



Safeguarding Children and Child Protection Policy

Safeguarding is a pro-active measure to ensure that all systems and policies in the establishment minimise the risk of harm to all children and vulnerable adults .

Child Protection is a reactive response to an individual child who may be suffering significant harm. It is an activity taken to protect a child.

Our nursery provision ensures that:

- The welfare of the child is paramount.
- All children, whatever their age, culture, disability, gender, language, racial origin, religious beliefs and/or sexual identity, have the right to protection from abuse.
- All suspicions and allegations of abuse will be taken seriously and responded to swiftly and appropriately.
- The designated child protection officer will undergo 12 hours intense training by Tower Hamlets and will follow all related policies, procedures and legislation. (See Appendix 2 at end of document)
- All other staff will be trained on an Intermediate Safeguarding children course on the closest availability, which will allow them to gain further knowledge on the government's statutory guidance. Copies of 'Working Together to Safeguard Children 2018' and 'Prevent duty guidance for England and Wales 2019' are available in the office.
- All other staff will be trained on an Intermediate Safeguarding children course on the closest availability.
- All students or volunteers will be trained on their induction on Global Kids Day Care Ltd policy and procedures in relation to safeguarding and be made aware of the Safeguarding Flow Chart.

(See flow Chart (Appendix 3) at the end of this document)

All staff/Students/Volunteers who come into contact with children and their families in their everyday work no matter of their role has a duty to safeguard and promote the welfare of children. Failure to do so will be deemed as Gross Misconduct.

Safeguarding children Legislation

Global Kids Day Care Ltd works within safeguarding legislation:

- Children Act 1989 - Child's welfare is paramount. The views of children should be sought according to their age and understanding and should be informed about what happens to them. We work in partnership with parents.
- Framework for the assessment of child in need and their families (2000)- Global Kids Day Care Ltd ensures we work together with outside agencies to best support the needs of the child
- Education Act 2002- Global Kids Day Care Ltd ensures we follow the guidance of the Local Authority to ensure we are guided and attend relevant training to ensure we are promoting the welfare of children.
- Child Act 2004- Global Kids Day Care Ltd ensures that we co-operate and support the five outcomes of children.

The outcomes being:

- staying healthy,
- staying safe,
- enjoying and achieving,
- making a positive contribution
- achieve economic wellbeing.

Being mistreated or abused (sometimes called 'Significant Harm') is defined as Sexual Abuse, Physical Abuse, Neglect or Emotional Abuse.

Physical abuse: This involves hitting, shaking, throwing, burning, suffocating, poisoning, drowning or any other physical harm. Deliberately causing a child ill health also constitutes as physical abuse.

Sexual abuse: This involves forcing or enticing a child to take part in sexual activities, whether or not the child is aware of what is happening. Sexual abuse does not necessarily involve a high level of violence, whether or not the child is aware of what is happening. The activities may involve physical contact, including assault by penetration (for example rape or oral sex), or non-penetrative acts such as masturbation, kissing, rubbing and touching outside of clothing. They may also include non-contact activities, such as involving children in looking at, or in the production of, sexual images, watching sexual activities, encouraging children to behave in sexually inappropriate ways, or grooming a child in preparation for abuse (including via the internet). Sexual abuse is not solely perpetrated by adult males. Women can also commit acts of sexual abuse, as can other children.

Emotional abuse: Varying degrees of emotional abuse are present in virtually all child protection incidents but can also constitute abuse in its own right. Emotional abuse involves persistent or severe emotional ill treatment or torture causing, or likely to cause severe adverse effects in the emotional stability of the child. Such behaviour may involve conveying to a child that they are worthless, unloved or inadequate or making them feel unnecessarily frightened, in danger or vulnerable.

Neglect: Neglect is the persistent failure to meet the child's basic physical, emotional or psychological needs, which is likely to have a severe impact on their health, development or emotional stability. Neglect may also occur during pregnancy as a result of maternal substance abuse.

