

Zoe's Childcare Ltd

Safeguarding Children Policy

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 growing up in circumstances consistent with the provision of safe and effective care.

(Definition taken from the HM Government document Working together to safeguard children)

We support the children within our care, protect them from maltreatment and have robust procedures in place to prevent the impairment of children's health and development. Safeguarding is a much wider subject than the elements covered within this single safeguarding policy, therefore this document should be used in conjunction with the other nursery policies and procedures.

Our nursery will work with children, parents and external agencies 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.

Zoe's Childcare will:

- . Create an environment to encourage children to develop a positive self-image
- . Encourage children to develop a sense of independence and autonomy in a way that is appropriate to their age and stage of development.
- . Provide a safe and secure environment for all children.
- . Always listen to children.

Zoe's Childcare has a clear commitment to protecting children and promoting welfare. Should anyone believe that this policy is not being upheld. it is their duty to report the matter to the attention of the *nursery manager/owner/registered person at the earliest opportunity.

The Designated Safeguarding lead for Zoe's Childcare is Zoe Jackson.

The legal framework for this policy is:

- Safeguarding Vulnerable Groups Act (2006)
- The Early Years Foundation Stage

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. All staff will 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 while in the charge of nursery staff
- . Ensure that confidentiality is maintained at all times
- . 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 i.e. bullying, discriminatory behaviour
- . Ensure that all staff are familiar and updated regularly with child protection issues and procedures,

- . Ensure parents are fully aware of child protection policies and procedures when they register with the nursery and kept informed of all updates when they occur
- . Keep the child at the centre of all we do
- . Regularly review and update this policy with staff and parents where appropriate.

Contact telephone numbers for us in case of a concern or to seek further advice.

OFSTED	0300 123 1231
MASH Team Nottinghamshire	0300 500 8090
Open Mon- Thu	830am-5pm.
Friday	830am-430pm
Out of hours Emergency Duty Team	0300 456 4546
NSPCC helpline	0808 800 5000
Consultation line	0115804 1272
SCIMT advice line	0115 804 1274

Types of abuse

Abuse of a child comes in different forms. Children may be abused within a family, institution, or community setting by those who know them or a stranger. This person could be an adult or another child. The signs and indicators listed below may not necessarily indicate that a child has been abused, but will help us to recognise that something may be wrong.

Possible areas of abuse

Physical	P
Emotional	E
Neglect	N
Sexual	S

Physical abuse

Physical abuse may involve hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating or otherwise causing physical harm to a child. Physical harm may also be caused when a parent or carer fabricates the symptoms of, or deliberately induces, illness in a child.

The following signs may be indicators of physical abuse:

Children with:

- frequent injuries;
- unexplained or unusual fractures or broken bones; and
- unexplained:
 - bruises or cuts;
 - bruising in non-mobile babies; - burns or scalds; or
 - bite marks.

This list is not exhaustive and physical harm can present in many forms.

Many children will have cuts, grazes & bruises from normal childhood play, these will be logged on an accident/existing injury form and discussed with parents/carers and reviewed by the nursery manager.

If there is reasonable suspicion that the injury was inflicted or knowingly not prevented action will be taken.

Emotional abuse

Emotional abuse is the persistent emotional maltreatment of a child such as to cause severe and persistent adverse effects on the child's emotional development.

- Conveying to children that they are worthless or unloved, inadequate, or valued only insofar as they meet the needs of another person;
- Not giving the child opportunities to express their views, deliberately silencing them or 'making fun' of what they say or how they communicate;
- Imposing age or developmentally inappropriate expectations on children;
- Seeing or hearing the ill-treatment of another e.g. where there is domestic abuse;
- Serious bullying (including cyber bullying), causing children frequently to feel frightened or in danger;
- Exploiting and corrupting children.

The following signs may be indicators of emotional abuse:

- children who are excessively withdrawn, fearful, or anxious about doing something wrong;
- parents or carers who withdraw their attention from their child, giving the child the 'cold shoulder';
- parents or carers blaming their problems on their child; and
- parents or carers who humiliate their child, for example, by name-calling or making negative comparisons.

This list is not exhaustive and emotional abuse can present in many forms.

Neglect

Neglect is the persistent failure to meet a child's basic physical and/or psychological needs, likely to result in the serious impairment of the child's health or development. Neglect may occur during pregnancy as a result of maternal substance abuse.

The following signs may be indicators of neglect:

Children who:

- are living in a home that is indisputably dirty or unsafe;
- are left hungry or dirty;
- are left without adequate clothing, e.g. not having a winter coat;
- are living in dangerous conditions, i.e. around drugs, alcohol or violence;
- are often angry, aggressive or self-harm;
- fail to receive basic health care; and
- parents who fail to seek medical treatment when their children are ill or are injured.

This list is not exhaustive and neglect can present in many forms.

