

Safeguarding- Staff Training

All staff are required to complete the following online courses as a minimum, before commencement of work or within the first few weeks; evidence of this can be found on the Single Central Record:

Universal Safeguarding
Prevent
Child Sexual Exploitation
Female Genital Mutilation

Upon employment, all staff are given a copy of the Safeguarding policy during their initial training and have its implications explained to them. Upon new regulations being implemented staff will be updated accordingly.

To keep staff up-to-date, they receive regular training and supervision in Safeguarding issues and are provided with any relevant information and guidance. Staff will be trained to be vigilant of the following:

- significant changes in children's behaviour;
- deterioration in children's general well-being;
- unexplained bruising, marks or signs of possible abuse or neglect;
- children's comments which give cause for concern;
- any reasons to suspect neglect or abuse outside the setting, for example in the child's home, or that a girl may have been subjected to (or is at risk of) female genital mutilation;

and/or

- inappropriate behaviour displayed by other members of staff, or any other person working with the children. For example: inappropriate sexual comments; excessive one-to-one attention beyond the requirements of their usual role and responsibilities; or inappropriate sharing of images.

Please refer to the following Policies and Procedures for more information:

Recognising Child Abuse
Recording and Reporting Safeguarding Concerns about a child
Recording and Reporting Allegations about a staff member