

ABC NURSERY POLICIES AND PROCEDURES

POLICY 1: Safeguarding Children

Introduction:

1.1 At ABC Nursery, we work with children, parents, external agencies and the community to ensure the welfare and safety of children as every child deserves the best possible start in life and has the right to receive support to fulfil their potential. We also believe that children have the right to be treated with respect, be helped to thrive and to be safe from any abuse in whatever form.

Everyone shares the responsibility for safeguarding and promoting the welfare of children irrespective of roles and everyone working with children should be familiar with local procedures and protocols for safeguarding the welfare of children and young people.

Safeguarding children is everybody's responsibility. At ABC Nursery, all staff, students, visitors and supply staff are made aware of and adhere to, the policy. We maintain an attitude of 'it could happen here' and will consider what is in the best interests of each child in line and upholding the Human Rights Act 1998 and Equality Act 2010.

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. In our setting, we strive to protect children from the risk of radicalisation and we promote acceptance and tolerance of other beliefs and cultures (please refer to our inclusion and equality policy for further information).

Safeguarding is a much wider subject than the elements covered within this single policy, therefore this document should be used in conjunction with the nursery's other policies and procedures.

This policy applies to all practitioners, non-practitioners, support, agency, peripatetic, ancillary staff, contract staff, committee, volunteers working in or on behalf of name of setting. All references in this document to 'staff' or 'members of staff' should be interpreted as relating to the aforementioned unless otherwise stated.

1.2 This policy works alongside these other specific policies to cover all aspects of child protection:

- Online safety
- Prevent Duty and Radicalisation
- Domestic Violence, Honour Based Abuse and Forced Marriages
- Human Trafficking Policy
- Looked After Children Policy
- Complaints Policy
- Early Years Procedures Managing Allegations Against Adults who work with Children

1.3 Legal framework and definition of safeguarding

- Children Act 1989 and 2004
- Childcare Act 2006
- Safeguarding Vulnerable Groups Act 2006
- Children and Social Work Act 2017
- The Statutory Framework for the Early Years Foundation Stage (EYFS) 2021
- Working together to Safeguard Children 2018 updated July 2022
- Keeping Children Safe in Education 2022
- Data Protection Act 2018
- What to do if you're worried a child is being abused 2015
- Counter-Terrorism and Security Act 2015.
- Inspecting Safeguarding in Early years, Education and Skills settings 2019
- Prevent Duty guidance for England and Wales (Home Office 2021)
- What to do if you are worried a child is being abused 2015

We continue to work closely with the Local Authority and the Coventry Safeguarding Children Partnership to safeguard children.

1.4 **Safeguarding and promoting the welfare of children, in relation to this policy is defined as:**

- Protecting children from maltreatment
- Preventing the impairment of children's mental and physical health or development
- Ensuring that children are growing up in circumstances consistent with the provision of safe and effective care
- Taking action to enable all children to have the best outcomes.

(Definition taken from the HM Government document 'Working together to safeguard children 2018, updated 2022 and 'Keeping Children Safe in Education' (2022))

1.4.1 'Child Protection' is the intervention that occurs when children have been significantly harmed or are at risk of significant harm.

1.4.2 'Child' refers to everyone under the age of 18.

1.4.3 'Parent' refers to birth parents and other adults in a parenting role for example adoptive parents, step parents and foster carers.

1.4.4 'Staff' or 'members of staff' refers to all staff working on in connection with the setting, including practitioners, non-practitioners, support, agency, peripatetic, ancillary staff, contract staff, committee, volunteers working in or on behalf of ABC Nursery.

1.4.5 Within this policy, we use the term 'victim', although it is recognised that not everyone considers themselves to be a victim or would want to be described in this way. We also recognise the importance of not using the terminology of 'perpetrator' in relation to children in cases where the behaviour can be harmful to both parties. The appropriate use of terminology will be determined on a case-by-case basis.

1.5 Policy Intention

To safeguard children and promote their welfare we will:

- Create an environment to encourage children to develop a positive self-image
- Provide positive role models and develop a safe culture where staff are confident to raise concerns about professional conduct
- Ensure all staff are able to identify signs and indicators of abuse, including the softer signs of abuse and know what action to take
- 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
- Promote tolerance and acceptance of different beliefs, cultures and communities
- Help children to understand how they can influence and participate in decision-making and how to promote British values through play, discussion and role modelling
- Always listen to children, and support their mental health and wellbeing.
- Provide an environment where practitioners are confident to identify where children and families may need intervention and seek the help they need
- Share information with other agencies as appropriate.

1.6 The nursery is aware that abuse does occur in our society and we are vigilant in identifying signs of abuse and reporting concerns. Our practitioners have a duty to protect and promote the welfare of children. Staff working on the frontline with children and families are often the first people to identify a concern, observe changes in a child's behaviour or receive information relating to indicators of abuse. They may well be the first people in whom children confide information that may suggest abuse or to spot changes in a child's behaviour which may indicate abuse.

1.7 Our prime responsibility is the welfare and well-being of each child in our care. As such we believe we have a duty to the children, parents and staff to act quickly and responsibly in any instance that may come to our attention. This includes sharing information with any relevant agencies such as local authority services for children's social care, health professionals or the police. All staff will work with other agencies in the best interest of the child, including as part of a multi-agency team, where needed.

1.8 The nursery aims to:

- Keep the child at the centre of all we do, providing sensitive interactions that develops children's well-being, confidence and resilience and promote their welfare. We will support children to develop an awareness of how to keep themselves safe, healthy and develop positive relationships.
- Ensure staff are trained right from induction to understand the child protection and safeguarding policy and procedures, are alert to identify possible signs of abuse (including the signs known as softer 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 through bullying or discriminatory behaviour

- Be aware of the increased vulnerability of children with Special Educational Needs and Disabilities (SEND) and other vulnerable or isolated families and children, including those with particular protected characteristics.
- Ensure that all staff feel confident and supported to act in the best interest of the child, share information and seek the help that the child may need
- Ensure that all staff are familiar and updated regularly with child protection training and procedures and kept informed of changes to local/national procedures, including thorough annual safeguarding newsletters and updates
- Make any child protection referrals in a timely way, sharing relevant information as necessary in line with procedures set out by the Coventry LA.
- Ensure that information is shared only with those people who need to know in order to protect the child and act in their best interest
- Keep the setting safe online using appropriate filters, checks and safeguards, monitoring access at all times
- Ensure that children are never placed at risk while in the charge of nursery staff
- Identify changes in staff behaviour and act on these as per the Staff Policies.
- Take any appropriate action relating to allegations of serious harm or abuse against any person working with children or living or working on the nursery premises including reporting such allegations to Ofsted and other relevant authorities
- Ensure that all staff are aware of their mandatory reporting duty in relation to Section 5B of the Female Genital Mutilation Act 2003 and
- Ensure that children are protected from maltreatment or harm.

Agency	Telephone Number	Website
Coventry Safeguarding Partnership	024 7697 5477	https://www.coventry.gov.uk/cscpcontacts
Ofsted	03001231231	www.ofsted.gov.uk https://www.gov.uk/guidance/report-a-serious-childcare-incident#how-to-tell-ofsted
The Referral and Assessment duty social workers MASSS can be contacted on the following numbers:		
MASH Multi Agency Safeguarding Hub	02476788555	Mash@coventry.gov.uk
Other		
Police	999 101	If child is in immediate danger If child is not in immediate danger
Early Help (Integrated Working Team)		Earlyhelp@coventry.gov.uk https://www.coventry.gov.uk/earlyhelp
Prevent Team		prevent@coventry.gov.uk https://www.coventry.gov.uk/prevent-3/introduction-prevent-team

Family Hubs	02476 978160	https://www.coventry.gov.uk/familyhubs mosaicfamilyhub@coventry.gov.uk

- Ensure parents are fully aware of child protection policies and procedures when they register with the nursery and are kept informed of all updates when they occur
- Regularly review and update this policy with staff and parents where appropriate and make sure it complies with any legal requirements and any guidance or procedures issued by Coventry LA.

We will support children by offering reassurance, comfort and sensitive interactions. We will devise activities according to individual circumstances to enable children to develop confidence and self-esteem within their peer group and support them to learn how to keep themselves safe. We understand that providing support to families and/ or children as soon as a problem emerges is essential to improving outcomes for children and families.

We will take action to enable all children to have the best outcomes. *(Definition taken from the HM Government document 'Working together to safeguard children 2018).*

1.9 Staffing and volunteering

EYFS 2021 states that each provider must have a designated safeguarding lead, who must provide advice, guidance and support to any other staff and must attend child protection training. It also states that providers must take all necessary steps to keep children safe and well and must have regard to statutory guidance 'Working Together to Safeguard Children'.

Our policy is to provide a secure and safe environment for all children. We only allow an adult who is employed by the nursery to care for children and who has an enhanced clearance from the Disclosure and Barring Service (DBS) to be left alone with children. We will obtain enhanced criminal records checks (DBS) for all volunteers and do not allow any volunteers to be unsupervised with children.

1.10 All staff will read the safeguarding policy during their induction to the setting. Staff understand that the policy is reviewed regularly and will be explored at each supervision. Staff must complete training within the Coventry LA guidance and this will include the procedures for spotting signs and behaviours of abuse and abusers/potential abusers, recording and reporting concerns and creating a safe and secure environment for the children in the nursery. During induction staff will be given contact details for the LADO (local authority designated officer), the local authority children's social care team and Ofsted to enable them to report any safeguarding concerns, independently, if they feel it necessary to do so.

