

Child Protection and Safeguarding Policy

We work within the Statutory Framework for the Early Years Foundation Stage (EYFS), published by the Department for Education (DfE) in March 2021, effective from September 2021

Links to:

Childcare Act 2006	Data Protection Act, 1998
Children Act 2004	Equality Act 2010
Common Assessment Framework	Freedom of Information Act 2000
Conventions on the Rights of the Child, UNICEF 1989	Herefordshire Levels of Need Threshold
Counter Terrorism & Security Act 2015	Human Rights Act 1998
Behaviour Management Policy	Equal Opportunities Policy

The Children Act 2004 allocated duties to local authorities, courts, parents and other agencies in the United Kingdom, to ensure children are safeguarded and their welfare is promoted. It centres on the idea that children are best cared for within their own families; however, it also makes provisions for instances when parents and families do not co-operate with statutory bodies.

Children are protected and safeguarded by:

- Recognising and defining parental responsibility.
- Creating genuine partnerships between parents, local authority departments and voluntary organisations.
- Recognising the need to consider racial origin, religious persuasion, cultural and linguistic background when looking at a child's welfare and under section 26 of the Counter Terrorism & Security Act 2015 '*have due regard to the need to prevent people from being drawn into terrorism*'

Duties towards all children

We take reasonable steps, through the provision of services, to prevent children suffering ill treatment or neglect. We encourage children to behave in a kind and caring manner to make friends within the group and respect each other.

We follow a 'NO SMACKING' rule and will not allow smacking from parents/carers on the premises. Any physical violence observed outside the premises may result in further action being taken and reporting the incident to the Local Authority Multi Agency Safeguarding Hub (MASH) team.

Discipline & Reflection

We promote and model good behaviour to all the children who attend Merry go Round Day Nursery, but on occasion, i.e. bullying other children, breaking toys/equipment etc, we take the child/children away from the situation and give them time to reflect with adult support. If the problem continues, senior staff meet with the parent/carer to discuss the situation and try to solve the problem together. We are within our rights to prevent a child from attending if the parent/carer does not support us in our concerns. This is sometimes necessary to protect other children in our care.

Confidentiality

Anything that is discussed with staff will be treated with the utmost confidence. Parents may speak to any member of staff, although senior staff will be told confidentially, of any safeguarding issues that may arise.

The Manager or Deputy Manager may also be approached, where appropriate, if such discussion concerns a member of staff.

Any incidents will be recorded in detail and kept in a separate file, only accessible to appropriate staff. This information must include observation, conversations, behaviour, dates and times. This information must be factual. Information will be shared with other professionals if the need arises. The professionals we deal with are OFSTED, Multi-Agency Safeguarding Hub (MASH) team, Safeguarding children and young people in Herefordshire (SCYPiHP), Local Authority Designated Officer (LADO), Health Visitor, Family Support Workers, Early Help Assessment Hub, West Mercia Women's Aid, Child Development Centre (CDC) and Medical Services. Written parental permission is sought prior to information sharing with outside agencies.

Families need to feel that information shared with the staff will be kept confidential. However, there are some situations and information that we have a duty and legal requirement to share with others. For example if there is a risk that a crime has been or will be committed or if there has been actual or there is a possibility of serious harm to a child.

Child Protection – Policies and Procedures

We comply with the procedures approved by the Herefordshire Safeguarding Children Partnership (HSCP). 'Right Help Right Time Levels of Need' is a framework for providing effective support for children, young people and families – making a difference (Nov 2020). We ensure the nursery environment is such that children are safe from abuse and in which any suspicion of abuse is responded to promptly and appropriately. In order to achieve this we will prevent abuse by means of good practice and respond appropriately to suspicions of abuse.

The first concern will be the child. Changes in children's behaviour/appearance will be investigated. Children whose condition or behaviour has given cause for concern will be listened to, reassured and helped to understand that they themselves are valued and respected and have not been at fault.

