At The Children’s Workshop we work with children, parents, external agencies and the community to ensure the welfare and safety of children and to give them the very best start in life. Children have the right to be treated with respect, be helped to thrive and to be safe from any abuse in whatever form.

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 pre-school’s other policies and procedures.

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

- Online safety
- Human Trafficking and Modern Slavery
- Prevent Duty and Radicalisation
- Domestic Violence, Honour Based Violence (HBV) and Forced Marriages
- Looked After Children

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) 2017
- Working together to safeguard children 2018
- Keeping children safe in education 2016
- What to do if you’re worried a child is being abused 2015
- Counter-Terrorism and Security Act 2015.

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 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.
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
- Support staff to notice 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
- 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.

The preschool 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. Due to the many hours of care we are providing, staff may often be the first people to identify that there may be a problem. 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.

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.

The preschool aims to:

- Keep the child at the centre of all we do
- 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
The Children's Workshop

- Ensure staff understand how to recognise early indicators of potential radicalisation and terrorism threats and act on them appropriately in line with national and local procedures
- 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 Surrey Safeguarding Children Board
- Make any referrals relating to extremism to the police (or the Government helpline) in a timely way, sharing relevant information as appropriate
- 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 pre-school staff
- Identify changes in staff behaviour and act on these as per the Staff Behaviour Policy. This will be done through regular supervisions, appraisals and whistle-blowing. All staff should feel confident to report any behaviour that causes concern.
- 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 LADO.
- Ensure parents are fully aware of child protection policies and procedures when they register with the pre-school 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 the Surrey Safeguarding Children Board.

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.
Contact telephone numbers

<table>
<thead>
<tr>
<th>Service</th>
<th>Contact Information</th>
</tr>
</thead>
<tbody>
<tr>
<td>Surry Children’s Single Point of Access (SPA)</td>
<td>0300 470 9100 (Mon - Fri 9am – 5pm)</td>
</tr>
<tr>
<td>SPA Email</td>
<td><a href="mailto:csmash@surreycc.gov.uk">csmash@surreycc.gov.uk</a> (for children)</td>
</tr>
<tr>
<td></td>
<td><a href="mailto:ascmash@surreycc.gov.uk">ascmash@surreycc.gov.uk</a> (for adults)</td>
</tr>
<tr>
<td>SPA secure email</td>
<td><a href="mailto:csmash@surreycc.gcsx.gov.uk">csmash@surreycc.gcsx.gov.uk</a> or use EGRESS</td>
</tr>
<tr>
<td>Emergency Duty Team (EDT)</td>
<td>01483 517898 (5pm-9am weekends &amp; bank holidays)</td>
</tr>
<tr>
<td>‘Request for Support’ Form</td>
<td><a href="http://www.surreyscb.org.uk">www.surreyscb.org.uk</a></td>
</tr>
<tr>
<td>(to be completed within 24 hours)</td>
<td></td>
</tr>
<tr>
<td>Surrey North East children’s social care</td>
<td>0300 123 1610</td>
</tr>
<tr>
<td>team – referral hub</td>
<td></td>
</tr>
<tr>
<td>SSCB Support Team</td>
<td>01372 833330</td>
</tr>
<tr>
<td>Local Authority Designated Officer (LADO)</td>
<td>0300 123 1650 – option 3</td>
</tr>
<tr>
<td>LADO Email</td>
<td><a href="mailto:lado@surreycc.gov.uk">lado@surreycc.gov.uk</a></td>
</tr>
<tr>
<td>LADO secure email</td>
<td><a href="mailto:lado@surreycc.gcsx.gov.uk">lado@surreycc.gcsx.gov.uk</a> or use EGRESS</td>
</tr>
<tr>
<td>OFSTED</td>
<td>0300 123 1231</td>
</tr>
<tr>
<td>Non-emergency police</td>
<td>101</td>
</tr>
<tr>
<td>Government helpline for extremism concerns</td>
<td>0207 340 7264</td>
</tr>
</tbody>
</table>

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.

