

Safeguarding and Child Protection Policy

Safeguarding Policy

Pocklington Montessori Nursery fully recognises its responsibilities under the Children Acts of 1989 and 2004 respectively; it has a statutory duty in regard to safeguarding and promoting the welfare of children. Our policy applies to all staff and volunteers working in the setting.

We aim to achieve the five outcomes detailed in the Governments Every Child Matters:

- To be healthy
- Stay Safe
- Enjoy and achieve
- Make a positive contribution to society
- Achieve Economic and Social Well-being

There are five main elements to our policy:

- Ensuring we practice safe recruitment in checking the suitability of staff and volunteers to work with children.
- Raising awareness of child protection issues and equipping children with the skills needed to keep them safe.
- Developing and then implementing procedures for identifying and reporting cases, or suspected cases, of abuse.
- Supporting pupils who have been abused in accordance with his/her agreed child Protection plan.
- Establishing a safe environment in which children can learn and develop.

We recognise that because of the day-to-day contact with children, nursery staff are well placed to observe the outward signs of abuse. The setting will therefore:

- Establish and maintain an environment where children feel secure, are encouraged to talk, and are listened to.
- Ensure children know that there are adults in the setting whom they can approach if they are worried.

- Include opportunities in the PHSE curriculum for children to develop the skills they need to recognise and stay safe from abuse.
- Safeguarding incidents could happen anywhere in the nursery and staff should be alert to possible concerns when raised.
- All staff may raise concerns directly with the Children's Social Care Services.

We will follow the procedures set out by the Local Safeguarding Children Board and take account of guidance issued by the Department for Education:

- Ensure we have a designated senior person and a deputy for child protection who has received appropriate training and support for this role.
- Ensure we have a nominated person responsible for child protection. Ensure every member of staff (including temporary and supply staff and volunteers) knows the name of the designated senior person and deputy responsible for child protection and their role.
- Ensure all staff and volunteers understand their responsibilities in being alert to the signs of abuse and responsibility for referring any concerns to the designated senior person responsible for child protection.
- Ensure that parents have an understanding of the responsibility placed on the nursery and staff for child protection by setting out its obligations in the nursery prospectus.
- Notify Children's social care services if there is an unexplained absence of more than two days of a pupil who is on the child protection register.
- Develop effective links with relevant agencies and co-operate as required with their enquiries regarding child protection matters including attendance at case conferences.
- Keep written records of concerns about children, even where there is no need to refer the matter immediately.
- Ensure all records are kept securely; separate from the main pupil file, and in locked locations. (Back Office)
- Develop and then follow procedures where an allegation is made against a member of staff or volunteer.
- Ensure safe recruitment practices are always followed.

We recognise that children who are abused or witness violence may find it difficult to develop a sense of self worth. They may feel helplessness, humiliation and some sense of blame. The setting may be the only stable, secure and predictable element in the lives of children at risk. When at the setting, their behaviour may be challenging and defiant or they may be withdrawn. The setting will endeavour to support the pupil through:

- The content of the curriculum.
- The setting ethos, which promotes a positive, supportive and secure environment and gives pupils a sense of being valued.

- The setting behaviour management policy, which is aimed at supporting vulnerable pupils. The setting will ensure that the pupil knows that some behaviour is unacceptable but they are valued and not to be blamed for any abuse which has occurred.
- Liaison with other agencies that support the pupil such as social care services, Child and Adult Mental Health Service, education welfare service and educational psychology service.
- Ensuring that, where a pupil on the child protection register leaves, their information is transferred to the new setting immediately and that the child's social worker is informed.

