



Safeguarding children and Child protection

Hellingly Preschool will work with children, parents, external agencies and the community to ensure the welfare, rights and safety of children and to give them the very best start in life. As children have the right to receive support to fulfil their potential. We also believe that children have the right to be treated with respect, be helped to thrive and to be safe from any abuse in whatever form.

Everyone shares the responsibility for safeguarding and promoting the welfare of children irrespective of roles and everyone working with children should be familiar with local procedures and protocols for safeguarding the welfare of children and young people. Safeguarding children is everybody's responsibility. All our staff, students, visitors and bank staff are made aware of and adhere to, this policy.

We support the children within our care, protect them from maltreatment and have robust procedures in place to prevent the impairment of children's health and development. In our setting, we strive to protect children from the risk of radicalisation and we promote acceptance and tolerance of other beliefs and cultures (please refer to our inclusion and equality policy for further information).

The Legal frameworks used are:

- Children Act 1989 and 2004
- Childcare Act 2006
- Safeguarding Vulnerable Groups Act 2006 2
- Children and Social Work Act 2017
- The Statutory Framework for the Early Years Foundation Stage (EYFS) 2021
- Working together to Safeguard Children
- Keeping children safe in education
- Data Protection Act 2018
- What to do if you're worried a child is being abused
- Counter-Terrorism and Security Act 2015.
- Inspecting Safeguarding in Early years, Education and Skills settings
- Prevent Duty 2014
- What to do if you are worried a child is being abused

We aim to:

- Keep the child at the centre of all we do
- Ensure staff are trained right from induction to understand the child protection and safeguarding policy and procedures, are alert to identify possible signs of abuse (including the signs known as softer signs of abuse), understand what is meant by child protection and are aware of the different ways in which children can be harmed, including by other children through bullying or discriminatory behaviour
- Taking action to enable all children to have the best outcomes.
- Understand what is meant by child protection and are aware of the different ways in which children can be harmed, including by other children through bullying or discriminatory behaviour
- Be aware of the increased vulnerability of children with Special Educational Needs and Disabilities (SEND) and other vulnerable or isolated families and children
- Ensure that all staff feel confident and supported to act in the best interest of the child, share information and seek the help that the child may need
- Ensure that all staff are familiar and updated regularly with child protection training



and procedures and kept informed of changes to local/national procedures, including thorough annual safeguarding newsletters and updates

- Make any child protection referrals in a timely way, sharing relevant information as necessary in line with procedures set out by the LA
- Ensure that information is shared only with those people who need to know in order to protect the child and act in their best interest
- Keep the setting safe online using appropriate filters, checks and safeguards, monitoring access at all times
- Ensure that children are never placed at risk while in the charge of nursery staff
- Identify changes in staff behaviour and act on these as per the Staff Behaviour Policy
- Take any appropriate action relating to allegations of serious harm or abuse against any person working with children or living or working on the nursery premises including reporting such allegations to Ofsted and other relevant authorities
- Ensure parents are fully aware of child protection policies and procedures when they register with the nursery and are kept informed of all updates when they occur

Our Policy intention to safeguard children and promote their welfare will:

- Create an environment to encourage children to develop a positive self-image
- Provide positive role models and develop a safe culture where staff are confident to raise concerns about professional conduct
- Ensure all staff are able to identify signs and indicators of abuse, including the softer signs of abuse and know what action to take
- Encourage children to develop a sense of independence and autonomy in a way that is appropriate to their age and stage of development
- Provide a safe and secure environment for all children
- Promote tolerance and acceptance of different beliefs, cultures and communities
- Help children to understand how they can influence and participate in decision-making and how to promote British values through play, discussion and role modelling
- Always listen to children
- Provide an environment where practitioners are confident to identify where children and families may need intervention and seek the help they need
- Share information with other agencies as appropriate
- We ensure staff and parents are made aware of our safeguarding policies and procedures.
- Applicants for posts within the setting are clearly informed that the positions are exempt from the rehabilitation of offender's act 1974.
- Candidates are informed of the need to carry out Enhanced disclosure checks with the DBS (Disclosure and Barring service) before posts can be confirmed.
- We ensure all staff are registered on the Update service.
- Where applicants are rejected because of information that has been disclosed, applicants have the right to know and to challenge incorrect information.
- All staff sign a termly disclaimer to ensure that their suitability has not changed. The DSL will perform
- We abide by Ofsted requirements in respect of references and DBS checks for staff and volunteers, to ensure that no disqualified person or unsuitable person works at the setting or has access to children.
- Volunteers do not work unsupervised.
- We have procedures for recording the details of all visitors to the setting.
- We take security steps to ensure that we have control over who comes into the setting so that no unauthorized person has unsupervised access to the children.



