

Safeguarding Children Policy

This policy also incorporates the Child Protection Policy and Safe Recruitment 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.

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 18th 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.

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 the child protection plan. 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.

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 or Laura Boulwood- Dunn, Marni Tanfield, Michelle Lea or Carly Bird.**
- 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.
- All staff have a duty to report peer on peer abuse to designated people and work closely with relevant people to support positive relationships amongst peers.

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 or Carly Bird.**

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, please report any concerns to Laura Boulwood-Dunn, Marni Tanfield, Michelle Lea or Carly Bird. 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.

Reviewed Jan 2020 by LBD