The nursery DSLs liaise with the local authority children's social care team, undertakes specific training, including a child protection training course, and receives regular

updates to developments within this field. They in turn support the ongoing development and knowledge update of all staff on the team.

At ABC we are committed to ensuring the best practice and to ensure cover at all times, we have four designated safeguarding leads in place. This enables safeguarding to stay high on our priorities at all times. There will always be at least one designated lead on duty at all times our provision is open. This will ensure that prompt action can be taken if concerns are raised.

1.11 Roles and Responsibilities within the nursery:

The setting's Registered Person is: Sarah Ginn 02476672660
Abc20@btconnect.com
The setting's Manager is: Anthea Griffin 02476672660
Abc20@btconnect.com

The setting Designated Safeguarding Leads are:

Name	Position	Training Provider	Date of Training
Sarah Ginn	Director	Coventry Council	May 2023
Anthea Griffin	Nursery Manger	Coventry Council	June 2023
Sarah Callaghan	Deputy Manager	NDNA	November 2021
Charlotte Tooth	Deputy Manager	Coventry Council	November 2021

All of the above can be contacted on:

Telephone: 02476672660

Email: abc20@btconnect.com

Role of the Owner/ Registered Person:

1.12.1 The owner/ registered person has a strategic leadership responsibility for our safeguarding arrangements. We have a Director role carried out by Sarah Ginn. As part of these overarching responsibilities, they will:

- Have a strategic leadership responsibility for ABC Nursery's safeguarding arrangements
- Ensure all registered persons receive appropriate safeguarding and child protection training (including online safety) at induction and that is regularly updated.
- Be aware of the obligations under the Human Rights Act 1998 , and the Equality Act 2010
- Ensure that they comply with their duties under legislation;
- Ensure a whole setting approach to safeguarding, including the use of mobile and smart technology in ABC Nursery.
- Ensure that policies, procedures and training are effective and comply with the law at all times and that they allow concerns to be responded to in a timely manner;
- Ensure we consider local authority and Coventry Safeguarding Children Partnership policies and supply information as requested by the safeguarding partners;

- Ensure we have an effective child protection policy, that it is published on the settings website www.abcnurseries.co.uk and available in reception.
- Ensure we have a staff behaviour policy or Code of Conduct which refers to low level concerns, allegations against staff and whistleblowing procedures alongside acceptable use of technologies;
- Ensure that all staff undergo safeguarding and child protection training on induction (including online safety) and this is regularly updated;
- Ensure we contribute to multi-agency working in line with statutory guidance;
- Ensure that there are clear systems and processes in place for identifying when children may be experiencing mental health problems;
- Put in place and follow appropriate safeguarding responses for children who have any unplanned non-attendance and changes to the child's attendance pattern.
- Appoint an appropriate member of staff from the senior leadership team to the role of Designated Safeguarding Lead;
- Recognise the importance of information sharing between practitioners and local agencies but take a risk-based approach to level of information that is provided to temporary staff, volunteers and contractors;
- Ensure that appropriate filters and monitoring systems are in place to keep children safe online and share information regarding online abuse and risks including where to access advice with parents and carers;
- Respond to allegations of abuse against any joint Owner/ Director/ Manager/DSL/Senior Staff/ All staff whilst ensuring there are procedures in place to manage safeguarding concerns or allegations against staff (including supply staff, volunteers and contractors); Please refer to 'Early Years Procedures Managing Allegations Against Adults who work with Children' for more information.
- Ensure safer working practice is embedded and effective within policies.
- Applicants for posts within the nursery are clearly informed that the positions are exempt from the Rehabilitation of Offenders Act 1974. Candidates are informed of the need to carry out checks 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
- We give staff members, volunteers and students regular opportunities to declare changes that may affect their suitability to care for the children. This includes information about their health, medication or about changes in their home life that may impact upon their suitability to work with children.
- This information is also stated within every member of staff's contract
- We request DBS checks on all staff who come into direct contact with children. We now use the DBS update service (with staff consent) to re-check staff's criminal history and suitability to work with children
- We abide by the requirements of the EYFS and any Ofsted guidance in respect to obtaining references and suitability checks for staff, students and volunteers, to ensure that all staff, students and volunteers working in the setting are suitable to do so

- We ensure we receive at least two written references BEFORE a new member of staff commences employment with us
- All students will have enhanced DBS checks conducted on them before their placement starts
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The Role of the Manager:

1.12.2 The Manager /Manager/Owner will:

- Ensure that this policy is reviewed annually as a minimum
- Ensure that this policy and associated procedures are adhered to by all staff;
- Ensure that all staff are made aware of the named Director for safeguarding and the Designated Safeguarding Lead -
'A practitioner must be designated to take lead responsibility for safeguarding children in every setting' (Statutory Framework for the EYFS 2021);
- Ensure that the role of 'Designated Safeguarding Lead' is explicit in the role-holder's job description;
- Decide whether to have a deputy safeguarding lead and ensure they are trained to the same standard as the Designated Safeguarding Lead;
- Organise appropriate cover to ensure there is a practitioner designated to take the lead for safeguarding;
- Promote the educational achievement of children Looked-After and Previously Looked-After Children';
- Promote online safety (DSL will still retain ultimate responsibility for this);
- Promote a whole setting approach to safeguarding;
- Promote resilience to social and emotional wellbeing, which is tailored to the needs of the children;
- Ensure that all recruitment follows the 'Safer Recruitment' guidance and a single, central record is maintained with details of all members of staff who are in contact with children;
- Respond to all concerns and allegations of abuse against all other members of staff including supply staff, volunteers and contractors, reporting to the LADO and Ofsted;
- Refer cases where a person is dismissed or left due to risk/harm to a child to the Disclosure and Barring Service and Teaching Regulation Agency as required;
- Ensure that the setting collaborates with Children's Services, the Police, Health services and other services to: promote the welfare of children; provide a co-ordinated offer of early help assessments when need is identified; contribute to inter-agency plans for children subject to children protection plans and to protect children from harm.
- Safeguard children's wellbeing and maintain public trust in the childcare profession;

The Role of the Designated Safeguarding Lead (DSL):

1.12.3 The designated safeguarding leads have completed L1, L2 and L3 Safeguarding Training, in accordance with CSCP This training is refreshed yearly and a full course is taken every 2 years. In line with the EYFS Statutory Framework 2021, 'A practitioner must be designated to take lead responsibility for safeguarding children in every setting'

- As Safeguarding Leads, we provide adequate and appropriate staffing resources to meet the needs of all children. Safeguarding information is regularly reviewed and staff are constantly challenged to ensure that their understanding is clear. All key safeguarding information is displayed in the staff room and access to key facts is also contained within rooms.
- Take overall day to day responsibility for safeguarding and child protection (including online safety)
- Liaise with the Local Authority, safeguarding partners and work with other agencies in line with 'Working Together to Safeguard Children' 2018 (updated 2022);
- Undergo training to provide them with the knowledge and skills required to carry out this role updated a minimum of biannually;
- Act as a source of support and expertise on matters relating to safeguarding and child protection to ensure that other members of staff can carry out their safeguarding duty;
- Be best placed to advise on the response to safeguarding concerns;
- Identify if children may benefit from early help;
- Act as a point of contact with the safeguarding partners;
- Make referrals to Coventry's Multi-Agency Safeguarding Hub (MASH) where children have been harmed or are at risk of significant harm;
- Liaise with Coventry City Council Prevent Officer for general support or advice;
- Make referrals to the Channel programme where there is a radicalisation concern and/or support staff that make a referral to Channel;
- Support the setting with regards to their responsibilities under the Prevent Duty and provide advice and support on protecting children from radicalisation;
- Refer cases to the police where a crime may have been committed;
- Update their knowledge and skills regularly and keep up with any developments relevant to their role;
- Provide staff at the setting with the knowledge, skills and support required to safeguard children;
- Take responsibility for the accurate and timely recording of safeguarding and child protection concerns and take overall responsibility for safeguarding and child protection files;
- Take responsibility for the transfer of safeguarding files when a child leaves ABC Nursery.
- Attend or ensure an appropriate representative attends multi-agency safeguarding or child protection meetings;
- Promote supportive engagement with parents and/or carers in safeguarding and promoting the welfare of children;

- Work closely with other relevant professionals (e.g. SENCO, Virtual School Head) to ensure children with additional vulnerabilities are safeguarded;
 - Help to promote educational outcomes of children who have experienced or are experiencing safeguarding or child protection issues by sharing relevant information with setting staff and the settings leadership team;
 - Promote a 'culture of safeguarding', in which every member of ABC Nursery community acts in the best interests of the child;
 - Ensuring ABC Nursery knows who in the cohort of children currently have, or have previously had, a social worker, understanding their academic progress and attainment, and maintaining a culture of high aspirations;
 - Regularly meet (every half term at a minimum) with the safeguarding link director to review safeguarding in the setting; and
 - Liaise with the Owner/Manager regarding safeguarding cases and issues;
 - Take responsibility for the accurate and timely recording of safeguarding and child protection concerns and take overall responsibility for safeguarding and child protection files;
 - Monitor children's attendance and take relevant action when children's attendance patterns change or when a child stops attending;
 - Record every contact even when there is no response;
 - Take responsibility for safeguarding files;
 - Attend multi-agency safeguarding or child protection meetings as necessary;
 - Promote a 'culture of safeguarding';
 - Liaise with the Local Authority Early Education Improvement & Sufficiency Advisor (EEISAs) regarding safeguarding cases and issues as appropriate;
 - Ensure all staff are aware of safeguarding and child protection procedures;
 - Ensure Volunteers, including students, do not work unsupervised
 - We abide by the requirements of the Safeguarding Vulnerable Groups Act 2006 and the Childcare Act 2006 in respect of any person who is disqualified from providing childcare, is dismissed from our employment, or resigns in circumstances that would otherwise have led to dismissal for reasons of child protection concern
 - We follow 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
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- Ensure all visitors/contractors will be supervised whilst on the premises, especially when in the areas the children use
 - As a staff team we will be fully aware of how to safeguard the whole nursery environment and be aware of potential dangers on the nursery boundaries such as drones or strangers lingering. We will ensure the children remain safe at all times
 - The Staff Policies sit alongside this policy to enable us to monitor changes in behaviours that may cause concern. All staff sign up to this policy too to ensure any changes are reported to management so we are able to support the individual staff member and ensure the safety and care of the children is not compromised

