

## **Safeguarding Children Policy**

Rum Tum Tugger's Nursery are determined to make sure that all necessary steps are taken to protect children and young people from harm both while in our care and those we have association with.

We are committed to ensuring that every child and young person who participates in the organisation's activities should be able to participate in an enjoyable and safe environment and be protected from harm. This is the responsibility of every adult involved in the nursery. The Nursery recognises that abuse can be an emotive subject. We understand the feelings involved and will not allow them to interfere with any judgement or action that needs to be taken.

The directors of Rum Tum Tugger's Nurseries Ltd recognise the Nurseries responsibilities to safeguard and promote the welfare of all children and young people by protecting them from physical, sexual or emotional abuse, neglect or bullying.

The Children Act 1989 defines a child or young person as anyone who has not reached their 18<sup>th</sup> birthday. The fact that a child has reached 16 year of age, is living independently or is in further education, is a member of the armed forces, is in hospital, in prison or in a young Offenders' institution does not change his or her status or entitlement to services or protection.

### **Rum Tum Tugger's will ensure that;**

- The Welfare of the children is paramount.
- All children whatever their age, race, gender, disability, culture, racial origin, religious belief, and or sexual identity have the right to be protected from harm.
- All suspicions or allegations of abuse will be taken seriously and responded to swiftly and appropriately.
- All staff and volunteers working in the nursery have a responsibility to report concerns to **Jillian Pascale**.
- All staff and volunteers working in the nursery have been recruited in line with the Safer recruitment policy and have had the appropriate checks carried out.

The vast majority of adults that work with children act professionally and responsibly. Some individuals will actively seek employment with children and young people in order to harm them. All

concerns regarding individual's practice should be reported to **Jil Pascale or Laura Boulwood**

Reviewed by Laura Boulwood- Feb 2011