(Please ensure you have received a copy of the indicators Appendix 1 at the end of this Policy)

Indicators of abuse

Physical

- Bruises - commonly on the head but also on the ear or neck or soft areas - the abdomen, back and buttocks.
- Defensive wounds commonly on the forearm, upper arm, back of the leg, hands or feet.
- Clusters of bruises on the upper arm, outside of the thigh or on the body
- Bruises with dots of blood under the skin.
- A bruised scalp and swollen eyes from hair being pulled violently.
- Bruises in the shape of a hand or object.
- Burns, Scalds, Bite marks.

Sexual

Children who are sexually abused may:

- Stay away from certain people.
- They might avoid being alone with people.
- They could seem frightened of a person or reluctant to socialise with them.
- Language or sexual behaviour you wouldn't expect them to know.
- Show sexual behaviour that's inappropriate for their age.
- Have physical symptoms.

- Anal or vaginal soreness.
- An unusual discharge.
- Sexually Transmitted Infection (STI).

Emotional

Babies and pre-school children who are being emotionally abused or neglected may:

- Be overly-affectionate towards strangers or people they haven't known for very long.
- Lack confidence or become wary or anxious.
- Not appear to have a close relationship with their parent, e.g. when being taken to or collected from nursery etc.
- Be aggressive or nasty towards other children and animals.
- Struggle to control their emotions.

Neglect

- Poor appearance and hygiene.
- They may have an unpleasant scent or may appear dirty.
- Have unwashed clothes.
- Have inadequate clothing, e.g. not having a winter coat.
- Have frequent and untreated nappy rash in infants.
- Untreated injuries, medical and dental issues.
- Repeated accidental injuries caused by lack of supervision.
- Recurring illnesses or infections.
- Not been given required medicines and vaccinations.
- Poor muscle tone or prominent joints.
- Skin sores, rashes, flea bites, scabies or ringworm.
- Thin or swollen tummy.
- Anaemia.
- Tiredness.
- Faltering weight or growth and not reaching developmental milestones (known as failure to thrive).
- Poor language, Communication or Social Skills.

Female Genital Mutilation (FGM)

Female genital mutilation (sometimes referred to as female circumcision) refers to procedures that intentionally alter or cause injury to the female genital organs for non-medical reasons. The practice is illegal in the UK.

FGM is usually carried out on young girls between infancy and the age of 15, most commonly before puberty starts.

FGM is carried out for cultural, religious and social reasons within families and communities.

It is important that reference be made to this as mentioned it is an illegal practice. If this is identified, or the organisation is made aware of this, safeguarding/child protection reporting procedure will be implemented.

CSE or child sexual exploitation is a type of sexual abuse

Children in exploitative situations and relationships receive something such as gifts, money or affection as a result of performing sexual activities or others performing sexual activities on them.

Children or young people may be tricked into believing they're in a loving, consensual relationship. They might be invited to parties and given drugs and alcohol. They may also be groomed and exploited online.

Some children and young people are trafficked into or within the UK for the purpose of sexual exploitation. Sexual exploitation can also happen to young people in gangs.

Child sexual abuse online

When sexual exploitation happens online, young people may be persuaded, or forced, to:

- Send or post sexually explicit images of themselves
- Take part in sexual activities via a webcam or smartphone
- Have sexual conversations by text or online.

Abusers may threaten to send images, video or copies of conversations to the young person's friends and family unless they take part in other sexual activities.

Images or videos may continue to be shared long after the sexual abuse has stopped.

Child sexual exploitation in gangs

Sexual exploitation is used in gangs to:

- Exert power and control over members
- Initiate young people into the gang
- Exchange sexual activity for status or protection
- Entrap rival gang members by exploiting girls and young women
- Inflict sexual assault as a weapon in conflict.

Girls and young women are frequently forced into sexual activity by gang members.

Breast Ironing

Practice where young girls have hot implements rubbed on their developing breasts to stop them growing and is seen as a way of 'protecting' girls to make them seem 'child-like'. This is a form of physical abuse and may cause difficulty breastfeeding or producing milk, malformed breasts, severe chest pain, infections and abscesses or in some cases breast cancer. This procedure is practiced in some African countries, but may also happen within African communities within the UK. Keeping Children Safe in Education (2016) mentions breast ironing on page 54, as part of the section on so-called 'Honour Violence'.

Child abuse linked to Faith or belief.

