



**Safeguarding Policy For
Children And Vulnerable
Young People**

Introduction

Safeguarding is everyone's responsibility and all staff who, during the course of their employment have direct or indirect contact with children and vulnerable young people, or who have access to information about them, have a responsibility to safeguard and promote the welfare of children and vulnerable young people.

There is a duty of the nursery to make appropriate arrangements to safeguard and promote the welfare of the children. Also guidance makes it clear that it is a shared responsibility, and depends upon effective joint working between agencies and professionals that have different roles and expertise.

The Designated Safeguarding Leads within the nursery are Geraldine Greenwood and Kimberley Meeney.

Safeguarding Children and Vulnerable Young People

What is safeguarding?

- Protecting children from maltreatment
- Preventing impairment of children's health or development
- Ensuring that children and vulnerable young people are growing up in circumstances that are consistent with the provision of safe and effective care
- Taking action to enable children to have the best outcomes
- Complying with The Competency Framework.

What do we want to achieve?

St Bernard's Day Nursery aims to ensure that children achieve the five outcomes that are identified in the Children Act 2004 which are:-

- Be Healthy - physical and mental health and emotional well-being
- Stay Safe – prevention and protection from harm and neglect
- Enjoy and Achieve – education, training and recreation
- Make a positive contribution to society
- Achieve Economic and Social Well-being

To this end we will:

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

What does this mean?

The following principles will underpin all of our work with children and vulnerable young people. Our approach will be:

- Child centered – seeing and listening to children and young people
- Rooted in understanding child development
- Support the achievement of best possible outcomes for children
- Holistic in approach – seeing the whole of the child and not just aspects of their lives
- Understand diversity, the impact of discrimination and how to ensure equality of opportunity
- Respect for the views of parents/carers and actively involve them in assessment and care planning
- Identify and build on strengths and protective factors, as well as identifying and addressing difficulties and risks
- Work collaboratively between agencies, sharing information as appropriate. When information is shared for Child Protection issues a document detailing who the information has been shared with and how it is used will be completed by the Safeguarding Officers. Any outside agencies will be required to complete a form relating to their visit to the setting
- Children's non- attendance is documented on a attendance log sheet in which the parent/carer signs and gives a reason for the child's absence.
- Provide support as a continuing process not for brief periods in relation to particular events
- Monitor and review the impact of intervention on a child's welfare and overall development progress
- Achieve good standards in safeguarding practice consistently, logging down all ongoing training onto the competency log sheets.

St Bernards has a clear commitment to protecting children and promoting welfare. Should anyone believe that this policy is not being upheld, it is his or her duty to report the matter to the attention of Stephanie Alexander at the earliest opportunity.

Staff will respond appropriately when they see or are concerned about abuse.

- Child's details and the concern or disclosure will be documented onto a concern sheet, dated and reported to the Designated Lead, This will then be kept in a separate confidential file.
- 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.
- Concern discussed with manager and parent if needed.
- Discussions with parent/carer to be documented down with a recorded front log sheet.
- Support given to family.
- Post to other agencies if needed.
- Contact the Local Safeguarding Children's Board or First Response.

- If the child is going to be put in significant harm or has been parental consent is not required.
- Contact police or Ofsted.

Informing parents

Parents are normally the first point of contact. If a suspicion of abuse is recorded, parents are informed before the report is made, except where the guidance of the local safeguarding board does not allow this. This will usually be the case where the child is going to be in significant harm or has been.

Confidentiality

All suspicions, enquiries and external investigations are kept confidential and shared only with those who need to know. Any information is shared under the guidance of the Local Safeguarding Board.

Support to families

The nursery takes every step in its power to build up trusting and supportive relations among families, staff and volunteers within the nursery. We continue to welcome both the child and the family whilst enquiries are carried out supporting them with respect in a non-judgmental manner; all records are kept confidential, only if appropriate under the guidance of the Local Safeguarding Board with the provision 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.

Useful contact numbers/websites

- Ofsted 03301231231
- Local Safeguarding Children's Board 0116 3057130 or www.lrlscb.org
- First Response 0116 3050005
- Local Authority Designated Officer – Mark Goddard/Karen Browne 0116 3057597
- Lindsay Hall 01163055896 or Lindsay.hall@leics.gov.uk
- PreventEngagemnet.Team@leicestershire.pnn.police.uk

Legislation and guidance framework

- ✚ Keeping Children Safe in Education 2016
- ✚ Safeguarding Vulnerable Groups Act 2006
- ✚ Equality Act 2010
- ✚ Children Act 1989 & 2004
- ✚ Working Together to Safeguard Children 2015
- ✚ Education Act 2002, 2005 & 2011
- ✚ Every Child's Matters: Change for Children 2004
- ✚ The Competency Framework
- ✚ Children and Families Act 2014
- ✚ UN Convention on the rights of the child 1989
- ✚ Sexual Offences Act 2003
- ✚ Protection of Children Act 1999
- ✚ Childcare Disqualification Regulations 2009