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.

Indicators of child abuse

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

Softer signs of abuse as defined by National Institute for Health and Care Excellence (NICE) include:
  - Low self-esteem
  - Wetting and soiling
  - Recurrent nightmares
  - Aggressive behaviour
  - Withdrawing communication
  - Habitual body rocking
  - Indiscriminate contact or affection seeking
  - Over-friendliness towards strangers
  - Excessive clinginess
  - Persistently seeking attention.

Peer on peer abuse
We are aware that peer on peer abuse does take place, so we include children in our policies when we talk about potential abusers. This may take the form of bullying, physically hurting another child, emotional abuse, or sexual abuse. We will report this in the same way as we do for adults abusing children, and will take advice from the appropriate bodies on this area.

Physical abuse
Action needs to be taken if staff have reason to believe that there has been a physical injury to a child, including deliberate poisoning, where there is definite knowledge or reasonable suspicion that the injury was inflicted or knowingly not prevented. These symptoms may include bruising or injuries in an area that is not usual for a child, e.g. fleshy parts of the arms and legs, back, wrists, ankles and face.

Many children will have cuts and grazes from normal childhood injuries. These should also be logged and discussed with the pre-school group manager.

Children and babies may be abused physically through shaking or throwing. Other injuries may include burns or scalds. These are not usual childhood injuries and should always be logged and discussed with the designated safeguarding lead and/or the pre-school manager. Any bruising on non-mobile children will be reported to SPA immediately.

Female genital mutilation
This type of physical abuse is practised as a cultural ritual by certain ethnic groups and there is now more awareness of its prevalence in some communities in England including its effect on the child and any other siblings involved. This 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. Symptoms may include bleeding, painful areas, acute urinary retention, urinary infection, wound infection, septicaemia, incontinence, vaginal and

pelvic infections with depression and post-traumatic stress disorder as well as physiological concerns. If you have concerns about a child relating to this area, you should contact children’s social care team in the same way as other types of physical abuse. There is 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; we will ensure this is followed in our setting.

Breast Ironing
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. Although this is unlikely to happen to children in the nursery due to their age, we will ensure any signs of this in young adults or older children are followed up using the usual safeguarding referral process.

Fabricated illness
This is also a type of physical abuse. This is where a child is presented with an illness that is fabricated by the adult carer. The carer may seek out unnecessary medical treatment or investigation. The signs may include a carer exaggerating a real illness or symptoms, complete fabrication of symptoms or inducing physical illness, e.g. through poisoning, starvation, inappropriate diet. This may also be presented through false allegations of abuse or encouraging the child to appear disabled or ill to obtain unnecessary treatment or specialist support.

Procedure:
- All signs of marks/injuries to a child, when they come into pre-school or occur during time at the pre-school, will be recorded as soon as noticed by a staff member
- The incident will be discussed with the parent at the earliest opportunity, where felt appropriate
- Such discussions will be recorded and the parent will have access to such records
- If there are queries regarding the injury, SPA team will be notified in line with procedures set out by the Surrey Safeguarding Children Board (SSCB).

Sexual abuse
Action needs be taken if the staff member has witnessed an occasion(s) where a child indicates sexual activity through words, play, drawing, and has an excessive preoccupation with sexual matters. If the child has been subject to pornographic images and has 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. The child may become worried when their clothes are removed, e.g. for nappy/toilet changes.

The physical symptoms may include genital trauma, discharge and bruises between the legs or signs of a sexually transmitted disease (STD). Emotional symptoms could
include a distinct change in a child’s behaviour. They may be withdrawn or overly extroverted and outgoing. They may withdraw away from a particular adult and become distressed if they reach out for them, but they may also be particularly clingy to a potential abuser so all symptoms and signs should be looked at together and assessed as a whole.