This is where 'Families or carers genuinely believe that the victim has been completely taken over by the devil or an evil spirit, which is often supported by someone who within the community has portrayed themselves as an authority on faith and belief. Often in the perpetrators' minds, any abuse is not going to affect the victim because he or she believes the child is effectively not there any more and the abuse is directed at whatever has possessed the child. The victim is often convinced that this is the truth and that the abuse is "normal" behaviour. Our role is to safeguard children, not challenge beliefs, regardless of the beliefs of the abusers, child abuse is child abuse and should be treated as such.

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 you might know dress
- Unexplained, sometimes unaffordable new things (e.g. clothes, jewellery, cars etc.)
- 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.

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.

Prevent Duty

This is a duty on all schools and registered early years providers to have due regard to preventing people being drawn into terrorism. In order to protect children in your care, you must be alert to any reason for concern in the child's life at home or elsewhere. This includes awareness of the expression of extremist views

The government has defined extremism in the Prevent strategy as: "vocal or active opposition to fundamental British Values, including democracy, the rule of law, individual liberty and mutual respect and tolerance of different faiths and beliefs."

Childcare and Early Years Providers subject to the Prevent duty will be expected to demonstrate activity in the following areas:

- Assessing the risk of children being drawn into terrorism.
- Demonstrate that they are protecting children and young people from being drawn into terrorism by having robust safeguarding policies.
- Ensure that their safeguarding arrangements take into account the policies and procedures of the Local Safeguarding Children Board.

- Make sure that staff have training that gives them the knowledge and confidence to identify children at risk of being drawn into terrorism, and to challenge extremist ideas which can be used to legitimise terrorism
- Expected to ensure children are safe from terrorist and extremist material when accessing the internet

What the promotion of Fundamental British Values in the early years means in practice:

- Democracy: making decisions together, for example giving opportunities to develop enquiring minds in an atmosphere where questions are valued.
- Rule of law: understanding rules matter as cited in Personal Social and Emotional development for example collaborating with children to create rules and codes of behaviour.
- Individual liberty: freedom for all, for example reflecting on their differences and understanding we are free to have different opinions
- Mutual respect and tolerance: treat others as you want to be treated, for example sharing and respecting other's opinions.

All staff employed by Global Kids Day Care are expected to implement the British values in all aspects of planning and interaction. All staff are expected to complete Prevent Training from the Home Office on the following link:

<http://www.elearning.prevent.homeoffice.gov.uk>

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.

Use of photographic/filming equipment at the nursery setting and events

There is evidence that some people have used it as an opportunity to take inappropriate photographs or film footage of young and disabled in vulnerable positions. The nursery will be vigilant and no photography of any kind allowed except for display and observational purposes with the consent of the parents. The images will be appropriately stored away. Any concerns should to be reported to the Designated Safeguarding Officer. We use Nursery ipads within the setting that is managed remotely. This ensures the ipads are restricted to the purpose of use. With

regards to Disclosures made, only the DSL will have access to Safeguarding Disclosures on the Family Software. We also have functions on the family software that restricts certain information being visible to parents and staff that are not DSL. This is to ensure we use all protective measures for the best interest of the child.

At no time should the nursery camera or iPad be taken into the children's changing area or toilets, without the full consent of management and only for pictures of hand washing. All photographs must be taken with the nursery digital camera or iPad and given to Manager or Deputy to develop the pictures. Any actions by staff not in line with this policy, would be classified as a Serious Misconduct and the manager shall follow the disciplinary procedures.

Use of Personal Digital Equipment

- Mobile phones and any other personal digital equipment; such as laptops, cameras, USB sticks, smart watches and tablets, should not be used anywhere outside of the designated areas. Any personal equipment MUST be authorised to use by the Nursery Director.
- At the beginning of your shift, your mobile phone and/or any other digital equipment must be signed into the office and kept in the designated area. These should then be signed out for use during your lunch break and signed in on return to work.
- Mobile phones may be used on trips with prior agreement from your nursery manager; this will be on a case-by-case basis.
- Global Kids Day Care Ltd take their policies and procedures very seriously, failure to declare any of the above items or misuse of such nursery equipment will result in disciplinary action being taken which could lead to dismissal.

