CHILD PROTECTION, SAFEGUARDING,

ALLEGATIONS OF ABUSE & WHISTLEBLOWING

We aim to create an environment in which children are safe and in which any suspicion of abuse is promptly and appropriately respondedto.

To do this we will

* Recruit safely following all relevant guidelines and laws in line with our Safer Recruitment policy, please see ur Safer Recruitment policy for more details.
* We take security steps to ensure no person can enter nursery grounds unauthorised.
* We record details of visitors to nursery.
* We will ensure that staff attend appropriate training so that they are able to recognise the symptoms of possible physical abuse, neglect, emotional abuse, and sexual abuse. This training will be updated yearly but Safeguarding will highlighted at every staff training day of 6 per year. Staff will be talked to frequently about safeguarding in their role and there will be opportunities for personal development.
* All staff will complete an enhanced DBS check before commencing work.
* Kirstie, Simone, Sharna, Chloe and Zara are the designated leads.
* The layout of the accommodation will always enable constant supervision.

Responding to Suspicions of Abuse

* Changes in children’s behaviour / appearance will be investigated, when such evidence is apparent, we will keep records of these.
* Parents will be the first point of contact unless children are at risk of immediate harm.
* All suspicions and investigations will be kept confidential and shared only with those who need to know. Those involved are likely to be the Room leader, keyworker, and the management team.
* We may use the WSCC Neglect Matrix if appropriate.
* Using our understanding of Safeguarding through training we will respond to suspicions of abuse accordingly; this may be through logs, it may be asking for advice through IDF, reporting to IDF or considering if an Early Help Plan should be intiated.

Keep Records

* Whenever worrying changes are observed in a child’s behaviour, physical condition or appearance, a specific and confidential report will be set up, separate from ongoing records of the child’s progress and development. The record will include, in addition to the name, and timed and dated observations, describing objectively the child’s behaviour / appearance, without comment or interpretation and where possible, the exact words spoken by the child, and dated name and signature of the recorder. Such records will be kept in the office on a password protected device and will only be accessible to the appropriate staff members.

ALLEGATIONS OF ABUSE AGAINST A STAFF MEMBER

In the case of an allegation made against a member of staff we will immediately contact Lado for advice and follow their instructions, but this would usually involve…

* Take advice and guidance around the staff member continuing to work on premises or
* Collect evidence from appropriate staff.
* Check staff rota and registers.
* Record all findings.
* Hand over CCTV in line with advice from LADO.

WHISTLEBLOWING

Employees, students or volunteers who use this procedure to raise concerns about poor or unsafe practice in good faith will not be punished for doing so. The nursery will not tolerate harassment or victimisation of any employee raising concerns. All concerns will be taken seriouslt by the management team.

The procedure for raising concerns is always to come to management but understandably if you do not feel that you can you must…

If an allegation of abuse against a staff member has not been taken seriously or reported to LADO staff are to understand the procedure to carry out. They should contact LADO on these details.

LADO CONTACT

0330 222 6450

[LADO@westsussex.gov.uk](mailto:LADO@westsussex.gov.uk)

If there is serious concerns about a child that you believe has not been taken seriously then the action staff should take is to contact IDF.

IDF

[https://www.westsussexscp.org.uk/professionals/working-together/making-a-referral](https://l.facebook.com/l.php?u=https%3A%2F%2Fwww.westsussexscp.org.uk%2Fprofessionals%2Fworking-together%2Fmaking-a-referral%3Ffbclid%3DIwZXh0bgNhZW0CMTAAAR2W4psaskXg_YZqVwpdnqLIAGZNv-jIuszFnGMcSQgng17K_gE-EGnYIiQ_aem_AaSbg61PfODzskAZuYpmAIqauzx6iAbkuJUNprDW1Y5oYfFuOuSh0curHAP9TyTkUYPO7ri7auYPSYlqHU1FiP3u&h=AT3zSmSkxyVJtEZ0xYG3HLh4a1qF_oyBUN-35WxclEQKZV09Lzn2QI9_Csfu0r4xgvsAmTNWjOTKqymZtd3ziJNsEYnA_5dY11cyvKul2YB3jyFHJJNTfR5yuzxsIRn7S2PcIQ)

NSPCC Whistleblowing advice line 08000280285. Or [help@nspcc.org.uk](mailto:help@nspcc.org.uk)

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