- All staff have access to and comply with the whistleblowing policy which will enable them to share any concerns that may arise about their colleagues in an appropriate manner
- Signs of inappropriate staff behaviour may include inappropriate sexual comments; excessive one-to-one attention beyond the requirements of their usual role and responsibilities; or inappropriate sharing of images. This is not an exhaustive list, any changes in behaviour must be reported and acted upon immediately
- All staff will receive regular supervision meetings where opportunities will be made available to discuss any issues relating to individual children, child protection training and any needs for further support
- We use peer on peer and manager observations in the setting to ensure that the care we provide for children is at the highest level and any areas for staff development are quickly highlighted. Peer observations allow us to share constructive feedback, develop practice and build trust so that staff are able to share any concerns they may have. Any concerns are raised with the designated lead and dealt with in an appropriate and timely manner
- The deployment of staff within the nursery allows for constant supervision and support. Where children need to spend time away from the rest of the group, the door will be left ajar or other safeguards will be put into action to ensure the safety of the child and the adult

Our **Designated Safeguarding Lead** (DSL) is Sara Sherrard, The Manager. We ensure that our deputy and all leaders have DSL training. The DSL is responsible for coordinating all aspects of child protection issues.

All staff will work with other agencies in the best interest of the child, including as part of a multi-agency team, where needed.

We will support children by offering reassurance, comfort and sensitive interactions. We will devise activities according to individual circumstances to enable children to develop confidence and self-esteem within their peer group and support them to learn how to keep themselves safe.

We also operate a Phones and Other Electronic Devices and Social Media policy which states how we will keep children safe from these devices whilst at nursery. This also links to our Online Safety policy.

Early Help

Early Help assessments are used to support the well-being of children and families by tackling emerging needs at the earliest opportunity and prevent them from getting worse. Effective Early Help may be delivered at any point in a child's life; pre-birth onwards about any issue which is impacting or could affect their development and well-being, including education, health and safety.

Indicators of child abuse

- Failure to thrive and meet developmental milestones
- Fearful or withdrawn tendencies
- Unexplained injuries to a child or conflicting reports from parents or staff
- Repeated injuries
- Unaddressed illnesses or injuries
- Significant changes to behaviour patterns.



Neglect Action should be taken if the staff member has reason to believe that there has been any type of neglect of a child (for example, by exposure to any kind of danger, including cold, starvation or failure to seek medical treatment, when required, on behalf of the child), which results in serious impairment of the child's health or development, including failure to thrive. Signs may include a child persistently arriving at nursery unwashed or unkempt, wearing clothes that are too small (especially shoes that may restrict the child's growth or hurt them), arriving at nursery in the same nappy they went home in or a child having an illness or identified special educational need or disability that is not being addressed by the parent. A child may also be persistently hungry if a parent is withholding food or not providing enough for a child's needs. Neglect may also be shown through emotional signs, e.g. a child may not be receiving the attention they need at home and may crave love and support at nursery. They may be clingy and emotional. In addition, neglect may occur through pregnancy as a result of maternal substance abuse.

Emotional abuse

Action should be taken if the staff member has reason to believe that there is a severe, adverse effect on the behaviour and emotional development of a child, caused by persistent or severe ill treatment or rejection. This may include extremes of discipline where a child is shouted at or put down on a consistent basis, lack of emotional attachment by a parent, or it may include parents or carers placing inappropriate age or developmental expectations upon them. Emotional abuse may also be imposed through the child witnessing domestic abuse and alcohol and drug misuse by adults caring for them. The child is likely to show extremes of emotion with this type of abuse. This may include shying away from an adult who is abusing them, becoming withdrawn, aggressive or clingy in order to receive their love and attention. This type of abuse is harder to identify as the child is not likely to show any physical signs.

Physical abuse

A form of abuse which may involve hitting, shaking, throwing poisoning, burning or scalding, drowning, suffocating or otherwise causing physical harm to a child. All children can suffer injuries during their early years as they explore and develop. If an explanation of how a child received their injury doesn't match the injury itself or if a child's injuries are a regular occurrence or there is a pattern to their injuries then you must report your concerns.