Nursery Procedures

- If any member of staff is concerned about a child, he or she must inform the Designated Safeguarding Lead or deputy.
- Information regarding the concerns must be kept between the member of staff and Designated Safeguarding Lead or deputy.
- Information regarding the concerns must be recorded by the member of staff on the same day. A recording must be clear, precise and factual. It should not include opinions or hearsay; this can affect any proceedings that may be brought. The member of staff should date, time and sign the account.
- The DSL or deputy will decide whether the concerns should be discussed with the parents or referred to the Children's Social care Services. This would depend on whether the child was in immediate danger.
- If a referral is made to Social care Services, the DSL or deputy will ensure that a written report of the concerns is sent to the social working dealing with the case within 48 hours.
- In the event that a member of staff is accused of child abuse a full investigation will be carried out immediately and any necessary action taken. All relevant agencies will be informed.
- Confidentiality is to be maintained and the appropriate people informed strictly on a need to know basis.
- No employees without an Enhanced Disclosure DBS check will toilet or change children alone.

- Volunteers will not be left alone with children regardless of a DBS check
- All visitors to the school will be accompanied by a member of staff at all times.

Allegations involving Nursery Staff

If a child/parent makes a complaint of abuse against a member of staff, the person receiving the complaint must take it seriously and immediately inform DSL or deputy.

Any member of staff who has reason to suspect that a child may have been abused by another member of staff, either at the setting or elsewhere, must immediately inform the DSL or deputy. He or she should also make a record of the concerns including a note of anyone who witnessed the incident or allegation. (If the concerns are regarding the DSL, the deputy should be informed or if the concerns are about the deputy then the DSL should be informed. However, if it is about the DSL and deputy then the Head of Education Welfare Service and Ofsted must be contacted). The DSL will inform Ofsted and Social Care Services (LADO) of any allegation made against a staff member.

The setting will follow the local procedures for managing allegations against a staff member.

Suspension of the member of staff against who the allegation is made, needs careful consideration, and the DSL or deputy will liaise with the LADO and inform Ofsted.

Ofsted will be informed of any allegation of serious harm or abuse by any person, living, working or looking after children at these premises (whether the allegations relate to harm or abuse committed on the premises or elsewhere). Pocklington Montessori will also notify Ofsted of the action taken in respect of the allegations. Such notifications will be made as soon as is reasonably practicable, but at the very latest within 14 days of the allegations being made.

In the event of an allegation of the DSL, the decision to suspend will be made by the CEO.

The 'Working Together to Safeguard Children' document 2015 is regarded when considering the well being of all children within the setting.

Potential risks to minimise may include:

- . Risk of accident or injury

- . Risk of children being abused, bullied or becoming lost or being taken by someone
- . Risk of children becoming significantly distressed or upset
- . Risk of children suffering any form of harm that a reasonable person would consider significant rather than negligible.

To minimise these risks the following procedures are in place:

- . Adequate supervision at all times within the nursery adhering to the statutory guidelines on adult to child ratios.
- . Constant supervision of the children when outside the setting, including park visits and trips and on the nursery mini bus.
- . Supervision of children is by DBS checked members of staff. DBS checks are obtained for every member of staff employed.
- . A staff induction policy, which includes basic information and training on safeguarding
- . PSHE and its topic work are linked towards encouraging children to raise concerns or problems and to look at how they can stay safe; topics include 'people who help us'.
- . A strong pastoral care system, with meetings among staff.
- . Promoting tolerance of 'difference'.
- . Security is strongly linked to supervision. On arrival at the Nursery buildings, visitors report to the Main Reception, where identity checks may be made and visitor passes issued. Staff are aware of the need to challenge the presence of anyone in the building that they are uncertain of. The main doors are manned by senior members of staff during morning drop off and afternoon pickups and cameras are operated around the building with recording facilities in place.

Please refer to our Equal Opportunitites, Disability, Special Educational Needs, Bullying and Health and Safety polices.

Review

Safeguarding policy and procedure will be reviewed annually. However, policy and procedure that relate directly to the Safeguarding of children will be amended as and when required.

Our setting fully recognises the contribution it can make to protect and support children in nursery. The aim of the policy is to safeguard and promote our children's welfare, safety and health by fostering an honest, open, caring and supportive climate. Children's safety is of paramount importance in our aspirations to achieve the 5 Every Child Matters outcomes for all our children.