- All staff have access to and comply with the whistleblowing policy which will enable them to share any concerns that may arise about their colleagues in an appropriate manner
- Signs of inappropriate staff behaviour may include inappropriate sexual comments; excessive one-to-one attention beyond the requirements of their usual role and responsibilities; or inappropriate sharing of images. This is not an exhaustive list, any changes in behaviour must be reported and acted upon immediately. Please also refer to the Nursery's Complaints Policy and 'Early Years Procedures Managing Allegations against Adults who Work with Children' for reporting of complaints and allegations.
- All staff will receive regular supervision meetings where opportunities will be made available to discuss any issues relating to individual children, child protection training and any needs for further support
- We use peer on peer and manager observations in the setting to ensure that the care we provide for children is at the highest level and any areas for staff development are quickly highlighted. Peer observations allow us to share constructive feedback, develop practice and build trust so that staff are able to share any concerns they may have. Any concerns are raised with the designated lead and dealt with in an appropriate and timely manner
- The deployment of staff within the nursery allows for constant supervision and support. Where children need to spend time away from the rest of the group, the door will be left ajar or other safeguards will be put into action to ensure the safety of the child and the adult.

Further details on the role of the Lead Practitioner for Safeguarding can be found in the Statutory Framework for the EYFS (2021) and the Designated Safeguarding Lead and Annex C of Keeping Children Safe in Education (September 2022).

Role of Staff

1.12.4 All staff play an important role because they work closely with children and are in a position to identify concerns early in order to provide help for children. All staff in ABC Nursery:

- Have a responsibility to maintain a safe environment for all children;
- Will be able to identify indicators of abuse, exploitation or neglect, with an awareness of safeguarding issues that put children at risk of harm and behaviours associated with these risks;
- Should know what to do if a child tells them that he/she is being abused, exploited or neglected but that children may not feel ready or know how to tell someone that they are being abused, exploited or neglected and/or recognise their experience as harmful;
- Will be made aware of the safeguarding and child protection policy and systems that support safeguarding and child protection;
- Will be aware of indicators of child-on-child abuse and procedures to deal with this;
- All staff, but especially the DSL and deputies, will also consider whether children are at risk of abuse or exploitation in situations outside of their families;

- Will be made aware of: the safeguarding and child protection policy; the staff behaviour/conduct policy; information about the safeguarding response to children who stop attending nursery/changes to the child's attendance pattern; the role of the designated safeguarding lead and systems in ABC Nursery that support safeguarding and child protection;
- Will receive regularly updated safeguarding and child protection training including online safety;
- Will receive safeguarding updates throughout the year as part of continuous professional development;
- Will receive annually updated training on their safeguarding roles and responsibilities;
- Should know what to do if a child makes a disclosure of abuse and never promise confidentiality when a child makes a disclosure;
- Will be made aware of the early help process and understand their role in it;
- Should be prepared to identify children who may benefit from early help and will discuss early help requirements with the safeguarding lead in the first instance;
- May be required to support social workers and other agencies following a referral;
- Will be made aware of the process for making referrals to Children's Services (Social Care) through the MASH, understand statutory assessments and the role that they may be expected to play in such assessments;
- Should be prepared to make referrals to the MASH if they have concerns about a child's welfare and understand the role that they may be expected to play in such assessments;
- Understands the referral process to the (LADO) and the role they play should they have concerns or allegations are made against any member of staff (please see Complaints Policy and 'Early Years Procedures Managing Allegations against Adults who Work with Children' for more information)
- Should be prepared to follow whistleblowing procedures or make referrals to MASH/LADO and Ofsted if they have concerns about the Designated Safeguarding Lead or Persons in Charge;
- Should be prepared to make referrals to MASH if they do not believe the Designated Safeguarding Lead has responded appropriately to concerns about children;
- Should always seek advice from the Designated Safeguarding Lead if they are unsure;
- Should safeguard children's wellbeing and maintain public trust in the childcare profession;
- Discuss with the DSL any unplanned non-attendance and changes to the child's attendance pattern;
- Where a child leaves the setting unexpectedly or suddenly, the settings Designated Safeguarding Lead should be made aware so that they can follow up on the reasons why the child had left, seek to resolve any concerns if appropriate, complete all necessary follow ups and actions to ensure the child and family are safe and well and to make any referrals as necessary.

1.12.5 Multi- Agency Working

- ABC Nursery is committed to multi-agency working and operates under Working Together to Safeguard Children, 2018 (updated 2022) and local safeguarding arrangements.
- The setting will work with Children's Services the Police, Health services, local Early Help practitioners and other relevant agencies to promote the welfare of children and protect them from harm.
- We work closely with our local Family Hub to ensure children receive appropriate, co-ordinated Early Help Assessments.

1.13 **Employees, students or volunteers of the nursery or any other person living or working on the nursery premises**

We have staff policies in place that support us to monitor staff and changes in their character. Staff are aware of the need to disclose changes to circumstance and use the whistle blowing policy where required. We also operate a Phones and Other Electronic Devices and Social Media policy which states how we will keep children safe from these devices whilst at nursery. This also links to our Online Safety policy.

1.14 **Early Help**

Early Help assessments are used to support the well-being of children and families by tackling emerging needs at the earliest opportunity and prevent them from getting worse.

Effective Early Help may be delivered at any point in a child's life; pre-birth onwards about any issue which is impacting or could affect their development and well-being, including education, health and safety.

1.15 **Types of abuse and particular procedures followed:**

Abuse and neglect are forms of maltreatment of a child. Somebody may abuse or neglect a child by harming them or by failing to act to prevent harm. Children may be abused within a family, institution or community setting by those known to them or a stranger. This could be an adult or adults, another child or children. Harm can include ill treatment that is not physical as well as the impact of witnessing ill treatment of others. This can be particularly relevant, for example, in relation to the impact on children of all forms of domestic abuse. Abuse can take place wholly online, or technology may be used to facilitate offline abuse. Children may be abused by an adult or adults, or another child or children.

For further information, please refer to: What to do if you're worried a child is being abused (advice for practitioners) 2015.

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, especially if a child shows a number of these symptoms or any of them to a marked degree.

1.16 Indicators of child abuse

- Failure to thrive and meet developmental milestones
- Fearful or withdrawn tendencies
- Unexplained injuries to a child or conflicting reports from parents or staff
- Repeated injuries
- Unaddressed illnesses or injuries
- Significant changes to behaviour patterns.

Softer signs of abuse as defined by National Institute for Health and Care Excellence (NICE) include the following emotional states:

- Fearful
- Withdrawn
- Low self-esteem.

Behaviour:

- Aggressive

Oppositional habitual body rocking.

Interpersonal behaviours:

- Indiscriminate contact or affection seeking
- Over-friendliness to strangers including healthcare professionals
- Excessive clinginess, persistently resorting to gaining attention
- Demonstrating excessively 'good' behaviour to prevent parental or carer disapproval
- Failing to seek or accept appropriate comfort or affection from an appropriate person when significantly distressed
- Coercive controlling behaviour towards parents or carers
- Lack of ability to understand and recognise emotions
- Very young children showing excessive comforting behaviours when witnessing parental or carer distress.

1.17 Child on Child abuse

We understand that both adults and other children can perpetrate abuse and can happen online or face to face. Child on child abuse is taken very seriously and can include bullying, (including cyber-bullying, prejudice-based and discriminatory bullying), abuse in intimate personal relationships between children, physical abuse, sharing of consensual or non-consensual images of videos, causing someone to engage in sexual activity without consent, sexual violence and/or harassment, upskirting, and initiation/hazing ceremonies. The setting recognises that safeguarding issues can manifest as child on child abuse.

1.17.1 We will ensure all staff understand what is meant by child on child abuse.

1.17.2 In the event that an allegation of child on child abuse is made, victims, alleged perpetrators and any other children affected will be supported and referral to the MASH will be considered.

1.17.3 We will never pass off child on child abuse as ‘banter’, ‘having a laugh’, ‘part of growing up’ or other such termination that does not recognise the harm caused. It is recognised with this that all child-on-child abuse is unacceptable and will be taken seriously.

1.17.4 ABC Nursery will adhere to guidance set out in Keeping Children Safe in Education (2022) when responding to incidents of child on child abuse.

We recognise that child on child abuse can occur for younger children. They may also be subject to, or witness, abuse that may occur more often with older children and young people. We recognise our duty to be alert and may be well placed to safeguard older siblings and young people in our community.