Parents/carers will normally be the first point of reference and will be requested to complete a Parent Contact form with regards to any accidents or incidents that have occurred outside the setting that need to be monitored within the setting, but if they are not in a position to allay any legitimate anxieties, the matter will also be taken up with MASH. A Multi-Agency Referral Form is completed.

Adults will not be left alone for long periods with individual children or with small groups and child: adult ratios will be adhered to at all times.

Children will be encouraged to develop a sense of autonomy and independence through adult support in making choices and in finding names for their own feelings and acceptable ways to express them. This will enable the children to have the self-confidence and the vocabulary to resist inappropriate approaches.

There is constant supervision of all children. The staff ratio is 1:3 for children under 2 years, 1:4 for children under 3 years and 1:8 for children over 3 years. The room layout and outdoor area allows for constant supervision of the children.

Adults who are not DBS checked by Merry go Round will not accompany children to the toilet or be left alone with children.

We will provide comprehensive Safeguarding training and Prevent Duty/ Radicalisation training for staff as part of their Continued Professional Development.

We will keep accurate records and will liaise, as appropriate, with other professionals. Our procedure follows the guidance in 'What to do if you are worried a child is being abused' booklet produced by the DfES and the EYFS practice guidance - how to record concerns about a child and keeping children safe in education (2020).

In exceptional circumstances, Children's Services may be the first point of reference.

We will not allow known abusers and people with convictions of sexual offences against children on the nursery premises. Checks will be made to ensure prevention.

Named Practitioner responsible for Child Protection

Nicki Ovel - Designated Safeguarding Lead (DSL), Nursery Manager
Sharon Parham Deputy Manager and Room Supervisors.

It is the DSL role to ensure staff are aware, understand and implement the policy and procedures correctly. This will also include ensuring staff receive comprehensive training. All concerns and incidents must be reported to the DSL. Process of reporting any concerns or incidents – Staff will inform Supervisor. The Supervisor will then inform the DSL who will then discuss the matter with the parent, where appropriate, or seek advice from Early Help Assessment Hub (in full) or the MASH team. If practitioners disagree with the decision made by children's services they can follow the Escalation Policy: Resolution of Professional Disagreements Procedure

Staff will be made aware of the clear procedures that need to be followed in the event of concerns or in the event of suspected/alleged child abuse.

Supporting Families

The Nursery works within the local community and provides support to local families.

As part of the Integrated Review, Merry go Round works in partnership with local Children's Centres. 2 year old children are tracked through Health and Education by termly meetings with Health Visitors. This provides an early indicator of support that the child and family may require through an holistic approach.

EHA

Working Together (2018) states that:

"Providing early help is more effective in promoting the welfare of children than reacting later. Early help means providing support as soon as a problem emerges, at any point in a child's life..... Early help can also prevent further problems arising".

"Effective early help relies upon local organisations and agencies working together to:

- identify children and families who would benefit from early help

- undertake an assessment of the need for early help
- provide targeted early help services to address the assessed needs of a child and their family which focuses on activity to improve the outcomes for the child”.

The Early Help Hub in Herefordshire has been developed to promote children and their families get the right help at the right time. The Early Help Hub sits alongside the Multiagency Safeguarding Hub and will be responsible for contacts which come into the local authority at level 3 or below and for contacts that MASH have assessed as not needing level 4 intervention.

The Early Help Hub will proactively work with families and referrers to ensure the right support is offered this will include signposting, offering advice and guidance and facilitating the completion of an Early Help Assessment, where appropriate, with those families whose needs meet level 3 or high level 2 and who give their consent.

The contact number for the Early Help Hub is (01432) 260261.

If the EHA process does not show evidence of improvement within a family situation after a period of time, the group can escalate it for further assessment.

Practice Framework: Signs of Safety

Each child and family member is an individual, each family is unique in its make-up and reaching decisions about levels of need and the best intervention requires discussion, reflection and professional judgement.