Sexual abuse

Sexual abuse involves forcing or enticing a child or young person to take part in sexual activities, not necessarily involving a high level of violence, whether or not the child is aware of what is happening. The activities may involve physical contact, including assault by penetration (for example, rape or oral sex) or non-penetrative acts such as masturbation, kissing, rubbing and touching outside of clothing.

They may also include non-contact activities, such as involving children in looking at, or in the production of, sexual images, watching sexual activities, encouraging children to behave in sexually inappropriate ways, or grooming a child in preparation for abuse. Sexual abuse can take place online, and technology can be used to facilitate offline abuse. Sexual abuse is not solely perpetrated by adult males. Women can also commit acts of sexual abuse, as can other children.

The following signs may be indicators of sexual abuse:

Children who:

- display knowledge or interest in sexual acts inappropriate to their age;
- use sexual language or have sexual knowledge that you wouldn't expect them to have;
- ask others to behave sexually or play sexual games; and
- have physical sexual health problems, including soreness in the genital and anal areas, sexually transmitted infections or underage pregnancy.

Sexual abuse includes abuse of children through **sexual exploitation** which occurs where an individual or group takes advantage of an imbalance of power to coerce, manipulate or deceive a child or young person under the age

of 18 into sexual activity (a) in exchange for something the victim needs or wants, and/or (b) for the financial advantage or increased status of the perpetrator or facilitator. The victim may have been sexually exploited even if the sexual activity appears consensual. Child sexual exploitation does not always involve physical contact; it can also occur through the use of technology.

The following signs may be indicators of sexual exploitation:

Children who:

- appear with unexplained gifts or new possessions;
- associate with other young people involved in exploitation;
- have older boyfriends or girlfriends;
- suffer from sexually transmitted infections or become pregnant;
- suffer from changes in emotional well-being;
- misuse drugs and alcohol;
- go missing for periods of time or regularly come home late; and
- regularly miss school or education or don't take part in education.

Contextual Safeguarding

This is an approach to understanding, and responding to, young people's experiences of significant harm beyond their families. These extra-familial threats might arise at school and in other educational establishments, from within peer groups, or from the wider community and online. Child

sexual exploitation is a type of contextual safeguarding risk (described in the previous section) and a summary of other examples is included below:

Harmful sexual behaviour is developmentally inappropriate sexual behaviour which is displayed by children and young people and which may be harmful or abusive.

Child criminal exploitation is typified by a power imbalance in favour of those perpetrating the exploitation and usually involves some form of exchange (e.g. carrying drugs in return for something). The exchange can include both tangible (such as money, drugs or clothes) and intangible rewards (such as status, protection or perceived friendship or affection). Young people who are criminally exploited are at a high risk of experiencing violence and intimidation and threats to family members may also be made.

Serious youth violence young people involved in crime, whether exploitatively or not, may be at risk of being seriously harmed or of causing serious physical injury to another. This could be a weapon-enabled violence (stabbing, shooting or hit and run type incidents) or through aggravated assault. The risk of serious youth violence may increase when the young person is gang-affiliated.

Radicalisation is defined as the process by which people come to support an extreme ideology which advocates violence. This ideology may be religious or political in nature but can also include a fascination with a person (such as someone who has been involved in murders or torture) or a social movement, for example animal rights activism. All staff will receive training in the prevent duty and strategies to report any concerns with police.

Human trafficking and modern slavery child trafficking is the action or practice of illegally procuring and relocating children, typically for the purposes of sexual exploitation or forced labour (a form of modern slavery). Any child who is recruited, transported, transferred, harboured or received for the purposes of exploitation is considered to be a trafficking victim.

Female genital mutilation (FGM)

FGM is a procedure where the female genital organs are deliberately cut, injured or changed and there is no medical reason for this. The age at which FGM is carried out varies enormously according to the community.

Signs that a child may be at *risk* of FGM:

- A female child is born to a woman who has undergone FGM or whose older sibling or cousin has undergone FGM;
- The child's father comes from a community known to practise FGM;
- The family indicate that there are strong levels of influence held by elders and/or elders are involved in bringing up female children;
- A woman / family believe FGM is integral to cultural or religious identity;
- A girl / family has limited level of integration within the UK community;
- The girl talks about a 'special procedure/ceremony' that is going to take place or; attending a special occasion to 'become a woman';
- Parents have limited access to information about FGM and do not know about the harmful effects of FGM or UK law;

- A girl talks about a long holiday to her country of origin or another country where the practice is prevalent;
- Parents state that they or a relative will take the girl out of the country for a prolonged period;
- A parent or family member expresses concern that FGM may be carried out on the girl;
- A family is not engaging with professionals (health, education or other);
- A family is already known to social care in relation to other safeguarding issues;
- A girl requests help from a teacher or another adult because she is aware or suspects that she is at immediate risk of FGM;
- A girl talks about FGM in conversation, for example, a girl may tell other children about it - it is important to take into account the context of the discussion;
- A girl from a practising community is withdrawn from Relationships, Sex and Health Education or its equivalent;
- A girl is unexpectedly absent from school;
- Sections are missing from a girl's Red book.

