

# Rosy Cheeks Nurseries

## Safeguarding Children/Child Protection Policy (Part 1)

**Rosy Cheeks Nurseries** believes that children have the right to be completely secure from both the fear and reality of abuse. We are committed to safeguarding all the children in our care from harm. All adults associated with Rosy Cheeks Nurseries are committed to this statement and anyone using Rosy Cheeks Nurseries will also accept these principles and should anyone have concerns the advice of professional agencies will be sort.

The Nursery will appoint a member of staff as the Safeguarding children officer. (see Parent board) This officer must undertake appropriate training, and have relevant experience and expertise. The designated safeguarding officer will be responsible for liaising with the Referral team, Social Care, the Local Children's Safeguarding Board and Ofsted regarding any safeguarding children matter. The nursery will also appoint a deputy safeguarding officer to take the lead when the lead officer is absent. One of these appropriately trained staff will be available to speak to during all opening hours either in person or by phone.

The Nursery's safeguarding procedures comply with all relevant legislation and other guidance or advice from the Local Safeguarding Children Board (LSCB)\*.

The Nursery is committed to reviewing its Safeguarding policy and procedures at regular intervals. The policy and its procedures will be shared with parents/carers during their child's settling in period.

Further safeguarding advice can be found within the outings/outside play, bullying, phone, camera and networking policy as well as relevant risk assessments.

*\*LSCBs bring together representatives of each of the main agencies and professionals responsible for helping to protect children from abuse and neglect in a given area. The LSCB is a multi-agency forum set up to agree how the different services and professional groups should co-operate to safeguard children in that area, and for making sure that arrangements work effectively to bring about good outcomes for children.*

### Recognising Child Abuse

Child abuse can manifest itself in a variety of different ways, some overt and others much less so. A person may abuse or neglect a child by inflicting harm, or by failing to act to prevent harm. Children may be abused in a family, an institution or community setting; by those known to them or, more rarely by a stranger.

**Physical Abuse:** Involves hitting, shaking, throwing, burning, suffocating, Mutilating (eg Female genital mutilation) or any other physical harm. Deliberately causing a child's ill health also constitutes physical abuse.

**Sexual Abuse:** Involves forcing or enticing a child to take part in sexual activities, whether or not the child is aware of what is happening. The activities may involve physical contact, including penetrative or non-penetrative acts. The mutilation of sexual organs eg FGM. Showing children pornographic materials, sexual activities, or encouraging children to behave in sexually inappropriate ways also constitutes sexual abuse.

**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 on the emotional stability of a child. Such behaviour may involve conveying to a child that they are worthless, unloved, or inadequate, or making them feel unnecessarily frightened or vulnerable.

**Neglect:** Neglect is the persistent failure to meet a child's basic physical, emotional or psychological needs, such as is likely to have a severe impact on their health, development or emotional stability. Neglect may involve failing to provide adequate food, shelter or clothing for a child, or failing to adequately protect them from physical harm or ill health. Neglect can also manifest itself in a failure to meet the basic emotional needs of child.

Staff are trained to be aware of all of these and other types of abuse, which is covered by in house training and that which is offered by the local authority, which covers subjects such as Bullying, racism, domestic violence, forced marriage, radicalisation, and technology based risks to children. This list is not exhaustive. (see safeguarding Children - risks to children, (including Radicalisation and British values) Policy for more information )

Staff are aware that children are capable of abusing their peers and the risk this poses. They are alert to behaviours and language children display in the setting towards other children. Staff will challenge inappropriate behaviour and language and will follow safeguarding procedures in reporting this where appropriate.

Staff at Rosy Cheeks are aware there may be barriers to recognising some abuse and neglect. Particularly in those children that have special educational needs and/or disabilities as these are more vulnerable to abuse than their peers. Reasons for this include the disabled child being more dependent on carers, therefore less likely to disclose this information. They may be unable to communicate this due to a speech impairment. The disabled child may not be aware of personal safety issues and therefore not understand that it should not happen. (NSPCC, 2014).

## **Staff Support and Training**

**Rosy Cheeks Nursery** is committed to fulfilling its responsibilities in respect of safeguarding children through the provision of support and training to staff. Therefore, the nursery will ensure that:

- All staff have safeguarding children training and will be vigilant to signs and evidence of physical, sexual and emotional abuse or neglect
- We implement safe recruitment practices for all staff, students and volunteers, including verified references and full and up to date Disclosure and Barring Service DBS/ISA (independent safeguarding association) check (dependant on legislation).
- All staff and volunteers are given a copy of the safeguarding children policy during their induction, and have its implications explained to them.
- All staff and volunteers receive regular training and supervision in safeguarding issues and are provided with any relevant information and guidance
- All staff are provided with supervision and management support commensurate with their responsibilities in relation to safeguarding children, and their requirement to maintain caring and safe relationships with children
- All staff are aware of the main indicators of child abuse
- All staff are aware of their statutory requirements in respect of the disclosure or discovery of child abuse and the procedure for doing so. All students and volunteers are instructed to report the disclosure or discovery of abuse to the manager/safeguarding officer/deputy officer.
- The nursery will take appropriate action in relation to the findings of any investigation into allegations of abuse, consistent with its duties to protect the safety of children and uphold fair processes for staff, students and volunteers
- Any member of staff, student or volunteer under investigation for the alleged abuse of a child, will be subject to the provisions of the Staff Disciplinary Policy
- The nursery will display and follow the 'What To Do If You're Worried A Child Is Being Abused' flowchart.