The DSL or deputy is responsible for dealing with any concerns of Child Protection. This policy applies to all staff, volunteers and visitors to the setting. We recognise that child protection is the responsibility of all staff within our setting.

We will ensure that all parents and other working partners are made aware of our child protection policy and procedures. All staff and volunteers new to the school will be made aware of the setting safeguarding procedures.

Policy

There are four main elements to our Child Protection Policy:

- Prevention (e.g. positive nursery atmosphere, pastoral support to children and safe and appropriate working practice by staff)
- Protection (by following agreed procedures, ensuring staff are trained and supported to respond appropriately and sensitively to Child Protection concerns)
- Support (nursery staff and to children who may have been abused)
- Collaboration with children & Young People, parents and other agencies to promote Safeguarding & Wellbeing for all of our children.

The nursery has a duty to ensure that safeguarding permeates all activities and functions. This policy therefore complements and supports a range of other policies. A full list of policies is available on request from the main office.

Nursery Commitment

The setting adopts an open and accepting attitude towards children as part of its responsibility for pastoral care. Staff strive to ensure that children and parents will feel free to talk about any concerns and will see nursery as a safe place when there are difficulties. Children's worries and fears will be taken seriously and children are encouraged to seek help from, or confide in, members of staff.

Our nursery will therefore:

- Establish and maintain an ethos where children feel secure and are encouraged to talk, and are listened to;
- Ensure that children know that there are adults in the nursery whom they can approach if they are worried or are in difficulty;
- Include in the curriculum activities and opportunities for which equip children with the skills they need to stay safe from abuse and develop resilience.
- Ensure every effort is made to establish effective working relationships with parents and colleagues from other agencies;
- Operate safe recruitment procedures and make sure that all appropriate checks are carried out on new staff and volunteers who will work with children.
- Ensure that staff are aware of how and when to act on concerns that they have and work in a safe and appropriate manner at all times.

Confidentiality

We recognise that all matters relating to child protection are highly confidential and the DSL and deputy will share that information on a 'need to know, what and when' basis.

These concerns should never be discussed elsewhere, inside or outside of the nursery unless in confidential meetings organised for that purpose. All staff should be aware that they cannot promise a child to keep secrets which may compromise the child's safety or wellbeing.

Roles and responsibilities

All adults working with or on behalf of children have a responsibility to safeguard and promote the welfare of children. This includes a responsibility to be alert to possible abuse and to record and report concerns to staff identified with child protection responsibilities within the setting.

It is unacceptable for any member of staff to keep such concerns to themselves, including concerns about the conduct of another member of staff.

There are key people within the setting and the Local Authority who have specific responsibilities.

The Designated Safeguard Lead is designated to take the lead responsibility for Child protection. This includes providing advice and support and information to staff as appropriate, liaising with the LA,

Ofsted and other agencies, maintaining Child Protection records for individual children, arranging appropriate training for all staff and liaising with the deputy.

The DSL or deputy ensures that the time, resources and training are adequate to ensure that the CP / Safeguarding responsibilities of the setting, as outlined in Keeping Children Safe in Education (2015), are carried out.

Any allegations of abusive or inappropriate behaviour against a member of staff should be passed immediately to the DSL. If the allegation is against the DSL it should be referred to the Safeguarding deputy, Head Office, or the LA Child Protection Officer (nursery). Ofsted must be informed within 14 days of any allegations against a staff member.

The DSL has the responsibility to monitor and ensure that all CP procedures, policies and training are in place and appropriate.

Records and monitoring

Well-kept records are essential to good child protection practice. All staff is made clear about the need to record and report concerns about a child or children within our school. The DSL is responsible for such records and for deciding at what point these records should be shared with, or transferred to other agencies or nurseries, in consultation with the S. deputy.