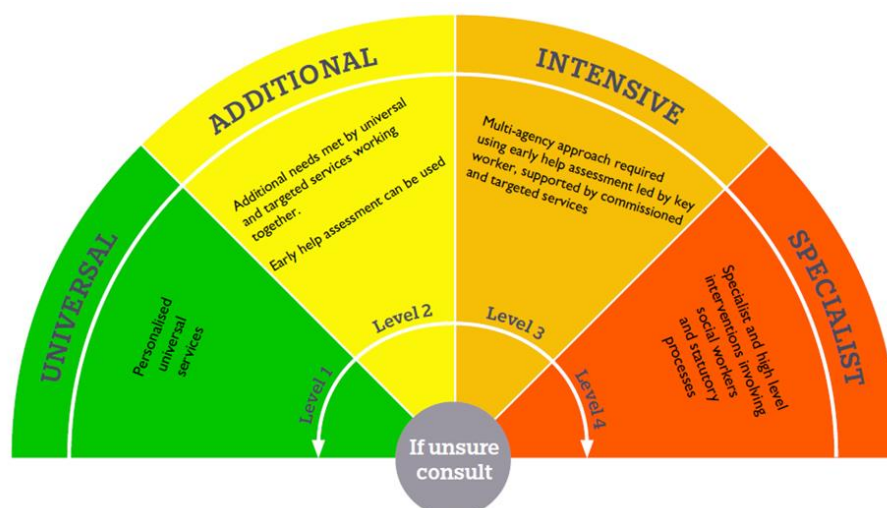
‘Signs of Safety’ provides a framework for us to do this together, by considering seven domains in any assessment:

- What is the harm (past and present) that we are worried about in respect of a child?
- What are we worried is going to happen to the child in the future if nothing changes?
- What are the complicating factors in this family?
- What are their strengths and positive attributes?
- Is there any existing safety or protection?
- What needs to happen to keep the child safe now?
- What does the family want to happen?

In Herefordshire, we are committed to developing collaborative working relationships with families to help us to understand the circumstances of each family, to be professionally curious and rigorous in making judgements and to maintain a clear and relentless focus on safety and protection.

Levels of Need

The diagram below sets out the 4 levels of need that services and professionals will use to ensure the right help is provided at the right time to the right children and families.



Level 1. Universal

Children and young people making good overall progress in all areas of their development and receiving appropriate universal services such as health and education.

Level 2. Additional

Children, young people and their families are experiencing emerging problems, or have additional needs that require some targeted support. They are likely to require early help for a time limited period, to help them move back to Universal (level 1) and reduce the likelihood of needing level 3 more intensive support.

Level 3. Intensive

Children, young people and families with identified vulnerabilities who are experiencing multiple and complex needs and are likely to need intensive multi-agency co-ordinated approach. They are likely to require longer term help.

Level 4. Specialist

Children, young people and their families who are experiencing very serious or complex needs that are having a major impact on their expected outcomes or there is serious concern for their safety.

This may be as children in need - CIN (Section 17 of the Children Act 1989) or as children in need of protection- CP (under section 47 of the Children Act 1989). Children, young people and families receiving intervention at level 4 need are supported, where possible, to reduce the seriousness and complexity of need and are then enabled to step down to Early Help support or Universal services as appropriate.

Types of Abuse

- **Physical abuse** – may involve hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating, or otherwise causing physical harm to a child. It may also be caused when a parent or carer fabricates the symptoms of, or deliberately induces, illness in a child.
- **Emotional abuse** – is the persistent emotional maltreatment of a child such as to cause severe and persistent adverse effects on the child's emotional development. It may involve conveying to children that they are worthless or unloved, inadequate, or valued only insofar as they meet the needs of another person. It may feature age or developmentally inappropriate expectations being imposed on children. These may include interactions that are beyond the

child's developmental capacity, 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 exploitation or corruption of children. Some level of emotional abuse is involved in all types of maltreatment of a child, though it may occur alone.