If a child starts to talk openly to an adult about abuse they may be experiencing the procedure below will be followed:

**Procedure:**
- The adult should reassure the child and listen without interrupting if the child wishes to talk
- The observed instances will be detailed in a confidential report
- The observed instances will be reported to the pre-school group manager or DSL
- The matter will be referred to the SPA team.

**Child sexual exploitation (CSE)**
Working Together to Safeguard Children 2018 defines CSE as “…a form of child sexual abuse. It occurs where an individual or group takes advantage of an imbalance of power to coerce, manipulate or deceive a child or young person under the age of 18 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. Child sexual exploitation does not always involve physical contact; it can also occur through the use of technology."

We will be aware of the possibility of child sexual exploitation (CSE) and the signs and symptoms this may manifest as. If we have concerns we will follow the same procedures as for other concerns and we will record and refer as appropriate

**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.

**Procedure:**
- The concern should be discussed with the group manager/DSL
- The concern will be discussed with the parent
• Such discussions will be recorded and the parent will have access to such records
• A Early Help form may need to be completed
• If there are queries regarding the circumstances and/or the concerns relate to the parents the matter will be referred to the SPA team.

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 pre-school unwashed or unkempt, wearing clothes that are too small (especially shoes that may restrict the child’s growth or hurt them), arriving at pre-school 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 pre-school. They may be clingy and emotional. In addition, neglect may occur through pregnancy as a result of maternal substance abuse.

Procedure:
• The concern will be discussed with the parent
• Such discussions will be recorded and the parent will have access to such records
• An early help form may need to be completed
• If there are queries regarding the circumstances the SPA team will be notified.

Domestic Abuse / Honour Based Violence / Forced Marriages
We look at these areas as a child protection concern. Please refer to the separate policy for further details on this.

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.
• Staff will report their concerns to the DSL (in the absence of the DSL they will be reported to the Deputy DSL)
• Any signs of marks/injuries to a child or information a child has given will be recorded and stored securely
• 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
• If there are queries/concerns regarding the injury/information given then the following procedures will take place:
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The designated safeguarding lead will:

- Contact the Surrey Children’s Single Point of Access (SPA) to report concerns and seek advice (if it is believed a child is in immediate danger we will contact the police)
- Inform Ofsted
- Record the information and action taken relating to the concern raised
- Speak to the parents (unless advised not do so SPA and/or Police)
- The designated safeguarding lead will follow up with SPA 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 SPA or the NSPCC and report their concerns anonymously.

These contact numbers are displayed above.

Recording Suspicions of Abuse and Disclosures
Staff should make an objective record of any observation or disclosure, supported by the pre-school 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 manager and/or DSL, dated and 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. As soon as possible after the disclosure details must be logged accurately.

It may be thought necessary that through discussion with all concerned the matter needs to be raised with SPA and Ofsted. Staff involved may be asked to supply details of any information/concerns they have with regard to a child. The pre-school 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.
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 SPA/police does not allow this. 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.

Confidentiality
All suspicions, enquiries and external investigations are kept confidential and shared only with those who need to know. Any information is shared in line with guidance from the local authority.

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

The pre-school continues to welcome the child and the family whilst enquiries are being made in relation to 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.

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 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.

Allegations against adults working or volunteering with children
If an allegation is made against a member of staff, student or volunteer regardless of whether the allegation relates to the pre-school premises or elsewhere, we will follow the procedure below.

The allegation should be reported to the senior manager. If this person is the subject of the allegation then this should be reported to the owner and DSL instead.