1.17.5 All staff will be made aware that ‘upskirting’ is a criminal offence- see 1.34 for more information.

1.18 Private Fostering

ABC Nursery have a duty to refer any children who are living in a private fostering arrangement to the local authority. Private fostering is when a child under the age of 16 (or under 18 if disabled) is cared for by someone who is not their parent or a close relative. This is a private arrangement made between a parent and a carer, expected to last 28 days or more, or the setting are aware the 28 days has been exceeded.

7.9.1 We are subject to a duty under section 26 of the Counter-Terrorism and Security Act 2015 in the exercise of their functions to have “due regard” to the need to prevent people from being drawn into terrorism. We will refer any concerns to Channel and to the MASH.

7.9.2 If any member of staff is unsure about signs of abuse or neglect, they should speak to the Designated Safeguarding Lead.

1.19 Physical abuse

A form of abuse which 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 fabricates the symptoms of, or deliberately induces illness in a child,

All children can suffer injuries during their early years as they explore and develop. If an explanation of how a child received their injury doesn’t match the injury itself or if a child’s injuries are a regular occurrence or there is a pattern to their injuries then you must report your concerns.

1.20 Fabricated illness

Physical harm may also be caused when a parent or carer fabricates the symptoms of, or deliberately induces illness in a child. The parent or carer may seek out unnecessary medical treatment or investigation; they may exaggerate a real illness and symptoms or deliberately induce an illness through poisoning with medication or other substances or they may interfere with medical treatments. Fabricated illness is a form of physical abuse and any concerns will be reported in line with our safeguarding procedures.

1.21 Female genital mutilation

FGM can also be known as Female Genital Cutting. FGM is a procedure where the female genital organs are injured or changed and there is no medical reason for this. It is frequently a very traumatic and violent act for the victim and can cause harm in many ways. The practice can cause severe pain and there may be immediate and/or long-term health consequences, including mental health problems, difficulties in childbirth, causing danger to the child and mother; and/or death (definition taken from the Multi-agency Statutory Guidance on Female Genital Mutilation)

The procedure may be carried out shortly after birth and during childhood as well as adolescence, just before marriage or during a woman's first pregnancy and varies widely according to the community.

FGM is child abuse and is illegal in the UK. It can be extremely dangerous and can cause:

- Severe pain
- Shock
- Bleeding
- Infection such as tetanus, HIV and hepatitis B and C
- Organ damage
- Blood loss and infections
- Death in some cases

If you have concerns about a child or family, you should contact children's social care team and MASH in the same way as other types of physical abuse. **We have a mandatory duty to report to police any case where an act of female genital mutilation appears to have been carried out on a girl under the age of 18.**

1.22 Breast Ironing/ Flattening

Breast ironing also known as "breast flattening" is the process where young girls' breasts are ironed, massaged and/or pounded down through the use of hard or heated objects in order for the breasts to disappear, or delay the development of the breasts entirely. It is believed that by carrying out this act, young girls will be protected from harassment, rape, abduction and early forced marriage.

Breast Ironing/Flattening is a form of physical abuse and can cause serious health issues such as:

- Abscesses
- Cysts
- Itching
- Tissue damage
- Infection
- Discharge of milk
- Dissymmetry of the breasts
- Severe fever.

1.23 Sexual abuse

Action needs to be taken if the staff member has witnessed an occasion(s) where a child indicated sexual activity through words, play, drawing, had an excessive preoccupation with sexual matters or had an inappropriate knowledge of adult sexual behaviour or language. This may include acting out sexual activity on dolls/toys or in the role play area with their peers, drawing pictures that are inappropriate for a child, talking about sexual activities or using sexual language or words. If a child is being sexually abused you may see both emotional and physical symptoms.

Emotional signs:

- Being overly affectionate or knowledgeable in a sexual way inappropriate to the child's age
- Personality changes such as becoming insecure or clingy
- Regressing to younger behaviour patterns such as thumb sucking or bringing out discarded cuddly toys
- Sudden loss of appetite or compulsive eating
- Being isolated or withdrawn
- Inability to concentrate
- Lack of trust or fear of someone they know well, such as not wanting to be alone with a carer
- Becoming worried about clothing being removed
- Suddenly drawing sexually explicit pictures or acting out actions inappropriate for their age
- Using sexually explicit language

Physical Signs:

- Bruises
- Bleeding, discharge, pains or soreness in their genital or anal area
- Sexually transmitted infections • Pregnancy

1.24 Child sexual exploitation (CSE) and Child Criminal Exploitation (CCE)

Keeping Children Safe in Education (2023) describes CSE as: CSE occurs where an individual or group takes advantage of an imbalance of power to coerce, manipulate or deceive a child 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. CSE does not always involve physical contact; it can also occur through the use of technology. CSE can affect any child or young person (male or female) under the age of 18 years, including 16- and 17-year olds who can legally consent to have sex. It can include both contact (penetrative and non-penetrative acts) and non-contact sexual activity and may occur without the child or young person's immediate knowledge (e.g. through others copying videos or images they have created and posted on social media).

CCE is where an individual or group takes advantage of an imbalance of power to coerce, control, manipulate or deceive a child into any criminal activity (a) in exchange for something the victim needs or wants, and/or (b) for the financial or other advantage of the perpetrator or facilitator and/or (c) through violence or the threat of violence. The victim may have been criminally exploited even if the activity appears consensual. CCE does not always involve physical contact; it can also occur through the use of technology.

1.24.1 Signs and indicators may include:

- Physical injuries such as bruising or bleeding
- Having money or gifts they are unable to explain
- Sudden changes in their appearance
- Becoming involved in drugs or alcohol, particularly if you suspect they are being supplied by older men or women
- Becoming emotionally volatile (mood swings are common in all young people, but more severe changes could indicate that something is wrong)
- Using sexual language that you wouldn't expect them to know
- Engaging less with their usual friends
- Appearing controlled by their phone
- Switching to a new screen when you come near the computer
- Nightmares or sleeping problems
- Running away, staying out overnight, missing school
- Changes in eating habits
- Talk of a new, older friend, boyfriend or girlfriend
- Losing contact with family and friends or becoming secretive
- Contracting sexually transmitted diseases.

1.24.2 CCE can include children being forced to work in cannabis factories, being coerced into moving drugs or money across the country forced to shoplift or pickpocket, or to threaten other young people. Some of the following can be indicators of CCE:

- Children who appear with unexplained gifts or new possessions;
- Children who associate with other young people involved in exploitation;
- Children who suffer from changes in emotional well-being;
- Children who misuse drugs and alcohol;
- Children who go missing for periods of time or regularly come home late; and
- Children who regularly miss school or education or do not take part in education.

1.24.3 Both CSE and CCE are forms of abuse that occur when an individual or group take advantage of an imbalance in power to coerce, manipulate or deceive a child into taking part in sexual or criminal activity, in exchange for something the victim needs or wants, and/or for the financial advantage or increased status of the perpetrator through violence or threat of violence. CSE and CCE can affect both males and females and can include children that have been moved for the purpose of exploitation (trafficking).

1.24.4 CCE can include children being forced or manipulated into transporting drugs or money through county lines, working in cannabis factories, shoplifting or

pickpocketing, vehicle crime, threatening violence on others or even carrying weapons.

1.24.5 The setting is responsible for recognising children involved in CCE are victims of exploitation and should be recognised as such due to the harm they have experienced, even if they appear to have consented to the criminal activity.

1.24.6 CSE is a form of child sexual abuse including physical contact and non-contact online activities including the internet or by phone. This can happen over time or as a one off and may happen without the child recognising this as abuse or harmful.

1.24.7 The setting recognises that children of the age of 16 and 17 who can legally consent to a sexual relationship may also be the victims of CSE but may not recognise this.

1.24.8 'Sharing of consensual or non-consensual nude and semi-nude images or videos' refers to any sharing of youth-produced sexual imagery between children. This includes:

- A person under the age of 18 creating and sharing sexual imagery of themselves with a peer under the age of 18;
- A person under the age of 18 sharing sexual imagery created by another person under the age of 18 with a peer under the age of 18 or an adult;
- A person under the age of 18 being in possession of sexual imagery created by another person under the age of 18.

1.24.9 The setting has a responsibility to educate children in the risks relation to 'sharing consensual or non-consensual nude images or videos' and how to keep themselves safe online.

1.24.10 Any incidents or suspected incidents of 'sharing consensual or non-consensual nude images or videos' should be reported to the DSL without delay.

1.24.11 Once reported to the DSL, the DSL will decide on the appropriate course of action. This could include:

- Referrals to the MASH in regard to all parties involved (also the police if an urgent response required);
- Confiscation of mobile phones in line with guidance 'Searching, Screening and Confiscation' (January 2018);
- Support for young people involved to prevent reoccurrence;
- Sanctions in accordance with the behaviour policy.

1.24.12 Any incidents of 'Sharing consensual or non-consensual nude images or videos' involving the following will result in a MASH and sometimes a Police referral:

- Adult involvement
- Coercion or blackmail
- Children under the age of 13
- Extreme, or violent content
- Immediate risk of harm

1.24.13 Staff will not view images or videos on pupil devices. Confiscated devices will be stored securely and passed to the relevant agencies.

1.24.14 We will work with parents as necessary if their child is involved in the sharing of consensual or non-consensual nude images or videos.

1.24.15 We operate a culture of safeguarding and young people should feel confident to disclose if they have sent an inappropriate image of themselves. Children will always be supported to retrieve and delete the images.