As professionals we have a duty to report to the police 'known' cases of FGM in under 18s. Reports should be made using the non emergency 101 telephone number.

Procedure

For physical injuries Staff will complete an existing injury form for the child detailing the injury this is then to be shared with the Designated Safeguarding lead (DSL). The DSL will discuss the incident with the parent/carers at the earliest opportunity and determine the reason for the injury.

This discussion will be recorded and the parent will be asked to sign the injury form and will be given a copy. If the DSL feels this injury was non-accidental a referral to the MASH team will be made this decision will be shared with parents/carers at this time. The DSL will then complete a record of concern form and body map to log the safeguarding concern on the children file.

In cases relating to neglect and emotional abuse the DSL we will keep a chronological log on any incidents/ concerns in the child's folder accompanied by a record of concern if required. The DSL will discuss these with the parent/carers at the earliest opportunity to ascertain if the family requires early help support.

This discussion will be recorded on the log/record of concern form. If the DSL feels the incident need further involvement a referral to the MASH team will be made this decision will be shared with parents/carers at this time.

In cases of suspected sexual abuse the DSL will complete a record of concern form and make a referral to the MASH team due to the nature of the abuse and to prevent any further harm coming to the child.

Referrals for any contextual safeguarding for our older children or parents will be recorded on a record of concern and reported both to the police and MASH team where appropriate.

Support to families

The nursery builds up a trusting and supportive relations with families, staff and volunteers within the nursery. We will continue to welcome all child and the family whilst enquiries are being made by the MASH team. In some case a referral to Early help or sure start may be required to better support the family. Zoe's childcare will support with this referral to ascertain what is best required to support the family.

Safer recruitment

All staff employed by Zoe's childcare under go an enhanced DBS check prior to starting employment with the nursery.

Staff undergo training in child protection within their first six months of employment, and receive initial basic training during their induction period.

Applicants for all posts within the nursery are clearly informed that the positions are exempt from the Rehabilitation of Offenders Act 1974.

- . We abide by Ofsted requirements in respect of references and police checks for staff to ensure that no disqualified person or unfit person works at the nursery or has access to the children
- . We aim to receive at least two references BEFORE a new member of staff commences employment with us.
- . All students will have enhanced DBS disclosures conducted by the college before their placement starts
- . Volunteers, visitors, students, and staff who haven't yet received their DBS disclosure or references, do not ever work with children unsupervised or carry out any form of intermit care.
- . We abide by the Safeguarding Vulnerable Groups Act (2006) requirements in respect of any person who is dismissed from our employment, or resigns in circumstances that would otherwise have lead to dismissal for reasons of child protection concern.
- . We have procedures for recording the details of visitors to the nursery and take security steps to ensure that we have control over who comes into the nursery, so that no unauthorised person has unsupervised access to the children

- . All visitors/contractors will still be accompanied whilst on the premises, especially when in the areas the children use.
- . All staff are encouraged to 'whistleblow' where necessary, enabling them to share any concerns that may arise about their colleagues in an appropriate manner
- . All staff will receive regular supervision meetings where opportunities will be made available to discuss child protection training and any needs for further support
- . The deployment of staff within the nursery allows for constant supervision and support.

Concern about a member of staff

If an allegation is made against a member of staff, it should be reported to the senior manager on duty. If this person is the subject of the allegation then this should be reported to the owner or the LADO directly..

The Local authority designated officer (LADO) and OFSTED will then be informed. We will then follow guidance from the LADO to investigate the concern.

The nursery reserves the right to suspend any member of staff on full pay during an investigation. During/after the investigation Zoe's Childcare will:

- Document the concern and keep a record
- Unfounded allegations will result in all rights being re-instated
- Founded allegations will be passed on to the relevant organisation as needed .
- Actions will be taken after any investigation taking in to account advice from LADO & OFSTED, each case will be treated independently and any actions taken will be decided by the company at the time.

Mobile phones, cameras & Social Media

When children are on the premises all personal mobile phones must be stored in staff lockers away from children. Phones may be used over the lunch period when children are not present. The nursery phone number can be given to out if staff need to be contact during work hours, but were ever possible this should be saved for your lunch break to assist in maintaining the correct adult:child ratios.

Any breach of this policy will be deemed as un expectable and disciplinary action will be taken.

Parents are asked no to use mobile phones with in the setting, if you need to use your phone please step out side the building.

Only nursery cameras are used in the setting, all parents are consulted about photo permissions and phots are only used as per these permissions.

These permission include use of phots on the nursery social media feeds. Photographs will only be used on social media with the express permission of parents/carers, this permission can be withdrawn at any time.