All staff understand the nursery safeguarding children procedures and have had appropriate training and guidance in the principles of safe caring. To this end:

- Every effort will be made to avoid or minimise time when members of staff are left alone with a child. When staff are left alone with a child, the door of the room should be kept open and another member of staff should be informed.
- Students and volunteers will never be left unsupervised with any child/ren.
- If a child makes inappropriate physical contact with a member of staff, students or volunteer, this will be recorded fully in the Incident Record Book.
- Staff will never carry out a personal task for children that they can do for themselves. Where this is essential, staff will help a child whilst being accompanied by a colleague. Unless a child has a

particular need, staff should not accompany children into the toilet. Staff are aware that this and other similar activities could be misconstrued.

- Staff will be mindful of how and where they touch children, given their age and emotional understanding. Unnecessary or potentially inappropriate physical contact will be avoided at all times.
- On arrival to nursery any existing injuries will be logged in the existing injuries file and the safeguarding officer informed. This information will be discussed and action decided upon. Injuries recorded will be significant enough to cause concern. Professional judgement will be used to decide this. Guidance for this can be found in the office. The manager is responsible for inputting the record into the log and also monitoring of log.
- Any injury discovered after arrival will be recorded, Discussed and acted upon accordingly.

The nursery staff are familiar with and make use of the Safeguarding File which is kept [in the filing cabinet](#) (office) and updated with new and relevant information.

### **What to do if a child discloses**

Not all safeguarding information results in a referral, but small pieces of information may be significant on their own to create a wider picture. All information should be recorded including:

- Date of the disclosure/concern
- Date and time of the record being made
- Name and date of birth of the child or children
- A factual report of what happened - **use the child's own words, they told you**
- A note of any other people involved
- Printed name of the person making the record and job title
- Signature

The safeguarding children Officer should be informed and given the record. They will then decide if they need to contact The Safeguarding Referral Team (SRT). If other members of staff feel that the incident has not been adequately followed up, they have a right to follow the **whistle blowing policy** and call SRT themselves.

### **Third Party Information**

This is information passed on by anyone other than staff or management of the nursery, who expresses their concerns. Information from a third party regarding suspicions of child abuse cannot be ignored. If the person imparting the information has concerns, they should be encouraged to contact specialist services. If they do not wish to do so, it should be explained to them that the nursery is obliged to. The concerns should be logged and any action taken recorded fully.

### **Allegations against staff members and volunteers**

If an allegation of any form of child abuse is made against a member of staff or volunteer the matter must be reported to the Local Authority Designated Officer (LADO) and Ofsted. LADO (number located in all rooms) will advise if other external/internal agencies (eg Police) should be informed, and the nursery will act upon the advice given to ensure that any investigation is not jeopardised.

If an allegation is made against a member of staff, it will be factually recorded in the Incident Book stating the actions taken. All witnesses to the incident should sign and date the entry to confirm it.

It may be necessary for the nursery to refer to its staff disciplinary procedure regarding suspensions and exclusions following advice sought from the LADO. All suspensions will be without pay. The management also has the right to seek professional advice from Employment Law specialists. The member of staff has the right to seek advice from a union such as ACAS or seek legal advice at their own cost.

The Staff member will have regular updates regarding the enquiry through weekly meetings with the provider.

The nursery will inform Ofsted as soon as possible but within 14 days of any Safeguarding or serious incident referral made.

The nursery will inform all parents on the advice of LADO regarding any safeguarding allegation regarding a member of staff/student or volunteer.

All information regarding safeguarding the children and their families will be kept on a need to know basis therefore only certain members of staff may hold this information.

Where staff are dismissed on the grounds of gross misconduct involving a safeguarding matter the Disclosure and barring service will be notified in accordance with the disciplinary procedure.

### **Outdoor Play**

Where children are leaving the building to go to play within the nursery grounds registers and head counts will be made on leaving the building and then again on re-entry. The room leader or most senior/qualified practitioner (whomever is present at the time, this may be a different person on exit and entry) will be responsible for this and will record on their register to confirm the children involved. The last practitioner in will then scan the garden to confirm that all children have safely gone back inside.

### **Useful Numbers**

First response: 08001313126 (Staffordshire)

**Safeguarding referral team:01782 235100 (Stoke)**

Out of hours: 01785 354030 (Staffordshire)

01782 234234 (Stoke)

Ofsted: 0300 123 1231

LADO (Local Authority Designated Officer): 01782 235100 (stoke)

LSCB (Local Safeguarding Children Board): 01785 278997

01782 235100(stoke)

Staffordshire Police: 101

NSPCC: 0800 800 5000

Prevent : 01785 232054

Please also see complaints policy, outings/outside play, phone camera/networking policy and bullying policy.