1.25 Emotional abuse

Action should be taken if the staff member has reason to believe that there is a severe, adverse effect on the behaviour and emotional development of a child, caused by persistent or severe ill treatment or rejection.

This may include extremes of discipline where a child is shouted at or put down on a consistent basis, lack of emotional attachment by a parent, or it may include parents or carers placing inappropriate age or developmental expectations upon them. Emotional abuse may also be imposed through the child witnessing domestic abuse and alcohol and drug misuse by adults caring for them.

The child is likely to show extremes of emotion with this type of abuse. This may include shying away from an adult who is abusing them, becoming withdrawn, aggressive or clingy in order to receive their love and attention. This type of abuse is harder to identify as the child is not likely to show any physical signs.

Signs and indicators may include:

- Physical, mental and emotional development lags
- Sudden speech disorders
- Overreaction to mistakes
- Extreme fear of any new situation
- Neurotic behaviour (rocking, hair twisting, self-mutilation)
- Extremes of passivity or aggression
- Appear unconfident or lack self-assurance.

1.26 County Lines

The National Crime Agency (NCA) describe county lines as a term used to describe gangs and organised criminal networks involved in exporting illegal drugs from big cities into smaller towns, using dedicated mobile phone lines or other form of 'deal line.' Customers will live in a different area to where the dealers and networks are based, so drug runners are needed to transport the drugs and collect payment.

Offenders will often use coercion, intimidation, violence (including sexual violence) and weapons to ensure compliance of victims. Children can be targeted and recruited into county lines in a number of locations including schools, further and higher educational institutions, pupil referral units, special educational needs schools, children's homes and care homes.

Signs and indicators to be aware of include:

- Changes in the way young people sometimes acquire unaffordable new things
- Missing from home or schools and/or significant decline in performance

- New friends or relationships with those who don't share any mutual friendships with the victim or anyone else
- May be carrying a weapon
- Receiving more texts or calls than usual
- Sudden influx of cash, clothes or mobile phones
- Unexplained injuries
- Significant changes in emotional well-being
- Young people seen in different cars/taxis driven by unknown adults
- Young people seeming unfamiliar with your community or where they are
- Truancy, exclusion, disengagement from school
- An increase in anti-social behaviour in the community
- Unexplained injuries
- Gang association or isolation from peers or social networks.

1.27 Cuckooing

Cuckooing is a form of county lines crime in which drug dealers take over the home of a vulnerable person in order to criminally exploit them as a base for drug dealing, often in multi-occupancy or social housing properties. Signs that this is happening in a family property may be an increase in people entering or leaving the property, an increase in cars or bikes outside the home; windows covered or curtains closed for long periods, family not being seen for extended periods; signs of drug use or an increase in anti-social behaviour at the home. If we recognise any of these signs, we will report our concerns as per our reporting process.

1.28 Contextual safeguarding

As young people grow and develop they may be vulnerable to abuse or exploitation from outside their family. These extra-familial threats might arise at school and other educational establishments, from within peer groups, or more widely from within the wider community and/or online.

As part of our safeguarding procedures we will work in partnership with parents/carers and other agencies to work together to safeguard children and provide the support around contextual safeguarding concerns.

1.29 Domestic Abuse / Honour Based Abuse / Forced Marriages

We look at these areas as a child protection concern. Please refer to the separate policy for further details on this.

1.30 Extremism – the Prevent Duty

Under the Counter-Terrorism and Security Act 2015 we have a duty to safeguard at risk or vulnerable children under the Counter-Terrorism and Security Act 2015 to have “due regard to the need to prevent people from being drawn into terrorism and refer any concerns of extremism to the police (In Prevent priority areas the local authority will have a Prevent lead who can also provide support).

Children can be exposed to different views and receive information from various sources. Some of these views may be considered radical or extreme. Radicalisation is the way a person comes to support or be involved in extremism and terrorism. It's a gradual process so young people who are affected may not realise what's happening.

Radicalisation is a form of harm.

The process may involve:

- Being groomed online or in person
- Exploitation, including sexual exploitation
- Psychological manipulation
- Exposure to violent material and other inappropriate information
- The risk of physical harm or death through extremist acts

We have a Prevent Duty and Radicalisation policy in place. Please refer to this for specific details.

1.31 Online Safety

We take the safety of our children very seriously and this includes their online safety. Please refer to the Online Safety policy for further details.

1.32 Human Trafficking and Slavery

Please refer to our Human Trafficking and Slavery policy for detail on how we keep children safe in this area.

1.33 Adult sexual exploitation

As part of our safeguarding procedures we will also ensure that staff and students are safeguarded from sexual exploitation.

1.34 Up skirting

Up skirting involves taking a picture of someone's genitals or buttocks under their clothing without them knowing, either for sexual gratification or in order to humiliate, or distress, the individual. This is a criminal offence and any such action would be reported following our reporting procedures.

1.35 Child abuse linked to faith or belief (CALFB)

Child abuse linked to faith or belief (CALFB) can happen in families when there is a concept of belief in:

- Witchcraft and spirit possession, demons or the devil acting through children or leading them astray (traditionally seen in some Christian beliefs)

- The evil eye or djinns (traditionally known in some Islamic faith contexts) and dakini (in the Hindu context)
- Ritual or multi murders where the killing of children is believed to bring supernatural benefits, or the use of their body parts is believed to produce potent magical remedies
- Use of belief in magic or witchcraft to create fear in children to make them more compliant when they are being trafficked for domestic slavery or sexual exploitation.

This is not an exhaustive list and there will be other examples where children have been harmed when adults think that their actions have brought bad fortune.

1.36 Neglect

Action should be taken if the staff member has reason to believe that there has been any type of neglect of a child (for example, by exposure to any kind of danger, including cold, starvation or failure to seek medical treatment, when required, on behalf of the child), which results in serious impairment of the child's health or development, including failure to thrive.

Signs may include a child persistently arriving at nursery unwashed or unkempt, wearing clothes that are too small (especially shoes that may restrict the child's growth or hurt them), arriving at nursery in the same nappy they went home in or a child having an illness or identified special educational need or disability that is not being addressed by the parent. A child may also be persistently hungry if a parent is withholding food or not providing enough for a child's needs.

Neglect may also be shown through emotional signs, e.g. a child may not be receiving the attention they need at home and may crave love and support at nursery. They may be clingy and emotional. In addition, neglect may occur through pregnancy as a result of maternal substance abuse.

1.36.1 We recognise that any child can be the victim of abuse and may benefit from early help. However, we will be particularly vigilant to potential need for early help if a child:

- Is disabled or has certain health conditions and has specific additional needs;
- has special educational needs (whether or not they have a statutory education, health and care plan);
- has a mental health need;
- is a young carer;
- is showing signs of being drawn in to anti-social or criminal behaviour, including gang involvement and association with organised crime groups or county lines;
- is frequently missing/goes missing from care or from home;
- is misusing drugs or alcohol themselves;
- has a family member in prison, or is affected by parental offending;
- is at risk of modern slavery, trafficking, sexual or criminal exploitation;

- is in a family circumstance presenting challenges for the child, such as substance abuse, adult mental health problems or domestic abuse;
- has returned home to their family from care;
- is showing early signs of abuse and/or neglect;
- is at risk of being radicalised or exploited;
- is at risk of 'honour-based' abuse such as Female Genital Mutilation or Forced Marriage;
- is persistently absent from the setting and their agreed pattern of attendance, including persistent absences for part of their session/day;
- is a privately fostered child.

1.36.2 We recognise that abuse can take many different forms. The Designated Safeguarding Lead and staff will also receive training on the following issues and actions that will be taken if we believe that a child is at risk of or is the victim of:

- bullying, including cyber- or online-bullying
- child criminal exploitation (including involvement in county lines)
- child on child abuse
- child sexual exploitation
- domestic abuse
- emotional abuse
- fabricated or induced illness
- faith-based abuse
- female genital mutilation
- forced marriage
- gangs or youth violence
- gender-based violence
- hate
- mental health
- neglect
- physical abuse
- radicalisation
- relationship abuse
- serious violence and harassment
- sexual abuse
- sexual violence or sexual harassment (including child on child abuse)
- sharing of consensual and non-consensual nude and semi-nude images/videos
- so-called honour-based abuse
- trafficking and/or modern slavery

1.37 Children potentially at greater risk of harm

Whilst all children should be protected, our setting recognises that some groups of children are potentially at greater risk of harm than others. The list below is not exhaustive, but highlights some of those groups taken from Keeping Children Safe in Education (2022). We recognise our duty to be alert to wider safeguarding issues and

may be well placed to safeguard older siblings and young people in our community. Younger children may also be subject to or witness this abuse.

1.37.1 We understand that there are other familial issues that can have a detrimental impact on children. We will work with other agencies to support children and families in circumstances such as the following:

- Children facing the court procedures and/or children in the court system;
- Children with family members in prison;
- Children who are homeless;
- Children who need a social worker.

1.38 Searching, Screening and Confiscation

1.38.1 Keeping Children Safe in Education (2022) refers to Searching, Screening and Confiscation and this section focusses on older children. However, there may be incidents within the Early Years where an unsuitable item is discovered, for example in a child's bag or pocket.

1.38.2 Where we have a concern that a child may have brought an unsuitable item (e.g. drugs, weapon) into nursery, we will follow our safeguarding procedures to ensure the child and other children's safety.

