

Child Protection Policy

Statement

The members of staff at our nurseries have a duty to be aware that sexual, physical, emotional abuse and neglect exists within our society. We have a duty to report any suspicions to the Local Authority Designated Officer (LADO) and will follow the guidelines stated in the Essex Safeguarding Children Guidelines in dealing with any suspected incidents.

Aims

The nursery aims to create an open climate, a safe environment and ensure that staff are knowledgeable and aware of the necessary procedures in place; this will involve training for all staff. New members of staff will receive an induction in the recognition of child abuse within a week of starting work in the nursery. Students and volunteers will be made aware of the nursery's arrangements for child protection. Training of all staff will be monitored and regularly updated (Three yearly as a minimum) to equip them to carry out responsibilities for child protection effectively.

The curriculum will be such that helps children to understand how to keep safe and to develop trusting relationships with the adults in the setting. Through personal, social and emotional development we will promote a positive, supportive and secure environment, giving children a sense of being valued and wellbeing.

Children that have been abused will be supported in line with policies from outside agencies.

Responsible staff

The proprietor, Jil Pascale is responsible for overseeing the Safeguarding children policies on Child Protection and is responsible for reviewing them annually.

Jil Pascale is the nominated person for Safeguarding Children including Child Protection at Rum Tum Tugger's Nursery, Harlow. In her absence, Laura Boulwood-Dunn is the responsible staff for this area. Training will be updated at two yearly intervals in interagency working to standards by the LSCB

The above mentioned staff will take the lead responsibility to refer cases of suspected abuse, act as sources of support when deciding to make a referral and liaise as necessary on any issues and ongoing investigations; they will support staff; provide training; raise staff awareness and keep documentation up to date (including the policy). They will ensure that documentation is shared with new provisions and liaise with the local authority.

Physical Abuse

If a member of staff has reason to believe that a child has received a physical injury through anything other than an unintentional accident, or if they have definite knowledge of abuse or if they have reasonable suspicions, the following procedure will be adopted.

- Concerns will be discussed with the nursery's nominated person responsible for Child Protection
- Where it is agreed that there is sufficient cause for concern, the matter will be reported to the Essex Safeguarding Children Board using Common Assessment Framework procedures.
- All physical signs of abuse will be recorded in writing and stored securely in a separate file to the child's personal information records
- The child will be subject to close observation whilst in the setting.
- The nursery will work cooperatively with other agencies as the matter is investigated.
- The nursery will work co-operatively with parents and provide appropriate support throughout the investigation.
- The nursery will continue to provide the child continuity support and confidentiality throughout the investigation

Female Genital Mutilation

Female Genital Mutilation (FGM) is a form of physical abuse against female children. FGM is also known as female circumcision or female genital cutting. It has no health benefits and harms girls and women both physically and mentally. The communities generally affected by FGM are those from (but not limited to) the areas of Somalia, Sudan, South Sudan, Eritrea and Gambia.

Signs of children at risk of FGM are:

- Female child
- From a culture where FGM is practised
- Plans for extended holidays to those areas listed
- Pain or discomfort following a holiday to their country of origin.

Sexual Abuse

If at any time, a child indicates sexual activity through words, play, pictures or has an excessive knowledge of adult sexual behaviour or has a pre-occupation with sexual matters, the following procedures will be adopted.

- Concerns will be discussed with the nursery's nominated person responsible for Child Protection.
- All observations and incidents will be recorded in writing and stored securely in a separate file to the child's personal information records.
- The Essex Safeguarding Children Board will be notified immediately and the Common Assessment Framework procedures will be followed.
- The nursery will work cooperatively with other agencies as the matter is investigated.
- The nursery will work co-operatively with parents and provide appropriate support throughout the investigation.
- The nursery will continue to provide the child continuity support and confidentiality throughout the investigation

Emotional Abuse

If a child is believed to be suffering from severe adverse behaviour or emotional trauma resulting from persistent ill treatment or rejection, the following procedures will be adopted.

Concerns will be raised with the nursery's nominated person responsible for Child Protection where:

- it is agreed that there is sufficient cause for concern, the matter will be passed to the Essex Safeguarding Children Board for investigation using the Common Assessment Framework.
- The child's behaviour will be observed and written records will be securely stored in a separate file to the child's personal information records.
- The nursery will work cooperatively with other agencies throughout the investigation.
- The nursery will work co-operatively with parents and provide appropriate support throughout the investigation.
- The nursery will continue to provide the child continuity support and confidentiality throughout the investigation.

Neglect

If a child is believed to be suffering from severe or persistent neglect, resulting in serious impairment to the child's health or development, including failure to thrive, the following procedures will be adopted.

