept confidential and only shared with people who need to know this information.
- Parents must notify us of any concerns they have about their child. Any accidents, incidents or injuries affecting the child that have happened outside of nursery will be recorded and signed by the parent when they inform us.
- We work together with parents to make sure the care of their child is consistent. Please see our Parents and Carers as Partners policy.

If we notice:

- significant changes in behaviour
- unexpected bruising or marks
- any comments made which give us cause for concern
- deterioration in general wellbeing which causes concern

We will keep a factual record of the concern and will ask the parents for an explanation, providing it would not put the child at risk. There is a concern logging sheet in the staff box for practitioners to complete and give to the DSM.

If the DSM's have ongoing concerns, they will implement the local Safeguarding Children Board procedures within 24 hours to minimise any risk to the child. They will call the local social services' duty desk and follow it up with a letter within 24 hours.

If a child tells us that they or another child is being abused, the practitioner will:

- show that we have heard what they are saying, and that we take their allegations seriously
- encourage the child to talk, but we will not prompt them or ask them leading questions. We will not interrupt when a child is recalling significant events and will not make a child repeat their account
- explain what actions we must take, in a way that is appropriate to the age and understanding of the child. This includes promising not to keep it a secret
- write down what we have been told using exact words where possible
- make a note of the date, time, place and people who were present at the discussion
- If the DSM has ongoing concerns they will be reported immediately to the duty social worker who has the experience and responsibility to make an assessment of the situation.

Female genital mutilation

This type of physical abuse is practised as a cultural ritual by certain ethnic groups and there is now more awareness of its prevalence in some communities in England including its effect on the child and any other siblings involved. For nurseries caring this may be an area of abuse you could come across. Symptoms may include bleeding, painful areas, acute urinary retention, urinary infection, wound infection, septicaemia, incontinence, vaginal and pelvic infections with depression and post-traumatic stress disorder as well as physiological concerns. If you have concerns about a child relating to this area, you should contact children's social care team in the same way as other types of physical abuse.

Child Sexual Exploitation (CSE)

CSE is a form of abuse where children are sexually exploited for money, power or status. It is understood that a significant number of children who are victims of CSE go missing from home, care and education at some point. Our nursery is alert to the signs and indicators of a child becoming at risk of, or subject to, CSE and will take appropriate action to respond to any concerns. The designated safeguarding manager is the named CSE Lead in school on these issues and will work with other agencies as appropriate.

Prevent Duty

Under the Counter-Terrorism and Security Act 2015 we also have a duty *"to have due regard to the need to prevent people from being drawn into terrorism"*

The Prevent Duty ensures all staff are able to identify children who may be vulnerable to radicalisation. The Prevent Duty set out in law, highlights the safeguarding arrangements to promote children's welfare and prevent. The Prevent Duty is consistent with the nursery's existing responsibilities.

E-Safety (See E-Safety Policy)

Nursery policy states the following in relation to E-Safety.

- no mobile phones are allowed in the nursery around the children apart from the nursery phone which has no camera facility on it.
- pictures are taken only on the nursery camera from where they are downloaded to the nursery laptop and kept locked away.
- Photos of old children are deleted when they leave.
- The cameras are also locked away when LB is closed.
- Staff are advised against being friends with parents on social networking sites such as Facebook, Twitter etc
- Smart watches have all notifications turned off and Room Leaders must be informed in advance of an expected call or an emergency call is received i.e. from a child's school.

Disqualification

We will not employ a person who has been disqualified. If we become aware of information that may lead to disqualification we will take action to ensure the safety of the children. We will notify Ofsted of any significant event that could lead to disqualification.

Staff

If an allegation is made against us, we will follow our Whistleblowing Policy and if there is cause for concern will report it to the LADO (and then Ofsted) following the Harrow Safeguarding Children Board procedures. We follow all the disclosure and recording procedures when investigating an allegation that a member of staff or volunteer has abused a child as if it were an allegation of abuse by any other person. The member of staff will be suspended for one week on full pay whilst investigations are being carried out.

In all instances we will record:

- the child's full name and address
- the date and time of the record
- factual details of the concern, for example bruising, what the child said, who was present
- details of any previous concerns
- details of any explanations from the parents
- any action taken such as speaking to parents.

The Ofsted Whistleblower Team will be notified as will the LADO.

Ofsted whistleblower team contact details are as follows:

Tel: 0300 123 3155

Email: whistleblowing@ofsted.gov.uk

Write: WBHL

Ofsted

Royal Exchange Buildings

St Ann's Square

Manchester

M2 7LA

The LADO telephone number is 020 8708 5350 or 07903 211521

The designated Safeguarding Managers are **Jo Vogel** and **Ruth de Kare-Silver** Their training will be updated every two years or sooner. All staff are trained to Level 1, will have their training updated every two years or sooner and are aware that in the absence of the designated persons they must call a DSM and not discuss this with anyone else. The DSM's are also responsible for the safe recruitment of staff.

Useful telephone numbers

Local police station	101
LADO	020 8708 5350 or 07903 211521
Department for Education (DfE)	0370 000 2288
Families and Young People's Information Service	0208 901 2690
Local Authority Designated Officer (LADO)	0208 901 2690
Ofsted	0300 123 1231
NSPCC child protection helpline – 24-hour helpline for people worried about a child	0808 800 5000

Date policy was reviewed	March 2021
This policy is due for review before	March 2022