1.38.3 Items of serious concern will be confiscated and given to the police. A referral will also be made to MASH, Children's Services.

1.39 Children Missing from Education - Children who are unexpectedly absent from your setting or leave without any reason or notice

Children missing from education are an area of concern. Although guidance is specific to school age children, it is vital that we as Early Years providers understand the similarities to children accessing early education. A child missing from our setting is not in itself a safeguarding matter, and there may be an explanation for a child not attending their expected session. However, regular attendance is an important safeguard and unexplained non-attendance can be an early indicator of risk and vulnerability.

1.39.1 To ensure all children are kept safe, we will monitor all children's attendance patterns to ensure they are consistent and are not cause for concern.

1.39.2 The intention is not to stop parents/carers spending time with their children, and our setting already has systems in place whereby parents and carers inform us of illness and absences for the purposes of ratios, monitoring infectious diseases and funding requirements etc.

1.39.3 Our setting will:

- Talk to parents/carers about the policies and procedures in place in relation to children's agreed patterns of attendance and the actions that the setting will take when a child does not attend, including Late Collection, Fees, Sick Child and Safeguarding;
- Talk to parents/carers to ensure they understand the importance to be punctual at arrival and collection times to enable the nursery day to flow with

minimum interruptions, explain the benefits for children as they arrive more settled and ready to learn, and that developing good habits in the early years will support children in later life;

- Ask parents/carers to give prior notice of any holidays, days off and that all incidents of sickness absence should be reported to the nursery by a specified time, 10am, on the first day of absence;
- If a child has not arrived by 11am the following day, and the parents/carers have not made contact, staff will call the parents/carers to establish a reason for absence;
- If staff are concerned about the welfare of a child, they will use the emergency contacts provided to try and establish why the child is absent and to see if the family are safe and well;
- We will seek to hold at least two emergency contacts for every child;
- If staff cannot contact, or are concerned, they will speak to their Designated Safeguarding Lead (DSL);
- The Designated Safeguarding Lead will continue to try and contact the family and the emergency contacts to establish that the child and family are safe and well;
- Record all attempts to make contact, including: if no contact was made or a message was left/text sent, relevant details, any decisions made, and actions taken;
- Where no direct contact was made, staff should record who will attempt next contact and when;
- The Designated Safeguarding Lead will consider any other action and appropriate safeguarding timescales. This might include
 - a visit to the home, following a risk assessment or if logistically possible e.g. distance, staffing, etc.
 - contacting Children's Services (Social Care)
 - requesting a Police health and welfare check
- Talk to parents/carers about any unplanned or persistent non-attendance and changes to the child's attendance to see if there are any barriers to accessing the setting and to offer support. This may include reviewing the sessions offered or times of session to the child. If any concerns remain these should be discussed with Designated Safeguarding Lead;
- Talk to families about any planned holidays and consider if there are any safeguarding concerns, sharing any concerns with the Designated Safeguarding Lead and any appropriate referrals made;
- Report any causes for concern to Children's Services (Social Care) where a child is part of a child protection plan or where there are already safeguarding and welfare concerns;
- If made aware of a planned move, or child is leaving the setting, staff will continue to work in partnership with parents/carers, ascertain the new address if applicable and the details of the new setting. The setting should then arrange a transfer of information to support the child's transition to the new setting.

A sample 'Transfer of Records Form' can be found on the Early Years Safeguarding Webpage under the 'Retention, destruction and transferring records' section:

<https://www.coventry.gov.uk/early-years-childcare/provider-resources-safeguarding-early-years-childcare>

Coventry's Transition Overview can support settings in these arrangements:
<https://www.coventry.gov.uk/early-years-childcare/provider-resources/13>

- In the event of any safeguarding and child protection concerns, a meeting will be arranged with the receiving provider's Designated Safeguarding Lead. The GDPR and Data Protection Act 2018 do not prevent, or limit, the sharing of information for the purposes of keeping children and young people safe.
- Information sharing Advice for practitioners providing safeguarding services to children, young people, parents and carers (July 2018)
https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1062969/Information_sharing_advice_practitioners_safeguarding_services.pdf
- Where a child leaves the setting unexpectedly or suddenly, the settings Designated Safeguarding Lead should be made aware so that they can follow up on the reasons why the child had left, seek to resolve any concerns if appropriate, complete all necessary follow ups and actions to ensure the child and family are safe and well and to make any referrals as necessary.

1.40 Mental Health

Our setting recognises that safeguarding and promoting the welfare of children includes preventing the impairment of children's mental health or development

1.40.1 All staff will be aware that mental health problems may be an indicator that a child is suffering or is at risk of suffering abuse, neglect or exploitation.

1.40.2 Staff will not attempt to make a diagnosis of a mental health problem unless they are appropriately trained.

1.40.3 We recognise that staff are well-placed to observe behaviour that may indicate that a child is experiencing a mental health problem or is at risk of developing one. If staff are concerned that a child is suffering a mental health problem, they should talk to their setting Special Educational Needs Coordinator (SENCO) to discuss making a referral for support.

1.40.4 If staff are concerned that a child is experiencing a mental health problem that is also a safeguarding concern, they must report this to the Designated Safeguarding Lead immediately.

1.41 Online Safety

Our setting recognises that in today's world, children need to be safeguarded from potentially harmful and inappropriate online material with many children having unlimited and unrestricted access to the internet. The breadth of issues can be categorised currently into four areas of risk as taken from Keeping Children Safe In Education 2022:

- Content – being exposed to illegal, inappropriate, or harmful content (pornography, fake news, racism, misogyny, self-harm, suicide, anti-Semitism, radicalisation, and extremism)

- Contact – being subject to harmful online interaction with other users (peer to peer pressure, commercial advertising and adults posing as children or young adults with the intention to groom or exploit)
- Conduct – online behaviour that increases the likelihood of, or causes, harm (making, sending and receiving explicit images)
- Commerce – risks such as online gambling, inappropriate advertising, phishing and or financial scams

1.41.1 Staff and children’s use of the internet will be monitored by the Designated Safeguarding Lead.

1.41.2 Parental controls have been activated on networks to prevent access to inappropriate material.

1.41.3 Parents will be informed if children attempt to access inappropriate material online in the setting.

1.41.4 Any concerns about children’s online activity should be directed to the Designated Safeguarding Lead.

1.41.5 All staff will ensure that their social media profiles are private and it is prohibited for these staff to be ‘friends’ or ‘follow’ parents / young people or children on social media.

1.41.6 Any contact between parents / young people or children and staff should be using the appropriate setting channels. See the cover page of this policy for contact details.

1.42 Allegations against adults working or volunteering with children

1.42.1 If an allegation is made, or a concern raised, against a member of staff, student or volunteer or any other person who lives or works on the nursery premises regardless of whether the allegation relates to the nursery premises or elsewhere, we will follow the procedure below:

1.42.2 An allegation against a member of staff/student/volunteer/supply staff or any other person may relate to a person who has:

- behaved in a way that has harmed a child, or may have harmed a child;
- possibly committed a criminal offence against or related to a child;
- behaved towards a child or children in a way that indicates he or she may pose a risk of harm to children; or
- behaved or may have behaved in a way that indicates they may not be suitable to work with children.

1.42.3 The allegation should be reported to the DSL on duty. If this person is the subject of the allegation then this should be reported to the owner instead. This allegation or concern must be reported without delay and not discussed directly with the person or persons involved.

1.42.4 The Local Authority Designated Officer (LADO) and Ofsted will then be informed immediately in order for this to be investigated by the appropriate bodies promptly:

1.42.5 We take all allegations against persons in a position of trust seriously and will manage them in line CSCP Guidance.

[Persons in a position of trust include myself as the Childminder, any Childminding Assistants and those living and/or working on the premises.](#)

[Allegations or concerns may include:](#)

- The person having behaved in a way that has harmed a child, or may have harmed a child;
- The person possibly committing a criminal offence against or related to a child;
- The person behaving towards a child or children in a way that indicates that he or she may pose a risk of harm to children; or
- The person behaving or possibly behaving in a way that indicates they may not be suitable to work with children (including behaviour outside of work). This is known as 'Transferable risk'.

1.42.6 Concerns must be reported to the Local Authority Designated Officer and can be reported by the Childminder/Designated Safeguarding Lead, Childminding Assistants without delay and not discussed directly with the person/s involved. Parents or members of the public may also report concerns.

1.42.7 If a concern or allegation of abuse arises against myself as the Childminder, or should there be a conflict of interest I /We must immediately reported to the LADO and Ofsted. These agencies will make the decisions on who will take the lead.

1.42.8 All concerns will be recorded, dated and signed.

1.42.9 Confidentiality will be respected throughout the process

1.42.10 Concerns relating to a position of trust issue will be referred to the Local Authority Designated Officer (LADO) promptly and within 24 hours.

Immediate referrals can be made via the following link:

https://www.coventry.gov.uk/info/206/coventry_safeguarding_children_partnership/2628/local_authority_designated_officer_lado

This may be by the Register Person or any Assistants. Advice and guidance can be sort from the LADO where the setting is not sure if the concern or allegation meets the harms threshold for Designated Officer intervention.

See page 30 for the Early Years Procedure, Managing Allegations Against Adults who Work with Children (in a paid or unpaid capacity) Flowchart - **Appendix 2**

1.42.11 We understand it is important that the I/We as the DSL and Registered Person or any other assistants or persons **does not** start to investigate the allegation and any discussions with the subject of the concern will be kept to a minimum until the Local Authority Designated Officer (LADO) has been informed. The LADO must be consulted on the initial planning, whether the member of staff/household member should be informed of the allegation and a decision will be made on the most appropriate lead or lead agency to carry out the required next steps.