1. Each file will contain a 'Chronology Sheet', which will detail and reference any concerns, contact with parents and other agencies, information shared, case conferences and other events. The file will also contain all other relevant information but be separate from the child's school records.
2. CP files are stored in secure location in the back office.
3. The information in these files may be accessed and used as evidence by other agencies. Parents/guardians may also request to read them. Only factual information is recorded as such. If unsubstantiated information is recorded it is indicated as such.
4. The DSL and deputy decide what information needs to be shared with whom and when on a case by case basis. Confidentiality is essential but staff working with children can only provide effective support and monitor concerns if they are made aware of concerns.
5. Child protection records are reviewed regularly to check whether any action, advice or updating is needed.

Recognising concerns

Nursery staff are particularly well placed to observe, and should be alert to, outward signs of abuse, changes in behaviour or failure to develop. We should also ensure the safety and welfare of the most vulnerable children and young people living in the community considered to be at risk of significant harm.

Signs of Abuse

Abuse: a form of maltreatment of a child. Somebody may abuse or neglect a child by inflicting harm, or by failing to act to prevent harm. They may be abused by an adult or adults or another child or children.

Physical abuse: a form of abuse which may involve hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating or otherwise causing physical harm to a child. Physical harm may also be caused when a parent or carer fabricates the symptoms of, or deliberately induces, illness in a child.

Emotional abuse: the persistent emotional maltreatment of a child such as to cause severe and adverse effects on the child's emotional development. It may involve conveying to a child that they are worthless or unloved, inadequate, or valued only insofar as they meet the needs of another person. It may include not giving the child opportunities to express their views, deliberately silencing them or 'making fun' of what they say or how they communicate. It may feature age or developmentally inappropriate expectations being imposed on children. These may include interactions that are beyond a child's developmental capability as well as overprotection and limitation of exploration and learning, or preventing the child participating in normal social interaction. It may involve seeing or hearing the ill-treatment of another. It may involve serious bullying (including cyber bullying), causing children frequently to feel frightened or in danger, or the exploitation or corruption of children. Some level of emotional abuse is involved in all types of maltreatment of a child, although it may occur alone.

Sexual abuse: involves forcing or enticing a child or young person to take part in sexual activities, not necessarily involving 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.

Neglect: the persistent failure to meet a child's basic physical and/or psychological needs, likely to result in the serious impairment of the child's health or development. Neglect may occur during pregnancy as a result of maternal substance abuse. Once a child is born, neglect may involve a parent or carer failing to: provide adequate food, clothing and shelter (including exclusion from home or abandonment); protect a child from physical and emotional harm or danger; ensure adequate supervision (including the use of inadequate care-givers); or ensure access to appropriate medical care or treatment. It may also include neglect of, or unresponsiveness to, a child's basic emotional needs.

Child sexual exploitation (CSE) involves exploitative situations, contexts and relationships where young people receive something (for example food, accommodation, drugs, alcohol, gifts, money or in some cases simply affection) as a result of engaging in sexual activities. Sexual exploitation can take many forms ranging from the seemingly 'consensual' relationship where sex is exchanged for affection or gifts, to serious organised crime by gangs and groups. What marks out exploitation is an imbalance of power in the relationship. The perpetrator always holds some kind of power over the victim which increases as the exploitative relationship develops. Sexual exploitation involves varying degrees of coercion, intimidation or enticement, including unwanted pressure from peers to have sex, sexual bullying including cyber bullying and grooming.

However, it also important to recognise that some young people who are being sexually exploited do not exhibit any external signs of this abuse.

Peer on Peer Abuse Staff, leaders and managers recognise that children and young people are capable of abusing their peers. Our nursery may be the only stable, secure and safe element in the lives of children at risk of, or who have suffered harm. Nevertheless, whilst at nursery, their behaviour may be challenging and defiant or they may instead be withdrawn or display abusive behaviours towards other children. Our nursery recognises that some children may abuse their peers and any incidents of peer on peer abuse will be managed in the same way as any other child protection concern and will follow the same procedures. Peer on peer abuse can manifest itself in many ways. This may include bullying (including cyber bullying), on-line abuse, gender-based abuse, 'sexting' or sexually harmful behaviour. We do not tolerate any harmful behaviour in nursery and will take swift action to intervene where this occurs. We use circle time and topic related subjects to help children understand, in an age appropriate way, what abuse is and we encourage them to tell a trusted adult if someone is behaving in a way that makes them feel uncomfortable. Our nursery understands the different gender issues that can be prevalent when dealing with peer on peer abuse.