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:

- The LADO will be informed immediately for advice and guidance
- If as an individual you feel this will not be taken seriously or are worried about the allegation getting back to the person in question then it is your duty to inform the LADO yourself directly
- A full investigation will be carried out by the appropriate professionals (LADO, Ofsted) to determine how this will be handled
- The pre-school will follow all instructions from the LADO and Ofsted and ask all staff members to do the same and co-operate where required
- Support will be provided to all those involved in an allegation throughout the external investigation in line with LADO support and advice
- The pre-school reserves the right to suspend any member of staff during an investigation
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- All enquiries/external investigations/interviews will be documented and kept in a locked file for access by the relevant authorities
- Unfounded allegations will result in all rights being reinstated
- Founded allegations will be passed on to the relevant organisations including SPA and where an offence is believed to have been committed, the police, and will result in the termination of employment. Ofsted will be notified immediately of this decision. The pre-school will also notify the Disclosure and Barring Service (DBS) to ensure their records are updated
- All records will be kept until the person reaches normal retirement age or for 21 years and 3 months years if that is longer. This will ensure accurate information is available for references and future DBS checks and avoids any unnecessary reinvestigation
- The pre-school retains the right to dismiss any member of staff in connection with founded allegations following an inquiry
- Counselling will be available for any member of the pre-school who is affected by an allegation, their colleagues in the pre-school and the parents.

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.
Parents should inform the pre-school prior to their children taking holidays or days off, and all sickness should be called into the pre-school on the day so the pre-school management are able to account for a child’s absence.
If a child has not arrived at pre-school 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 further emergency contacts will be used to ensure all parties are safe.
Where a child is part of a child protection plan, or during a referral process, any absences will immediately be reported to SPA to ensure the child remains safeguarded. Please refer to non attendance policy.
This should not stop parents taking precious time with their children, but enables children’s attendance to be logged so we know the child is safe.

**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.

*Please refer to the Looked After Children policy for further details.*

**Children who are particularly vulnerable**
The Children’s Workshop recognises that some children are more vulnerable to abuse and neglect and that additional barriers exist when recognising abuse for some children. We understand that this increase in risk is due more to societal attitudes and assumptions or child protection procedures which fail to acknowledge children’s diverse circumstances, rather than the individual child’s personality, impairment or circumstances. In some cases possible indicators of abuse such as a child’s mood, behaviour or injury might be assumed to relate to the child’s impairment or disability rather than giving a cause for concern. Or a focus may be on the child’s disability, special educational needs or situation without consideration of the full picture. In other cases, such as bullying, the child may be disproportionately impacted by the behaviour without outwardly showing any signs that they are experiencing it. Some children may also find it harder to disclose abuse due to communication barriers, lack of access to a trusted adult or not being aware that what they are experiencing is abuse.

To ensure that all of our pupils receive equal protection we will give special consideration to children who are:

- Disabled or have special educational needs
- Affected by parental substance misuse, domestic abuse or parental mental health needs
- Asylum seekers
- Vulnerable to being bullied or engaged in bullying
- Already viewed as a ‘problem’
- Living in temporary accommodation
- Live transient lifestyles
- Living in chaotic and unsupportive home situations
- Vulnerable to discrimination on the grounds of race, ethnicity, religion, disability or sexuality
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- At risk of sexual exploitation
- Do not have English as a first language
- At risk of female genital mutilation
- At risk of being drawn into extremism.

Staffing and volunteering
Our policy is to provide a secure and safe environment for all children. We only allow an adult who is employed by the pre-school to care for children and who has an enhanced clearance from the Disclosure and Barring Service (DBS) to be left alone with children. We do not allow volunteers to be alone with children or any other adult who may be present in the pre-school regardless of whether or not they have a DBS clearance. All staff are required to inform managers of any court orders, police interviews, reprimands, warnings and convictions which may question their suitability to work with children if and when they arise. All staff are asked at termly supervisions and appraisals. Please also refer to our DBS Policy & Procedure.

All staff will attend child protection 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 pre-school. During induction staff will be given contact details for the LADO (local authority designated officer), the SPA team, the Surrey Safeguarding Children Board (SSCB) and Ofsted to enable them to report any safeguarding concerns, independently, if they feel it necessary to do so.

We have named persons within the pre-school who take lead responsibility for safeguarding and co-ordinate child protection and welfare issues, known as the Designated Safeguarding Leads (DSL’s), there is always at least one designated person on duty during all opening hours of the setting. These designated persons will receive comprehensive training at least every two years and update their knowledge on an ongoing basis, but at least once a year.