1.42.12 We understand concerns must be reported to Ofsted promptly.

1.42.13 If a child has suffered or may have suffered abuse or harm, a MASH referral and/or a referral to the police will also be made.

1.42.14 In the instances where an allegation is dealt with internally, the Local Authority designated officer will provide information and support to in managing the allegation.

1.42.15 A referral to the Disclosure and Barring Service and/or Ofsted will be made if a person in a position of trust is dismissed or removed from their post as a result of safeguarding concerns, irrespective of whether they have resigned.

Further information can be found in:

Early Years Procedures – Managing Allegations against adults who work with children.

[https://www.coventry.gov.uk/downloads/file/31864/early_years_procedure -
_managing allegations against adults who work with children](https://www.coventry.gov.uk/downloads/file/31864/early_years_procedure_-_managing_allegations_against_adults_who_work_with_children)

1.42.16 Whistleblowing

We operate a culture of safeguarding and all staff should report any concerns about poor or unsafe practice, or our safeguarding processes following the procedures on the nursery Whistleblowing Policy. All concerns will be taken seriously.

1.42.17 In the event that an individual is unable to raise an issue with the Designated Safeguarding Lead, they should contact Ofsted for additional guidance on whistleblowing procedures.

1.42.18 Further information can be found in 'Managing Allegation Guidance for Adults who work in Early Years Settings and Childcare Providers in Coventry.'

[https://www.coventry.gov.uk/downloads/file/31864/early_years_procedure -
_managing allegations against adults who work with children](https://www.coventry.gov.uk/downloads/file/31864/early_years_procedure_-_managing_allegations_against_adults_who_work_with_children)

1.43 Reporting Procedures

All staff have a responsibility to report safeguarding concerns and suspicions of abuse. These concerns will be discussed with the designated safeguarding lead (DSL) as soon as possible.

- If a child is in immediate danger or risk of harm, a referral will be made to the Children's Services (Social Care) through the MASH and any member of staff can make this referral. **In an emergency, always dial 999**
- Staff will report their concerns to a DSL. If in doubt, practitioners should refer to the 'What to Do' flow chart. A copy of this is in the upstairs office on the safeguarding board and in the staff room.
- Any signs of marks/injuries to a child or information a child has given will be recorded and stored securely on a Safeguarding Incident Report Form (appendix A)
- If appropriate, the incident will be discussed with the parent/carer, such discussions will be recorded and the parent will have access to these records on request
- Staff, parents and the wider community should report any concerns that they have about the welfare of children, however minor or seemingly insignificant. Staff should not assume someone else will report concerns and the DSL must be informed.
- Delays should be avoided wherever possible.

The Designated Safeguarding Lead will:

- Tell the parents about the referral if possible and appropriate
- Contact the local authority children's social care team to report concerns and seek advice (if it is believed a child is in immediate danger we will contact the police)
- Inform Ofsted (if appropriate- use the notification guidance to determine need)
- Record the information and action taken relating to the concern raised
- The designated safeguarding lead will follow up with the Local Authority children's social care team if they have not contacted the setting within the timeframe set out in Working Together to Safeguarding Children (2018). We will never assume that action has been taken.

Keeping children safe is our highest priority and if, for whatever reason, staff do not feel able to report concerns to the DSL or deputy DSL they should call the Local Authority children's social care team or the NSPCC and report their concerns anonymously.

- The designated safeguarding lead will make a report to LADO before deciding upon the action that needs to be taken following a member of staff raising a concern about a child or following a direct disclosure **recording a clear rationale**. The DSL may **consider the following options**:
 - Manage support for the child by working with parents directly;
 - Seek advice from the social worker advice line in the MASH;
 - Suggest an Early Help Assessment to provide multi-agency help to a family;
 - In cases where children are deemed to be at significant risk of harm, the DSL will refer cases to the MASH for **consideration for** statutory intervention. Parental consent will be obtained wherever possible before referring cases to the MASH. However, if we are worried that telling parents will mean the child is at greater risk of harm, we may do this without informing them.
 - If parents do not consent to a referral but the DSL believes that a child is at significant risk of harm, a referral will still be made to Children's Services (Social Care).
 - For further information about the Coventry Safeguarding Children Partnership's 'Right Help, Right Time' guidance, which we will use to make decisions about protecting children, please visit <http://www.coventry.gov.uk/righthelprighttime>.

1.44 MASH Multi-Agency Safeguarding Hub

To raise concerns about children, a DSL should contact the Multi-Agency Safeguarding Hub (MASH) by telephone to discuss the referral. They should then complete the online Multi-Agency Referral Form (MARF) and submit this to the MASH. The setting will follow up referrals if we do not receive feedback from Children's Services (Social Care).

MASH Telephone number: 02476 788 555

MASH online referral form: <http://www.coventry.gov.uk/safeguardingchildren>

Out of hours Emergency Duty Team: 02476 832 222

Prevent/Channel Referrals: Refer to MASH and to CTU_GATEWAY@west-midlands.pnn.police.uk

If a child's situation does not appear to be improving following a referral, the DSL may re-refer the child. We will also consider using the CSCP's Escalation Policy to ensure that our concerns have been addressed and that the situation improves for the child.

All relevant contact numbers are displayed in the office areas.

1.45 Recording Suspicions of Abuse and Disclosures

Staff should make an objective record of any observation or disclosure using a Cause for Concern sheet, supported by the nursery manager or designated safeguarding lead (DSL). This record should include:

- Child's name
- Child's address
- Age of the child and date of birth
- Date and time of the observation or the disclosure
- Exact words spoken by the child
- Exact position and type of any injuries or marks seen
- Exact observation of any incident including any concern was reported, with date and time; and the names of any other person present at the time
- Any discussion held with the parent(s) (where deemed appropriate).

These records should be signed by the person reporting this and the DSL, dated and kept in a separate confidential file.

1.46 Responding to a spontaneous disclosure from a child

If a child starts to talk openly to a member of staff about abuse they may be experiencing then staff will:

- Give full attention to the child or young person
- Keep body language open and encouraging
- Be compassionate, be understanding and reassure them their feelings are important. Phrases such as 'you've shown such courage today'
- Take time and slow down: we will respect pauses and will not interrupt the child – let them go at their own pace
- Recognise and respond to their body language
- Show understanding and reflect back
- Make it clear you are interested in what the child is telling you
- Reflect back what they have said to check your understanding – and use their language to show it's their experience
- Reassure the child that they have done the right thing in telling you. Make sure they know that abuse is never their fault
- Never talk to the alleged perpetrator about the child's disclosure. This could make things a lot worse for the child.

Any disclosure will be reported to the nursery manager or DSL and will be referred to the local authority children's social care team immediately, following our reporting procedures. The nursery expects all members of staff to co-operate with the local

authority children's social care, police, and Ofsted in any way necessary to ensure the safety of the children.

Staff must not make any comments either publicly or in private about the supposed or actual behaviour of a parent or member of staff and all staff, students and volunteers read and sign the confidentiality policy as part of their induction; this is reviewed yearly.

1.47 Recording Suspicions of Abuse and Disclosures

Staff should make an objective record of any observation or disclosure, supported by the nursery manager or designated safeguarding lead (DSL). This record should include:

- Child's name
- Child's address
- Age of the child and date of birth
- Date and time of the observation or the disclosure, location
- Exact words spoken by the child (word for word) and non-verbal communication
- Exact position and type of any injuries or marks seen
- Exact observation of any incident including any concern was reported, with date and time; and the names of any other person present at the time
- Any discussion held with the parent(s) (where deemed appropriate).

These records should be signed by the person reporting this and the Nursery Manager/ DSL and kept in a safe place.

If a child starts to talk to an adult about potential abuse it is important not to promise the child complete confidentiality. This promise cannot be kept. It is vital that the child is allowed to talk openly and disclosure is not forced or words put into the child's mouth. As soon as possible after the disclosure details must be logged accurately. It is not the nursery's role to investigate, it is the role of statutory services to complete this.

Staff involved in a safeguarding case may be asked to supply details of any information/concerns they have with regard to a child. The nursery expects all members of staff to co-operate with the local authority children's social care, police, and Ofsted in any way necessary to ensure the safety of the children.

Staff must not make any comments either publicly or in private about the supposed or actual behaviour of a parent, child or member of staff.

1.48 Informing parents

Parents are normally the first point of contact. If a suspicion of abuse is recorded, parents are informed at the same time as the report is made, except where the guidance of the local authority children's social care team/police does not allow this to happen. This will usually be the case where the parent or family member is the likely abuser or where a child may be endangered by this disclosure. In these cases, the investigating officers will inform parents.

In cases where children are deemed to be at significant risk of harm, the DSL will refer cases to MASH for consideration for statutory intervention. Parental consent will be obtained wherever possible before referring cases to the MASH. However, if we are worried that telling parents will mean the child is at greater risk of harm, we may do this without informing them. If parents do not consent to a referral but the DSL believes that a child is at significant risk of harm, a referral will still be made to Children's Services (Social Care).

1.49 Confidentiality

All suspicions, enquiries and external investigations are kept confidential and shared only with those who need to know. All records are stored confidentially and information is processed in-line with our GDPR Policy, which all parents receive on entry to the nursery and is shared in line with guidance from the local authority.