Please refer to employee handbook page 13, paragraph k: b,e,f,g,

Please refer to employee handbook page 23: N i, ii

Professional Judgement

All staff/students/volunteers working with children and their families must be familiar with and follow the Global Kids Day Care procedures for promoting and safeguarding the welfare of children and know who to contact the **Designated Safeguarding Officer (DSO)** within the organisation to express concerns about a child welfare. This will be shown and discussed on your first day of induction. Staff/Volunteers/Students will also be given a copy of the safeguarding / Child protection policy to read during their induction and have their implications explained to them.

You may have a concern about a child or may be approached by social services and asked to provide information about a child or family or asked to attend a child in need conference or may be asked to carry out a specific type of assessment in which you will need to obey by. (ACCURATE FACTS ARE PARAMOUNT AND ANY INFORMATION

RELATING TO THE FAMILY NEEDS TO BE HANDLED IN A PROFESSIONAL WAY AND IS ON A NEED TO KNOW BASIS)

The organisation will take all information relayed from any individual, a child's key person, supporting agencies and third parties seriously. Professional judgment will allow for the DSO and management to record appropriately, and to follow the necessary procedure to deal with any issue regarding safeguarding and protecting children in our care (**see flow chart**).

Staff must never do anything that may jeopardise a police investigation such as asking a child a leading question or attempt to investigate the allegations of abuse.

All staff/students/volunteers should discuss any concerns about a child to the DSO, where it is safe to do so. Refer to flow chart for guidance of how to and/or whom to contact in case of a concern. The DSO will then make a decision as to what are the next steps to be taken based on the information and evidence given. In emergencies however, contact the police. It is vital that information is shared with the relevant person or agency with any doubt of child abuse, to avoid another scenario of Victoria Climbié (2003) and Peter Connelly (2007).

When a member of staff receives disclosure from a child the member of staff MUST listen to the child, offer reassurance and give reassurances that she or he will take action.

- Staff **MUST** obtain and record all necessary information without asking leading questions. This record must be written and form an objective observation of the disclosure that includes:
 - The date and time of the disclosure or observation, the exact words spoken by the child as far as possible.
 - The name of the person to whom the concern was reported with date and time, the names of any other person present at the time.
 - These records are to be signed and dated and kept in the Safeguarding Folder which is kept securely and confidentially.
- Staff should contact the Designated Safeguarding Officer who will contact **MASH (Multi Agency Safeguarding Hub)**.
- Each member of **STAFF** has a responsibility of understanding and promoting the welfare of children.
- **STAFF** are accountable for reporting incidents and updating the DSO
- Managers Deputy Managers and Senior Nursery Practitioners have the responsibility of ensuring all staff/students/volunteers have access to this policy and understand the basic requirement such as to what to look out for and to whom to report to.
- Managers Deputy Managers and Senior Nursery Practitioners have the responsibility of ensuring that all staff/students/volunteers have read and understood the confidentiality policy.

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 using phrases such as 'you've shown such courage today'
- Take time and slow down: show respect, pause 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.

Good practice

- Always working in an open environment avoiding private or unobserved situations and encouraging open communication.
- Treating all young people/disabled adults equally with respect and dignity.
- Always putting the welfare of each young child first.
- Maintaining a safe and appropriate distance with children (a brief cuddle for comfort is acceptable, but laying down with a child is not).
- Building balanced relationships based on mutual trust and empowering children to share in decision making.
- Involving parents/carers wherever possible. For example, encouraging them to take responsibility for their children.
- Being an excellent role model- this includes not smoking or drinking alcohol or chewing around the nursery setting during work hours or before commencing work.
- Giving enthusiastic and constructive feedback rather than negative criticism.
- Securing parental consent in writing to act from parents, to administer emergency first aid and/or other medical treatment if the need arises.
- Keeping a written record of any injury that occurs, along with the details of any treatment given.
- Recording marks and bruises that a child comes into the Nursery with and noting parent explanations for them.

- Obtaining key home language words to be used in nursery setting only to support and meet the **CHILDS** individual needs.
- Also please refer to our GDPR policies as well.
- Ensure that you are familiar and adhere to all Covid '19 policies and procedures where applicable.

