

EATON MILL WRAPAROUND



SAFEGUARDING CHILDREN POLICY

Our Setting believes that children have the right to be completely secure from both the fear and reality of abuse, and we are committed to protecting all the children in our care from harm.

The Setting's Designated Lead on Safeguarding is Sarah Daniells, who has suitable experience, training and expertise, and will be responsible for liaising with Milton Keynes Children and Families Practice (MKCFP), Children's Social Care, Milton Keynes Safeguarding Children Board (MKSCB) and Ofsted in any child protection matter. The Deputy Leads are Susan Watson and Collette Butler.

The Nursery's Safeguarding Children procedures comply with the guidance in the documents 'Working Together to Safeguard Children' (2013), 'What to do if you are worried a child is being abused' (2006), the MKSCB policies and procedures and other relevant legislation.

The Setting is committed to reviewing its Safeguarding Children policy and procedures at regular intervals. The policy and its procedures will be shared with parents/carers when they register their child at the settling.

Recognising Child Abuse

Child abuse manifests itself in a variety of different ways, some overt and others much less so. All staff have had safeguarding training and will be vigilant to signs and evidence of physical, sexual and emotional abuse or neglect.

Physical 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/carer fabricates the symptoms of, or deliberately induces illness in a child.

Sexual Abuse

Sexual abuse is a form of Significant Harm which 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).

Children under 16 years of age cannot lawfully consent to any sexual activity occurring, although in practice young people may be involved in sexual contact to which, as individuals, they may have agreed.

Emotional Abuse

Emotional abuse is a form of Significant Harm which involves 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 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 the 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 most types of ill treatment of children, though emotional abuse may occur alone.

Neglect

Neglect involves 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 and development. Neglect may occur during pregnancy as a result of maternal substance misuse.

Once the child is born, neglect may involve failure to:

- Provide adequate food, clothing or shelter (including exclusion from home or abandonment)
- Protect from physical and emotional harm or danger
- Meet or respond to basic emotional needs
- Ensure adequate supervision including the use of adequate care-takers
- Ensure access to appropriate medical care or treatment

Staff Support and Training

The Nursery is committed to ensuring that it meets its responsibilities in respect of safeguarding children through the provision of support and training to staff.

Therefore, the Setting will ensure that:

- All staff, students and volunteers are carefully recruited, have verified references and have full and up to date Disclosure and Barring Service checks.
- All staff and volunteers are given a copy of the Safeguarding Children Policy during their induction, and have its implications explained to them.
- Staff will be made aware of the booklet, 'What to do if you're worried a child is being abused' (2006).
- All staff receive regular training and supervision in safeguarding children issues and are provided with any relevant information and guidance.
- All staff are provided with supervision and management support commensurate with their responsibilities in relation to safeguarding children and their requirement to maintain caring and safe relationships with children.
- All staff are provided with safeguarding training which covers inappropriate behaviour by adults.
- All staff are aware of the main indicators of child abuse; they are also aware that information is also available on the MKSCB website.
- All staff are aware of their statutory requirements in respect of the disclosure or discovery of child abuse and the procedure for doing so. All students and volunteers are instructed to report the disclosure or discovery of abuse to the Designated Safeguarding Lead.
- The Nursery will take appropriate action in relation to the findings of any investigation into allegations of abuse, consistent with its duties to protect the safety of children and uphold fair processes for staff, students and volunteers.
- Any member of staff, a student or volunteer under investigation for the alleged abuse of a child, will be subject to the provisions of the Staff Disciplinary Policy.

Safe Caring

All staff understand the Setting's Safeguarding Children procedures and have had appropriate training and guidance in the principles of safe caring. To this end:

- Every effort will be made to avoid or minimise time when members of staff, students or volunteers are left alone with a child. If staff are alone with a child, the door of the room should be kept open and another member of staff should be informed.
- Staff will follow the guidance in the Intimate Care Procedure Policy.
- Staff will be mindful of how and where they touch children, given their age and emotional understanding. Unnecessary or potentially inappropriate physical contact will be avoided at all times.