Female Genital Mutilation (FGM): professionals in all agencies, and individuals and groups in relevant communities, need to be alert to the possibility of a girl being at risk of FGM, or already having suffered FGM. There is a range of potential indicators that a child or young person may be at risk of FGM, which individually may not indicate risk but if there are two or more indicators present this could signal a risk to the child or young person. Victims of FGM are likely to come from a community that is known to practise FGM. Professionals should note that girls at risk of FGM may not yet be aware of the practice or that it may be conducted on them, so sensitivity should always be shown when approaching the subject. Warning signs that FGM may be about to take place, or may have already taken place, can be found on pages 11-12 of the Multi-Agency Practice Guidelines referred to previously. Staff should activate local safeguarding procedures, using existing national and local protocols for multi-agency liaison with police and children's social care.

Prevent Duty: The Prevent strategy, published by the Government in 2011, is part of the overall counter-terrorism strategy, CONTEST. The aim of the Prevent strategy is to reduce the threat to the UK from terrorism by stopping people becoming terrorists or supporting terrorism. In the Act this has simply been expressed as the need to "prevent people from being drawn into terrorism". The 2011 Prevent strategy has three specific strategic objectives:

1. Respond to the ideological challenge of terrorism and the threat we face from those who promote it.
2. Prevent people from being drawn into terrorism and ensure that they are given appropriate advice.
3. Work with sectors and institutions where there are risks of radicalisation that needs to be addressed.

Terrorist groups often draw on extremist ideology, developed by extremist organisations. Some people who join terrorist groups have previously been members of extremist organisations and have been radicalised by them. 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.

‘Guidance for specified authorities in England and Wales on the duty of schools and other providers in the Counter-Terrorism and Security Act 2015 to have due regard to the need to prevent people from being drawn into terrorism’, HM Government, 2015, including specific guidance with respect to further education, The DfE has provided additional guidance for schools and childcare providers ‘The prevent duty: for schools and childcare providers’. Additional guidance on Prevent for further education and skills providers is available on the Education and Training Foundation website. www.preventforfeandtraining.org.uk.

It is important to note that these signs are not proof but can give rise to suspicion and these suspicions must be reported and logged.

Responding to concerns

‘Never Do Nothing – Do the basic things well’

All staff has a responsibility to respond to disclosures by children or other concerns and pass these concerns on to the DSL or deputy immediately. Wherever possible, this information should be recorded on the ‘Referral Form’. Concerns relating to marks or injuries should be recorded on an Existing Injuries Form and a ‘Body Map’ outline, which should be attached to the ‘Referral Form’.

It is vital that staff do not:

- dismiss concerns or disclosures as insignificant, they may provide a vital link to other information.
- keep such concerns to themselves.
- promise secrecy to children or adults making disclosures but reassure them that information will be shared appropriately and confidentially

It is unacceptable for any member of staff to keep such concerns to themselves, including concerns about the conduct of another member of staff.

Considerations

The DSL or deputy should decide, taking advice from Social Care if needed, which of the following actions are appropriate:

- If it is considered that a pupil has suffered or is at risk of significant harm, or that the concern might constitute a criminal offence, an immediate Child Protection referral should be made
- If a child is considered to be in need of help, consent for and Early Help Assessment should be sought and used to inform a Child in Need referral to Social Care if appropriate
- If the DSL or deputy decides that no further action should be taken at that time s/he must make a record of the reasons for that decision.

The DSL should keep a record of all information collected and any subsequent decisions and action taken, including details of other persons involved in the decision-making.

Consulting Parents

- If possible any concerns about a child's welfare should be discussed with parents/guardians provided that this will not:
 - Possibly place the child at increased risk
 - Possibly place staff at risk
 - Be against the wishes of the young person if they are thought to be sufficiently mature to make an informed judgement
 - Cause a delay in referring if contact cannot be made
- If there are doubts or reservations about involving the parents the DSL or deputy should seek advice from Social Care. Personal details need not be discussed unless the advice confirms a referral and who will inform parents and when.