- **Sexual abuse** – involves forcing or enticing a child or young person to take part in sexual activities, including prostitution, whether or not the child is aware of what is happening. The activities may involve physical contact, including penetrative or non-penetrative acts. They may include non-contact activities, such as involving children in looking at, or in the production of, sexual online images, watching sexual activities, or encouraging children to behave in sexually inappropriate ways.
- **Neglect** – is 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, including oral health. 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 or emotional harm or danger
 - Ensure adequate supervision (including the use of inadequate care-givers)
 - Ensure access to appropriate medical care or treatment. It may also include neglect of, or unresponsiveness to, a child's basic emotional needs

Allegations made against a member of staff

If any allegation is made against a member of staff or student during the session, the following procedures will be followed:

- Managers will investigate the issue regarding the member of staff
- If the issue is not resolved quickly, staff member is suspended on full pay.
- No contact should be made between staff member and parents/children/other staff members but newsletters and information will be sent.
- Staff member will not be allowed into the setting.
- Parents will be given a copy of Confidentiality, Safeguarding Children and Complaints Policies.
- Staff member will have a disciplinary hearing and the opportunity to give their statement of events.
- The group will contact the LADO within 14 days and send a report to Ofsted.
- Safeguarding Children team take over.
- Support for the family.

Local Authority Designated Officer (LADO)	01432 260680
Emergency Duty Team (Out of Hours)	01905 768020
Police (General Enquiries)	101
Police (Family Protection Unit)	101
Multi-Agency Safeguarding Hub (MASH)	01432 260800

Adoption Date: 1st September 2020. Reviewed 20th April 2021.

Signed:

Nm Orel .

Annual Review

Reviewed 1st September 2021

Reviewed and amended 20th April 2021

Reviewed 1st September 2022

Reviewed 1st September 2023

Next review 1st September 2024

Appendix to the Child Protection and Safeguarding Policy for 'The Prevent Duty & Promoting British Values'

From 1st July 2015, all registered Early Years childcare providers are subject to a duty, known as the Prevent Duty, under section 26 of the Counter Terrorism and Security Act 2015, in the exercise of their functions to '*have due regard to the need to prevent people from being drawn into terrorism*'. To ensure we safeguard children, by adhering to the Prevent Duty, we will:

- Provide information for all staff and cascade in-house documentation to enable staff to identify children who may be at risk of radicalisation. This will include observing and monitoring children's changes of behaviour or dispositions. Children will be supported in building trusting and positive relationships with staff to enable them to make a disclosure if needed.
- Build children's resilience to radicalisation by promoting Fundamental British Values to enable children to challenge extremist views. With individual liberty and freedom for all, children will be encouraged to have a voice and express their views, feelings and opinions throughout the day during circle time activities and chatterbox time. Children will be encouraged to take their own risks and feel free to talk about their own experiences and learning (EYFS areas PSED and UTW). By teaching children to have mutual respect and tolerance creates an inclusive environment that values views, faiths and cultures so children are engaged in the wider community, therefore, children begin to appreciate and respect their own and one another's cultures. Through instilling democracy, and making decisions together, children learn that their views count and to value the views of others.
- Children will be encouraged to understand that rules matter and that there may be a consequence to their actions. Actively promoting children to create their own rules and code of behaviour will enable children to distinguish right from wrong.
- We will assess the risk, by means of a formal risk assessment, of children being drawn into terrorism, including extremist ideas that are part of a terrorist ideology and report any suspicions we may have to the police and children's services.
- We will be aware of the online risk of radicalisation through social media and the internet and children will not be able to access internet sites whilst in nursery
- We will work in partnership with the Local Authority for guidance and support.
- We will build up an effective engagement with parents/ carers and families. This is important as to spot signs of radicalisation. As an inclusive setting, we understand that it is not acceptable to actively promote intolerance of faiths, cultures and races.
- We will ensure that any resources used in the nursery are age appropriate and non-stereotypical for the children in our care, with staff that have knowledge and confidence to use resources effectively.