1.50 Support to families

The nursery takes every step in its power to build up trusting and supportive relations among families, staff, students and volunteers within the nursery.

The nursery continues to welcome the child and the family whilst enquiries are being made in relation to and concerns or abuse in the home situation. Parents and families will be treated with respect in a non-judgmental manner whilst any external investigations are carried out in the best interest of the child.

1.51 Allegations against adults working or volunteering with children

If an allegation is made against a member of staff, student or volunteer or any other person who lives or works on the nursery premises regardless of whether the allegation relates to the nursery premises or elsewhere, we will follow the procedure detailed in our Complaints Policy. Please also refer to Early Years Procedures Managing allegations against Adults who work with Children.

1.52 Early Help

We are committed to supporting families as soon as possible when a problem arises. It is more effective to support a family through early help than reacting to a problem later. Everyone who comes into contact with children and their families and carers have a role to play in safeguarding children. We will work with our local family hub to support families in the community to improve outcomes for children.

1.52.1 ABC Nursery works within the Coventry Safeguarding Children Partnership's *'Right Help, Right Time'* framework, available on the CSCP website.

1.53 Record-Keeping

All concerns, discussions and decisions made will be recorded in writing, kept confidential and stored securely.

Confidential records kept on a child are shared with the child's parents or those who have parental responsibility for the child, only if appropriate and in line with guidance

of the local authority with the proviso that the care and safety of the child is paramount. We will do all in our power to support and work with the child's family.

The Nursery keeps appropriate records to support the early identification of children and families that would benefit from support. Factual records are maintained in a chronological order with parental discussions. Records are reviewed regularly by the DSL to look holistically at identifying children's needs.

A written record of all safeguarding and/or child protection concerns, discussions and decisions made will be kept in individual children's files. These will be locked in a cupboard or stored electronically and securely and will only be accessed by the relevant safeguarding staff.

1.53.1 Staff will submit all concerns in writing to the DSL at the earliest opportunity. This may be after having a verbal conversation, but conversations will be followed up in writing.

1.53.2 Information required to keep children safe will be shared with other agencies.

1.53.3 In the event that a child moves from our setting, the safeguarding file will be transferred to the new setting securely in a timely manner (5 days). Our setting will complete a record of the transfer demonstrating the exchange and confirmation from the new setting, that the records and any passwords have been received. Once the transfer has been received and documented, we will not retain the safeguarding information.

Sample records transfer form can be found here -
Records transfer form

1.53.4 In the event of any safeguarding and child protection concerns, a meeting with the receiving provider's Designated Safeguarding Lead will be arranged.

1.53.5 All data processed is done so in line with the General Data Protection Guidelines and the Data Protection Act (2018). Please see our Data Protection Policy for more information.

1.53.6 Further information regarding information sharing and data processing in relation to safeguarding can be found in:

Information sharing Advice for practitioners providing safeguarding services to children, young people, parents and carers (July 2018)
https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1062969/Information_sharing_advice_practitioners_safeguarding_services.pdf

and Part One of Keeping Children Safe in Education (September 2022).

1.54 Photography and Images

Consent from parents/carers to photograph children at setting events for promotional reasons will be sought when the child joins the setting. This consent will be reviewed and updated on an annual basis. We will only take photographs of children when consent has been sought from parents and when the reason for doing so is clear and

communicated to parents. Images of children will not be stored on personal mobile phones.

1.54.1 Parents can withdraw consent at any time and must notify ABC Nursery if they do not wish their child's photographs to be used.

1.54.2 Photographs of children used publicly will not be displayed with their name or other **identifiable** personal information.

1.54.3 Photographs of children will be processed in line with the General Data Protection Regulation and our Camera and Recording Devices and Data Protection Policies

1.55 Staff Training

In order for staff to be able to understand and discharge their safeguarding and child protection duties, ABC Nursery is committed to train staff throughout the year. All staff members will be made aware of ABC Nursery's safeguarding processes and structures and will receive training on these as part of their induction. As part of this training and their refresher, they will also receive:

- This Safeguarding and Child Protection Policy
- The staff Code of Conduct
- Setting procedures for **children who are unexpectedly absent from our setting or leave without any reason or notice**
- The supporting behaviour policy

1.55.1 Staff at ABC Nursery will undertake training throughout the year, including but not limited to Prevent Duty, Online Safety, Safeguarding, Food Hygiene, Food Allergens, Behavioural Management and other training available via the Local Authority.

1.55.2 ABC Nursery will support staff to develop their knowledge of wider safeguarding issues. Staff will also be trained in these areas in order to be able to further recognise if a child is at risk of harm.

1.56 Safer Recruitment

ABC Nursery is committed to providing children with a safe environment, in which they can learn. We take safer recruitment seriously and all staff are subject to the following checks:

- Identity check
- DBS clearance
- Barred List check
- Reference check (two references required)
- Qualification's check (depending on the post applied for)
- Right to work in the UK check
- Further checks for those who have lived outside the UK
- Disqualification Under the Childcare Act 2006 checks (as required)
- **Verification of the candidate's health and suitability, may also need to be sought**

1.56.1 A record of all checks completed for all members of staff will be recorded and held **in a secure cabinet on site.**

1.56.2 All new members of staff will be required to obtain DBS clearance. We reserve the right to re-check DBS clearance for any member of staff where information is received that indicates that they may pose a risk to children and may request candidates to register on the DBS update service.

1.56.3 We take proportionate decisions on whether to check individuals **above and beyond** what is legally required **dependant on individual circumstance.**

1.56.4 All safer recruitment practices comply with statutory guidance and can be found in our Safer Recruitment Policy.

1.56.5 Procedures are in place to ensure that only those who have been subject to the necessary checks have unsupervised contact with children.

1.56.6 **Any visitor to the setting who has not been subject to the necessary checks will be supervised at all times and a risk assessment completed.**

1.57 Agency Staff

Although the setting does not directly employ agency staff and contractors, the setting will ensure that any concerns or allegations are **referred to LADO and the relevant agency informed as the employer.**

1.58 Whistleblowing

ABC Nursery operate a culture of safeguarding and all staff should report any concerns about poor or unsafe practice, or our safeguarding processes to Mrs Sarah Ginn, Director. In the event that an individual is unable to raise an issue with the Designated Safeguarding Lead, they should contact Ofsted for additional guidance on whistleblowing procedures. Please refer to our Whistleblowing Policy for more information. Further information can be found in Early Years Procedures – Managing Allegations against adults who work with children.

[https://www.coventry.gov.uk/downloads/file/31864/early_years_procedure -
_managing_allegations_against_adults_who_work_with_children](https://www.coventry.gov.uk/downloads/file/31864/early_years_procedure_-_managing_allegations_against_adults_who_work_with_children)

1.59 Promoting safeguarding and welfare in the curriculum

ABC Nursery recognises the importance of teaching children how to stay safe and look after their mental health and are committed to equipping children with the skills and knowledge to have successful and happy lives. Safeguarding and safety learning opportunities which are age and stage appropriate will be provided within our curriculum.

1.60 Children Looked-After

The most common reason for children to be looked-after is because they have experienced abuse and/or neglect. We recognise that children looked after may have additional vulnerabilities and are committed to working with other agencies to ensure that Looked-After and previously Looked-After children receive the best possible support and care.

1.19.1 We are committed to working with other agencies to ensure the best outcomes for Looked-After and Previously Looked-After children. Please refer to our Looked After Children Policy for further details.

1.61 Children with Special Educational Need and Disabilities (SEND) or physical health needs

ABC Nursery is aware that children with additional needs or disabilities may be more vulnerable to abuse both online and offline and additional barriers may exist when recognising abuse and neglect. This could be because:

- assumptions that indicators of possible abuse such as behaviour, mood and injury relate to the child's disability without further exploration;
- being more prone to peer group isolation or bullying (including prejudice-based bullying) than other children;
- the potential for children with SEN and disabilities or certain medical conditions being disproportionately impacted by behaviours such as bullying, without outwardly showing any signs;
- communication barriers and difficulties in overcoming these barriers; and
- being unable to understand the difference between fact and fiction online content.

1.61.1 As outlined in Keeping Children Safe in Education (2022):

Any reports of abuse involving children with SEND will therefore require close liaison with the Designated Safeguarding Lead and our SENCO. Staff will also be trained in recognising signs of abuse in children with SEN and disabilities or certain medical conditions.

1.61.2 Staff will consider the needs of a child when responding to concerns of abuse or when taking a disclosure. We recognise that some children require specialist intervention to communicate and advice from our SENCO will be sought in these circumstances.

1.61.3 Safeguarding learning opportunities within the curriculum will be appropriately differentiated to ensure all children can access it.

1.61.4 Please refer to our Supporting Children with Additional Needs Policy for more information.

1.62 Physical Intervention

There may be occasions when staff are required to use physical intervention to safeguard children, for the purposes of averting immediate danger of personal injury to any person (including the child) or to manage a child's behaviour if absolutely necessary.

1.62.1 We will keep a record of any occasion where physical intervention is used, and parents and/or carers will be informed on the same day, or as soon as reasonably practicable.

Please refer to Statutory Framework for the EYFS, 3.53 -3.54 (2021) and our Behavioural Management Policy for more information.

1.63 Summary

ABC Nursery is committed to safeguarding children and will always make safeguarding decisions that are in the best interests of each child. For further information or if you have any queries about this policy, please speak to Mrs Sarah Ginn, Director.