Responding to Concerns - Disclosures

- React calmly and promise CONFIDENTIALITY not SECRECY

- Be aware of your non-verbal messages
- Keep responses short, simple, slow and gentle
- Do not stop a child or parent who is talking freely about what has happened
- Observe and listen but only ask open ended questions if you need to clarify but this may be better left to the DSL, deputy or others.

The use of 'TED' questioning may be appropriate

Tell me what happened

Explain what you mean

Describe how...

Or Open ended questions e.g.

What happened?

Where were you?

When did this happen?

Who was there?

How did it make you feel?

- If you have difficulty in understanding the child or parent's communication method, reassure them that you will find someone who can help
- Tell the child or parent they have done the right thing by telling you
- Avoid making comments or judgements about what is shared
- Tell the child or parent what will happen next, and be honest
- Make a written note of:
 - What is said
 - Who is present
 - Anything else that happens after the child discloses
- Ensure legibility, full dates & clear signature
- Maintain strict confidentiality
- Pass the information to the DSL or Deputy DSL on the same day

CP Referrals

If the Nursery makes a CP referral to the ER Safeguarding Children Board, procedure will be followed by the DSL or Deputy.

After a telephone referral the DSL will send a written 'Confirmation of Referral' to the Child Care Team within 24 hours.

Feedback

Within 24 hours, the Child Care Team should report back to the DSL and indicate their decision on future action.

Whatever the outcome of reported concerns, the DSL will report back to the member of staff involved and appraise them of the situation as appropriate, under the 'Need to Know' policy.

Vulnerable children - supporting pupils at risk

1. Children may be vulnerable because, for example, they have additional or Special Educational Needs, are Looked After, have experienced or are experiencing some form of neglect or other abuse. We will seek to provide such children with the necessary support and to build their self-esteem and confidence.
2. Staff in contact with such children will be made appropriately aware of the child's needs and circumstances in order to maximise the effectiveness of support.
3. CP implications will be considered when individual support plans are reviewed in the case of children who require, for example, medication, some form of intimate care, help with changing or physical support or physical intervention.
4. If a child, who is the subject of a Child Support Plan, is missing from school for 2 days without a verified valid reason the DSL will contact the assigned social worker.
5. In the same way, if a child that the nursery has serious concerns about is missing, the nursery will consider making a CP referral.

Joint working with other agencies

The nursery recognises that inter-agency working is essential if children are to receive effective targeted support as early as possible. In this way, we hope to ensure that barriers to learning and social inclusion are minimised for vulnerable children.

We are therefore committed to initiating and supporting inter-agency work such as the;

- Early Help Assessment
- CP Case Conferences, core groups and other multi-agency meetings
- Joint working with the nursery (if applicable)
- Family Support Services

Case Conferences and Core Group Meetings

1. The DSL will ensure that the appropriate member(s) of staff will attend initial and review Case Conferences and core groups and provide written reports for these.
2. Reports will be compiled after discussion with relevant staff such as class teachers/form tutors, pastoral or year heads SENCOs etc.
3. Feedback will be given to staff under the 'Need to know' principle on a case-by-case basis.

Information sharing

Information will be shared in line with the key principles outlined in 'What to do if you are worried a child is being abused' (p19). In cases involving possible child abuse the nursery has a duty to share information.

The DSL will ensure that:

- factual information only is shared
- the information is shared appropriately and confidentially
- with the appropriate professionals
- that this is logged on the child's CP file

Children's Concerns

1. The nursery recognises that listening to children/young people is an important and essential part of safeguarding them against abuse and neglect. To this end, any expression of dissatisfaction or disquiet in relation to an individual child/young person will be listened to and acted upon to in

order to safeguard his/her welfare. We will seek to develop resilience in the children and ensure that they are aware that they can seek help and support.