Practices to be avoided

The following should be **avoided** except in emergencies. If a case arises where these situations are unavoidable (eg the child sustains an injury and needs to go to hospital), it should be with the full knowledge and consent of someone in charge in the nursery setting or the child's parents.

Otherwise, avoid:

- Spending excessive amounts of time alone with children away from others.
- Taking or dropping off a child to an event other than school pick up or drop offs.

The following should never be sanctioned.

You should never:

- Engage in rough physical or sexually provocative games.
- Holding a child in a straddling position e.g child's legs either side of yours facing you.
- Kissing of any form.
- Share a room alone with a child.
- Allow or engage in any form of inappropriate touching
- Allow children to use inappropriate language unchallenged.
- Make sexually suggestive comments to a child, even in fun.
- Reduce a child to tears as a form of control.
- Allow allegations made by a child to go unchallenged, unrecorded or not acted upon.
- Do things of a personal nature for children or disabled adults that they can do for themselves.

NB It may sometimes be necessary for staff or volunteers to do things of a personal nature for children, particularly if they are young or are disabled. These tasks should only be carried out with the full understanding and consent of parents and staff involved. There is a need to be responsive to a person's reactions. If a person is fully dependent on you, talk with him/her about what you are doing and give choices where possible. This is particularly so if you are involved in any dressing or undressing of outer clothing, or where there is physical contact, lifting or assisting a child to carry out particular activities. Avoid taking on the responsibility for tasks for which you are not appropriately trained.

Incidents that must be reported/recorded

If any of the following occur you should report this immediately to management or safeguarding officer and record the incident. You should also ensure the parents of the child are informed:

- If you accidentally hurt a child (this includes using force to prevent them from danger)
- If he/she seems distressed in any manner
- If a child misunderstands or misinterprets something you have done.

Any disclosure, allegation or suspected abuse will be declared to the relevant authority, this includes MASH, OFSTED, LADO and Police. If the allegation is against a member of staff, they may be suspended until the investigation is complete if deemed necessary following advice given by LADO.

Global Kids day care will work co-operatively with Ofsted, MASH, the police and LADO to support any investigation that is carried out. In the event that the accused member of staff did not commit an offence, the member of staff will be supported back into the workplace and will have on-going support as necessary. Where the member of staff is found to commit the offence they will be dismissed from the setting due to misconduct relating to a child, we will also notify the Independent Barring Board administrators so that the name of the individual may be included on the Protection of children Register and vulnerable Adults Barred List.

Monitoring children's attendance

As part of our requirements under the statutory framework and guidance documents we are required to monitor children's attendance patterns to ensure they are consistent and no cause for concern.

We ask parents to inform the nursery prior to their children taking holidays or days off, and all incidents of sickness absence should be reported to the nursery the same day so the nursery management are able to account for a child's absence.

This should not stop parents taking precious time with their children, by keeping us informed parents can help us to meet our statutory requirements and let us know that children are safe.

If a child has not arrived at nursery within one hour of their normal start time the parents will be called to ensure the child is safe and healthy. If the parents are not contactable then the emergency contacts numbers listed will be used to ensure all parties are safe. Staff will work their way down the emergency contact list until contact is established and we are made aware that all is well with the child and family. It is a parent's responsibility to keep their emergency contact details updated. If contact is still not established, we would assess if it would be appropriate to contact relevant authorities in order to them to investigate further.

Where a child is part of a child protection plan, or during a referral process, any absences will immediately be reported to the local authority children's social care team to ensure the child remains safe and well.

Looked after children

As part of our safeguarding practice we will ensure our staff are aware of how to keep looked after children safe. In order to do this we ask that we are informed of:

- The legal status of the child (e.g. whether the child is being looked after under voluntary arrangements with consent of parents or on an interim or full care order)
- Contact arrangements for the biological parents (or those with parental responsibility)
- The child's care arrangements and the levels of authority delegated to the carer by the authority looking after him/her
- The details of the child's social worker and any other support agencies involved
- Any child protection plan or care plan in place for the child in question.

Staffing and volunteering

Our policy is to provide a secure and safe environment for all children. We follow safer recruitment practices including obtaining references and all staff employed to work with children will have enhanced criminal record checks from the Disclosure and Barring Service (DBS) before being able to carry out intimate care routines or have unsupervised contact with children.