- ✚ Protection of Freedom Act 2012
- ✚ Prevent and FGM duties
- ✚ Children and Social Work Act 2017
- ✚ What to do if you are worried about a child is being abused 2015
- ✚ EYFS
- ✚ Safeguarding Children Board website
- ✚ Ofsted common inspection framework

Staff will be able to recognise abuse. The main forms of abuse are divided into the following categories:

- ✚ **Physical abuse** – including hitting, slapping, pushing, kicking, misuse of medication, poisoning, restraint, burning, inappropriate sanctions and fabricated illness to the child.
Signs/indicators - bruising, burns, fractures, breaks, unexplained marks, untreated medical need, loss of weight, aggressive behaviour, withdrawn, anxious, cuts, drowsiness.
- ✚ **Sexual abuse** – including rape, physical sexual contact, sexualised language, indecent exposure, non-contact activities.
Signs/indicators – Genital or urinary irritation, frequent infections, pain or itching in the genital area, bleeding, stains on under wear, bruising to inner thighs, role play, agitation or withdrawal with physical contact.
- ✚ **Emotional/Psychological abuse** – threats of harm, intimidation, humiliation, blaming, controlling, inappropriate expectations, coercion, verbal abuse, denial of human rights, cyber bullying.
Signs/indicators – excessive fear or anxiety, flinching, low self-esteem, change in appetite, unusual patterns of crying, unusual weight loss or gain, mood swings.
- ✚ **Neglect - including** ignoring medical or physical care needs, failure to provide access to appropriate health, social care or educational services, the withholding of the necessities of life such as medication, adequate nutrition, and heating.
Signs/indicators - Child persistently arriving unwashed, illness not being addressed, persistently hungry, craving love and support.
- ✚ **Domestic Violence** – Action should be taken if there is a severe, adverse effect on the behaviour and emotional development of a child, has witnessed or heard that domestic abuse is going on in the family home or if they have shown concern for help.
Signs/indicators – Anger in the child or parent/carer, become emotional and crave love and support, behaviour changing.
- ✚ **Violent Extremist or Terrorism** – Action should be taken if a staff member has reason to believe that someone is being drawn into inciting or is supporting acts of violence because of other hostile views, there is no single profile of terrorist or violent extremist, but there are factors which may make people more vulnerable, these would include:

Peer pressure, bullying, migration, family tensions, crime and anti social behaviour.

Employees or volunteers of the nursery

All staff will attend child protection training as soon as feasibly possible following their employment, and receive basic in house training during their induction period.

If an allegation is made against a member of staff or volunteer, we will follow the HM Government guidance in 'Working together to safeguard children'.

The allegation should be reported to the senior manager and designated lead on duty. If this person is the subject of the allegation then this should be reported to the local LADO.

All staff have access to a whistle blowing policy which will enable them to share any concerns that may arise about their colleagues in an appropriate manner

All students will have enhanced Disclosure and Barring Service disclosures conducted on them before their placements starts and all volunteers, including students, do not work unsupervised.

All enhanced Disclosure and Barring Service disclosures checks will be updated on a regular basis to ensure the suitability of the adults caring for the children.

Equality and Diversity

This policy should be read inline with the equality and diversity policy and equal opportunities policy. Equality is based on the idea of fairness whilst recognizing that everyone is different, and diversity is about the ways in which people differ and about recognizing that differences are a natural part of society. St Bernards expects that all staff and volunteers who come into contact with children and young people treat them as individuals and make them feel respected and valued as an essential part of our commitment to safeguard children and young people.

CCTV Camera System

The installation of a camera system is in place at St Bernards, as to aid and supports all safeguarding policies.

The system has 15 cameras; these are distributed around the nursery indoor and out to provide maximum coverage. The monitor that the cameras are linked to is situated in the nursery office and is constantly viewed by management.

The system has the capacity to record on to a hard drive and footage can be retrieved for future reference if required, for example safeguarding issues i.e. nursery accidents and nursery incidents that may occur whilst children are at play. The Data Protection Act 1998, will apply therefore all the footage will only be available to management, staff (to enhance in-house training) and any necessary external agencies.

A form is completed by the Safe Guarding Officer to denote the information that is shared, to whom it is passed to, who will the view the data and as to how it will be stored or if relevant disposed of after its use.

This is NOT a camera system for parents to access via the Internet.

Mobile Phones

All parents, carers and visitors within the nursery prohibit mobile phones; please refer to the mobile phone policy.

Monitoring Outcomes

St Bernards collect, analyse, monitor and review a wide range of data associated with safeguarding objectives arising from the outcomes within the policy, this is reviewed monthly adding updates or any ammendants to the information above,