2. Children will be made aware of the opportunities available to them to seek advice and support within the formal and informal curriculum.

Recruitment and selection of staff

1. The nursery complies fully with DfE Guidance (Keeping Children Safe in Education) and the ERLA safer recruitment supporting guidance and vetting and DBS checking procedures.

2. The nursery ensures that enhanced DBS checks on all staff and appropriate volunteers are carried out as required and a central information file is maintained.

3. The DSL or deputy will complete the appropriate online safer recruitment training or equivalent and ensure that their expertise is updated as required.

Induction

When new long term staff or volunteers start at the nursery they are briefed on the nurseries CP and Safe Working procedures and given a copy of:

- This policy, mobile phone policy, social media policy, and the staff code of conduct
- 'What to Do if You Are Worried A Child is being Abused'

Other temporary or visiting staff are made aware of the CP reporting procedures in the nursery and given a written statement including the contact details of the CPC.

Training

Class Teachers and supervisors will be invited to nursery child protection training events and encouraged to attend the ERSCB Foundation Level training. Information will be given regarding the online training.

- We understand that physical intervention of a nature which causes injury or distress to a child may be considered under child protection or disciplinary procedures.
- We therefore acknowledge that staff must only ever use physical intervention as a last resort and as directed in the Behaviour Policy.

Parents

- We believe that our Safeguarding and Child Protection work will be more effective if it is carried out in partnership with parents and carers and that preventative and supportive strategies such as the Early Help Assessment should be used whenever possible.

- However we ensure that parents are aware that we may need to make CP referrals without their consent or knowledge.
- A statement on the school's web site will inform parents about the nursery's duties and responsibilities for safeguarding and Child protection.
- Parents are also made aware that the CP policy is available from the nursery and the name of the DSL if they wish to raise any suggestions or queries about the policy or specific issues. Any such concerns will be taken into account when the policy is reviewed and responded to by the Area Manager.

Staff

- We recognise that staff working in the setting who have become involved with a child who has suffered harm, or appears to be likely to suffer harm may find the situation stressful and upsetting.
- We will support such staff by providing an opportunity to talk through their anxieties with the DSL and to seek further support as appropriate.

Whistle- blowing

- We recognise that children cannot be expected to raise concerns in an environment where staff fail to do so.
- All staff should be aware of their duty to raise concerns, where they exist, about the management of child protection, which may also include the attitude or actions of colleagues. If it becomes necessary to consult outside of the nursery, they should speak in the first instance, to LADO following the Whistle blowing policy.
- Whistle –Blowing re the Area Manger or Nursery Manger should be made to the Head Office whose contact details are readily available

Policy review

1. The Area Manager and Nursery Manager will review this policy each year. The views of the children, parents, lunchtime staff and other support staff will be sought and taken into account in this review.
2. If at any time any deficiencies or weaknesses in the Child Protection policy and procedures are identified they will be addressed by the governing body and staff and will be immediately remedied.

The policy is consistent with the following legislation & guidance

- 1) Keeping Children Safe in Education 2014
- 2) Working Together to Safeguard children 2013
- 3) 'What to do if you are worried a child is being abused' (2006)

Prevention

We recognise that the setting plays a significant part in the prevention of harm to our children by providing children with good lines of communication with trusted adults, supportive friends and the ethos of protection.

The setting works towards an ethos where children feel secure and where they are encouraged to talk they feel listened to.

The nursery works within the guidance of the East Riding Safeguarding Children Board (ERSCB).

East Riding Safeguarding Children Board

1st Floor

Council Offices

Market Green

Cottingham

HU16 5QG

Telephone: 01482 395500

Email: erscb.enquiries@erscb.gov.uk

Emergency Duty Team (Out of Hours) – 01377 241273

Pocklington Duty Officer (Pocklington) – 01759 305704

Child Protection Officer (Schools) – Tony Marsh 01482 392139

Support and Safeguarding Services (Golden Number) – 01782 39500

Humberside Police ER Family protection Unit- 01430 808406

OFSTED – 0300 123 1231