The pre-school DSL’s liaise with the Surrey Safeguarding Children Board (SSCB) and the SPA team, undertake specific training, including child protection training courses, and receive regular updates to developments within this field. They in turn support the ongoing development and knowledge update of all staff on the team.

Although, under the EYFS, we are only required to have one designated lead for safeguarding, for best practice and to ensure cover at all times, we have two designated 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.

The Designated Safeguarding Lead (DSL) at the pre-school is: Helen Rowling.
The Deputy Designated Safeguarding Lead at the pre-school is: Sarah Abrahams.

It is the DSL’s responsibility to ensure that all staff are confident in their safeguarding role and will ensure that all staff have read and understand this policy.
The DSL will review and update the policy annually and keep up to date with any safeguarding changes and current legislation. The DSL will also keep written records of all concerns and disclosures, ensuring that such records are stored securely but separately from the child’s general file.

- We provide adequate and appropriate staffing resources to meet the needs of all children
- Applicants for posts within the pre-school 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 during their Supervision meetings 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 whether anyone they live with in a household has committed an offence or been involved in an incident that means they are disqualified from working with children
- This information is also stated within every member of staff’s contract
- 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
- 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 have procedures for recording the details of visitors to the pre-school and take security steps to ensure that we have control over who comes into the pre-school so that no unauthorised person has unsupervised access to the children
- 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 pre-school environment and be aware of potential dangers on the pre-school boundaries such as drones, Pokémon hotspots, strangers lingering. We will ensure the children remain safe at all times
- The Staff Behaviour Policy sits 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 whistle-blowing 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.

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 pre-school 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.

To ensure the safety and well-being of children we do not allow staff to use personal mobile phones or smart watches during working hours. We use mobile phones supplied by the pre-school to provide a means of contact. Parents and visitors are kindly asked to refrain from using their mobile telephones whilst in the pre-school or when collecting or dropping off their children. Please also refer to our Mobile Phone Policy.

We recognise that photographs and video recordings play a part in the life of the pre-school. We ensure that any photographs or recordings taken of children in our pre-school are only done with prior written permission from each child’s parent and only share photos with parents in a secure manner. We obtain this when each child is registered and we update it on a regular basis to ensure that this permission still stands. Staff are not permitted to take any photographs or recordings of a child on their own information storage devices e.g. cameras, mobiles or smart watches and may only use those provided by the pre-school. Please also refer to our Camera, Mobile Phone and Recording Device Use Policy.

Employees, students or volunteers of the pre-school
We have a Staff Behaviour Policy in place that supports 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.

Extremism – the Prevent Duty
Under the Counter-Terrorism and Security Act 2015 we have a duty to refer any concerns of extremism to the police.

This may be a cause for concern relating to a change in behaviour of a child or family member, comments causing concern made to a member of the team (or other
persons in the setting) or actions that lead staff to be worried about the safety of a child in their care. We have a Prevent Duty and Radicalisation policy in place. Please refer to this for specific details.

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 details on this.

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

Our pre-school has a clear commitment to protecting children and promoting welfare. Should anyone believe that this policy is not being upheld, it is their duty to report the matter to the attention of the senior manager/owner/DSL at the earliest opportunity.

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<th>This policy was adopted on</th>
<th>Signed on behalf of the pre-school</th>
<th>Date for review</th>
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To be read in conjunction with the following Policies & Procedures

- Behaviour Policy
- Camera, Mobile Phone and Recording Device Use Policy
- Confidentiality Policy
- DBS Policy & Procedure
- Inclusion & Equality Policy
- Intimate Care Policy
- Mobile Phone, Smart watches Policy
- Non-attendance Policy
- Non-collection of Child Policy
- Physical Intervention Policy
- Safer recruitment of staff Policy
- Social Networking Policy
- Staff Behaviour Policy
- Staff Code of Conduct
- Whistleblowing Policy