We will obtain enhanced criminal records checks (DBS) for volunteers in the setting. Volunteers and visitors will never have unsupervised access to children.

All staff will attend safeguarding children training and receive initial basic child protection training during their induction period. 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 local authority children's social care team's, the local safeguarding children partnership and Ofsted to enable them to report any safeguarding concerns, independently, if they feel it necessary to do so.

Ongoing suitability of staff is monitored through:

regular supervisions

- peer observations
- Termly declaration of staff suitability
- safeguarding questionnaires
- regular review of DBS using the online update service.

Designated Safeguarding Lead

We have named persons within the nursery who take lead responsibility for safeguarding and co-ordinate child protection and welfare issues, known as the Designated Safeguarding Leads (DSL), there is always at least one designated person on duty during the opening hours of the setting. The designated persons will

receive comprehensive training at least every two years and update their knowledge on an ongoing basis.

The nursery DSL's 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 of the staff team with regular safeguarding updates.

The role of the Designated Safeguarding Lead:

Ensure that the settings safeguarding policy and procedures are reviewed and developed in line with current guidance; and develop staff understanding of the settings safeguarding policies

- Take the lead on responding to information from the staff team relating to child protection concerns
- Provide advice, support and guidance on an on-going basis to staff, students and volunteers.
- To identify children who may need early help or who are at risk of abuse
- To help staff to ensure the right support is provided to families
- To liaise with the local authority and other agencies with regard to child protection concerns
- Ensure the setting is meeting the requirements of the EYFS Safeguarding and welfare requirements
- To ensure policies are in line with the local safeguarding procedures and details
- Disseminate updates to legislation to ensure all staff are kept up to date with safeguarding practices
- To manage and monitor accidents, incidents and existing injuries; ensuring accurate and appropriate records are kept
- Attend meetings with the child's key person
- Attend case conferences and external safeguarding meetings, as requested, by external agencies.

The Nursery safeguards children and staff by;

- Providing adequate and appropriate staffing resources to meet the needs of all children.
- Informing applicants for posts within the nursery 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.
- Giving staff members, volunteers and students regular opportunities during supervisions and having an open door policy 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 such as child protection plans for their own children.
- Requesting DBS checks for the DBS update service (with staff consent) to re-check staff's criminal history and suitability to work with children at regular intervals.
- Abiding 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.

- Ensuring we receive at least two written references BEFORE a new member of staff commences employment with us.
- Ensuring all students will have enhanced DBS checks completed before their placement starts.
- Volunteers, including students, do not carry out any intimate care routines and are never left to work unsupervised with children.
- Abiding by the requirements of the Safeguarding Vulnerable Groups Act 2006 and the Childcare Act 2006 (amended 2018) in respect of any person who is dismissed from our employment, or resigns in circumstances that would otherwise have led to dismissal for reasons of child protection concern will be reported to the Disclosure and Barring Services (DBS).
- Having procedures for recording the details of visitors to the nursery and take security steps to ensure that that no unauthorised person has unsupervised access to the children.
- Ensuring all visitors/contractors are supervised whilst on the premises, especially when in the areas the children use.
- Staying vigilant 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.
- Ensuring that staff are aware not to contact parents/carers and children through social media on their own personal social media accounts where they have known the family through the nursery and they will report any such incidents to the management team to deal with.
- Ensuring that all staff have access to, and comply with, the whistleblowing policy, which provides information on how they can share any concerns that may arise about their colleagues in an appropriate manner. We encourage a culture of openness and transparency, and all concerns are taken seriously.
- Ensuring all staff are aware of the signs to look for of inappropriate staff behaviour, this 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.
- Ensuring all staff will receive regular supervision meetings where opportunities will be made available to discuss any issues relating to individual children, child protection training, safeguarding concerns and any needs for further support or training.
- Having 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 identified. 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. Concerns are raised with the designated lead and dealt with in an appropriate and timely manner.
- Ensuring 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.