- Concerns would be raised with the nursery's nominated person responsible for Child Protection.
- Where it is agreed that there is sufficient cause for concern, the matter will be passed to the Essex Safeguarding Children Board for further investigation.
- The child's behaviour and behaviour and physical well being will be monitored and recorded. Information gathered will be securely stored in a separate file to the child's personal development records.
- The nursery will work cooperatively with other agencies throughout the investigation.
- The nursery will work co-operatively with parents and provide appropriate support throughout the investigation.
- The nursery will continue to provide the child continuity support and confidentiality throughout the investigation.

Prevent Duty

From July 2016 all childcare providers are subject to a duty under section 26 of the **Counter Terrorism and Security Act 2015** to have "*due regard to the need to prevent people from being drawn into terrorism*". This is known as the prevent duty.

As a nursery and childcare provider we are responsible for keeping our children safe from harm, the Prevent Duty is an addition to these existing responsibilities in respect of the radicalisation of children. We are not required to carry out unnecessary intrusions into the lives of our families;

however, we should act on observations of behaviour or information that is passed to us. As we have a key person approach and an open door policy our strong relationships with our families means we know our families well and can become aware of changes in behaviours.

In addition to this, as a nursery, we will promote the Fundamental British Values of Democracy, Individual liberty, the rule of law, and mutual respect and tolerance of those with different faiths and beliefs.

At Rum Tum Tugger's we have a zero tolerance approach to extremist behaviour and will actively challenge children, Staff and families expressing opinions contrary to fundamental British Values and those expressing radicalised or extremist views. We rely on our strong values and morals to guide our young children during their time at Nursery.

Radicalisation is defined as the act or process of making a person more radical or favouring of extreme or fundamental changes in political, economic or social conditions or habits of the mind.

Extremism is defined as the holding of extreme political or religious views.

Accusations of Abuse in the Setting

Any accusation of abuse, whether in the setting or anywhere else, against a member of staff, volunteer or student will be treated with the utmost seriousness.

Allegationsthat might indicate that a person is unsuitable to continue work with children are where a person has:

- behaved in a way that has harmed a child or may harm a child
- possibly committed a criminal offence against a child
- behaved towards a child that indicates that he/she is unsuitable to work with children.

Complaints should be made immediately to the nursery manager or a company director who will immediately inform Ofsted& LADO and their guidelines will be adopted.

Procedures

- procedures must be applied with common sense and judgement - in rare cases the allegations will be so serious as to warrant police / social care investigation
- most will seem much less serious but they must be followed up and taken seriously
- the Local Authority Designated Officer(LADO) will be informed of all allegations
- the LADO will discuss the allegation with the Directors to confirm details
- the nursery will need to inform parents (if they are not already aware) but should discuss the best way of approaching this with the LADO officer

- the Directors should inform the accused person about the allegation after consulting the LADO (if a strategy meeting is required then this is carried out afterwards)
- if the allegation is not false or unfounded and there is cause to suspect a child is suffering, or is likely to suffer significant harm, a strategy meeting should be convened (which should include a representative from the nursery)
- if the threshold of significant harm is not reached the LADO may hold meetings with other agencies, such as the police
- if the allegation is about physical contact, the initial evaluation with the police should take into account that staff are entitled to use reasonable force.
- if it is the case that other interagency involvement is not required the LADO officer should discuss the next steps with the directors- action will include taking no further action to dismissal or a decision not to use that person's services in the future
- schools can call upon the services of an independent investigator which many LADO's already provide
- suspension should be considered (by the Directors) in any case where there is cause to suspect a child is at risk of significant harm, the allegations warrants investigation by the police, or that there might be grounds for dismissal. However, a person must not be automatically suspended
- if the allegation is substantiated, the person is dismissed or the nursery no longer uses his/her services, then the LADO should discuss with the nursery whether a referral should be made to DCSF re L99 action or to the GTC
- if an allegation is not substantiated and the person returns to work, the nursery must decide how best to facilitate that.
- Confidentiality will be maintained at all times.

Children on the child protection register

Unexplained prolonged or suspicious absences of more than 2 days for children on the Child Protection register should be reported to the designated person who will notify the appropriate bodies.

Parents/ Carers will be contacted after 2 or more unexplained absences to ensure the child's welfare.

When a child on the Child Protection register moves to another setting or on to school the nursery will pass on relevant records and liaise with relevant agencies for support in a smooth transition. Confidentiality will be observed. Children that have been abused will be supported in line with the child protection plan.

In all cases our Safeguarding procedures should be applied.

If anyone suspects that a child that they have contact with is subject to any of the types of abuse or neglect as described in this policy please contact the Family Operations Hub on 0345 6037627. OFSTED can be contacted on 0300 1231231. In an emergency you may also call 999 for police assistance.

Reviewed by Jillian Pascale-March 2016