Dealing With Suspicions/Making a Referral

The Setting is committed to ensuring that it meets its responsibilities in respect of safeguarding children by treating any allegation seriously and sensitively. The Setting will not carry out any investigation itself into a suspected child abuse incident.

The following principles will govern any suspected or reported case of abuse:

- Staff will ensure that all concerns and allegations are treated with sensitivity and confidentiality.
- Where actual or suspected abuse comes to the attention of staff, they will report this to the Designated Safeguarding Lead at the earliest possible opportunity.
- Full written records of all reported incidents will be produced and maintained. Information recorded will include full details of the alleged incident/suspicions; details of all the parties involved; any evidence or explanations offered by interested parties; relevant dates, times and locations and any supporting information or evidence from members of staff. The Setting will demonstrate great care in distinguishing between fact and opinion when recording suspected incidents of child abuse.
- The Designated Lead on Safeguarding will be responsible for ensuring that written records are dated, signed and kept confidentially.
- The Designated Lead on Safeguarding will discuss the concerns with the child's parent/carer unless this is deemed to put the child at greater risk of harm or the allegation is against a parent/carer. In this situation an immediate referral to the Milton Keynes Multi-Agency Safeguarding Hub (MASH) on 01908 253169 or 01908 253170 will be made.
- If there are still concerns after the discussion with the parent, the parent will be notified that the Designated Lead on Safeguarding will make a referral to the Milton Keynes Multi-Agency Safeguarding Hub (MASH) on 01908 253169 or 01908 253170.
- The Setting will assist Milton Keynes Multi-Agency Safeguarding Hub (MASH) and the police, as far as it is able, during any investigation of abuse or neglect. This will include disclosing written and verbal information and evidence.
- The Setting Manager will liaise with the Designated Lead on Safeguarding when appropriate.
- At all times, the safety, protection and interests of children concerned will take precedence. The Manager and staff will work with and support parents/carers as far as they are legally able.

Dealing with a disclosure

- Any children involved in alleged incidents will be comforted and reassured.

In circumstances where a child makes an allegation or a disclosure, the member of staff concerned will:

1. Listen fully to all the child has to say.
2. Make no observable judgement.
3. Ask open questions that encourage the child to speak in their own words. **WILL NOT** ask leading questions.
4. Ensure the child is safe, comfortable and not left alone.
5. Make no promises that cannot be kept; such as promising not to tell anybody what they are being told.
6. Do not attempt to investigate the allegations of abuse, report concerns to the Designated Lead on Safeguarding.

Dealing with allegations against members of staff

Where it is alleged that a member of staff, student or volunteer has:

- Behaved in a way that has harmed or may have harmed;
- Possibly committed a criminal offence against, or related to, a child;
- Behaved towards a child or children in a way that indicates s/he is unsuitable to work with children

Either on the premises or during a visit or outing the following procedure will apply:

- All allegations made by a child against a member of staff, student or volunteer will be reported to the Designated Lead on Safeguarding who will fully record the allegation. In the event of there being a witness to an incident, they should sign the records to confirm this.
- The Designated Lead on Safeguarding will refer the allegation immediately to the Local Authority Designated Officer (LADO) for Allegations Against Staff on 01908 254300. The LADO will be responsible for conducting the investigation and notifying the Police and Milton Keynes Multi-Agency Safeguarding Hub (MASH)). The Setting will comply with all aspects of the investigation.
- Immediately after referring the allegation to the LADO the Designated Lead on Safeguarding will inform Ofsted on 0300 123 1231. Ofsted will be informed of the outcome of the investigation.
- The member of staff may be suspended during the investigation. Further disciplinary action may be taken depending on the outcome of the investigation.
- The parent/carer of the child making the allegation will be notified of the referral and the outcome of the investigation.
- If an allegation of abuse is made against the Manager or the Designated Lead on Safeguarding, the Local Authority Designated Officer (LADO) will be informed as soon as possible.
- All suspicions and investigations will be kept confidential and shared only with those who need to know.
- If there is an allegation against a member of staff that is substantiated and that staff member disciplined or dismissed because of the way they have behaved then a referral will be made to DBS (Disclosure and Barring Service) via www.homeoffice.gov.uk/dbs .