The Designated Safeguarding Officer's onsite for Global Kids Day Care

Mile End Branch are **Ade Ebanks and Roksana Bibi**

Limehouse branch **Nicole Connelly**

Aldgate East branch **Aisha Barrett, Samina Begum, Imarna Khanom and Rima Begum**

Please Also See Whistle Blowing Policy

Key contact numbers:

Global kids Safeguarding Officer:

Mile End Branch: 0208 980 1706 , mobile 07961 037772

mile-end@globalkidsdaycare.co.uk

Lime house Branch: 0207 001 1210, mobile 07961 037772

limehouse@globalkidsdaycare.co.uk

Aldgate East Branch: 0203 302 7800. 07823770035

aldgateeast@globalkidsdaycare.co.uk

Director: Nicole Timberlake 07534914373 nicole@globalkidsdaycare.co.uk

Ofsted: 0300 123 1231

Child protection advice line : 020 7364 3444

MASH: (Multi-agency safeguarding hub) : 0207 364 5601, 0207 364 5606

Children Social Care Out of Hours (5pm onwards): 0207 364 4079

Police Child Abuse Investigation Team (CAIT): 0208 217 6484 OR 999 if not available

Local Authority Designated Officer (LADO): Melaine Benzie 0207 364 0677 , Mobile: 07903 23 88 27

E-mail: melanie.benzie@towerhamlets.gov.uk

Safeguarding Children AND Child Protection Policy Last reviewed April 2023 By Nicole Timberlake

ORIGINAL
NAL

Appendix 1: Indicators of Abuse (Staff copy)

Possible Indicators of abuse

These are some of the signs you may observe which can alert you to possible abuse or neglect. They are a tool to help formulate concerns rather than a definitive guide.

They are, by no means exhaustive so read them through and see whether you can add any other indicators that you may observe in your particular area of work – Share that information in your team

Physical

<ul style="list-style-type: none"> • Unexplained injuries or burns particularly if they are recurrent • Improbable excuses given to explain injuries • Refusal to discuss injuries • Untreated injuries or delay by carer in seeking medical help • Admission of punishment which appears excessive • Domestic Violence within the home 	<ul style="list-style-type: none"> • Withdrawal from physical contact – shying away / flinching • Arms and legs covered in hot weather • Fear of returning home • Fear of medical help • Self harm behaviours • Aggression / bullying to others • Running away • Bald patches
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Neglect

<ul style="list-style-type: none"> • Constant hunger – stealing food or scavenging • Poor personal hygiene – smelly, dirty • Poor state of clothing – inappropriate for season • Constant tiredness – unable to concentrate • Low self esteem • Drug / alcohol abuse • Quiet, withdrawn and undemanding 	<ul style="list-style-type: none"> • Frequent absence or lateness at school / nursery • Untreated medical problems • Underweight – not meeting developmental milestones • Lack of friends • Running away • Unsupervised – safety risks, mixing with older children • Poor parent / child attachment and bonding
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Sexual

<ul style="list-style-type: none"> • Sudden changes in behaviour or school performance • Displays of affection in a sexual way inappropriate to age • Tendency to cling or need reassurance • Tendency to cry easily • Regression to younger behaviour such as thumb sucking, acting like a baby • Complaints of genital itching or pain • Distrust of a familiar adult or anxiety about being left with a relative, babysitter or lodger 	<ul style="list-style-type: none"> • Unexplained gifts of money • Depression and withdrawal • Secrecy • Wetting / soiling day or night • Sleep disturbances or nightmares • Chronic illness, especially throat infections and venereal diseases • Anorexia or bulimia • Unexplained pregnancy • Fear of undressing e.g. for sport • Phobias or panic attacks • Running away • Sexual exploitation / selling sex • Swapping sex for somewhere to live / drugs/ food
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Emotional

<ul style="list-style-type: none"> • Physical, mental and /or emotional delay • Admission of punishment which is excessive • Over reaction to mistakes • Continual self deprecation • Sudden speech disorders • Fear of new situations • Fear of parents being contacted 	<ul style="list-style-type: none"> • Inappropriate emotional responses to painful situations • Neurotic behaviour – rocking, hair twisting, thumb sucking • Extremes of passivity or aggression • Drug / solvent abuse • Running away • Compulsive stealing / scavenging
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