Sexual abuse

Action needs to be taken if the staff member has witnessed an occasion(s) where a child indicated sexual activity through words, play, drawing, had an excessive preoccupation with sexual matters or had an inappropriate knowledge of adult sexual behaviour or language. This may include acting out sexual activity on dolls/toys or in the role play area with their peers, drawing pictures that are inappropriate for a child, talking about sexual activities or using sexual language or words. If a child is being sexually abused you may see both emotional and physical symptoms.

Peer on peer abuse

We are aware that peer-on-peer abuse does take place, so we include children in our policies when we talk about potential abusers. This may take the form of bullying, physically hurting another child, emotional abuse or sexual abuse. We will report this in the same way we do for adults abusing children, and will take advice from the appropriate bodies on this area; to support for both the victim and the perpetrator, as they could also be a victim of abuse. We know that children who develop harmful sexual behaviour have often



experienced abuse and neglect themselves.

Fabricated illness

Physical harm may also be caused when a parent or carer fabricates the symptoms of, or deliberately induces illness in a child. The parent or carer may seek out unnecessary medical treatment or investigation; they may exaggerate a real illness and symptoms or deliberately induce an illness through poisoning with medication or other substances or they may interfere with medical treatments. Fabricated illness is a form of physical abuse and any concerns will be reported in line with our safeguarding procedures.

Female genital mutilation FGM can also be known as Female Genital Cutting.

FGM is a procedure where the female genital organs are injured or changed and there is no medical reason for this. It is frequently a very traumatic and violent act for the victim and can cause harm in many ways. The practice can cause severe pain and there may be immediate and/or long-term health consequences, including mental health problems, difficulties in childbirth, causing danger to the child and mother; and/or death (definition taken from the Multi-agency Statutory Guidance on Female Genital Mutilation) The procedure may be carried out shortly after birth and during childhood as well as adolescence, just before marriage or during a woman's first pregnancy and varies widely according to the community. FGM is child abuse and is illegal in the UK.

If we have concerns about a child or family, we would contact children's social care team in the same way as other types of physical abuse. We have a mandatory duty to report to police any case where an act of female genital mutilation appears to have been carried out on a girl under the age of 18.

Breast Ironing/ Flattening

Breast ironing also known as "breast flattening" is the process where young girls' breasts are ironed, massaged and/or pounded down through the use of hard or heated objects in order for the breasts to disappear, or delay the development of the breasts entirely. It is believed that by carrying out this act, young girls will be protected from harassment, rape, abduction and early forced marriage. Breast Ironing/Flattening is a form of physical abuse and can cause serious health issues.

Child sexual exploitation (CSE)

Keeping Children Safe in Education (2020) describes CSE as: CSE occurs where an individual or group takes advantage of an imbalance of power to coerce, manipulate or deceive a child into sexual activity (a) in exchange for something the victim needs or wants, and/or (b) for the financial advantage or increased status of the perpetrator or facilitator. The victim may have been sexually exploited even if the sexual activity appears consensual. CSE does not always involve physical contact; it can also occur through the use of technology. CSE can affect any child or young person (male or female) under the age of 18 years, including 16 and 17 year olds who can legally consent to have sex. It can include both contact and non-contact sexual activity and may occur without the child or young person's immediate knowledge (e.g. through others copying videos or images they have created and posted on social media).

Child Criminal Exploitation (CCE)

CCE is where an individual or group takes advantage of an imbalance of power to coerce, control, manipulate or deceive a child into any criminal activity (a) in exchange for something the victim needs or wants, and/or (b) for the financial or other advantage of the perpetrator or facilitator and/or (c) through violence or the threat of violence. The victim may have been



criminally exploited even if the activity appears consensual. CCE does not always involve physical contact; it can also occur through the use of technology. CCE can include children being forced to work in cannabis factories, being coerced into moving drugs or money across the country forced to shoplift or pickpocket, or to threaten other young people.

Extremism – the Prevent Duty Under the Counter-Terrorism and Security Act 2015 we have a duty to safeguard at risk or vulnerable children under the Counter-Terrorism and Security Act 2015 to have “due regard to the need to prevent people from being drawn into terrorism and refer any concerns of extremism to the police (In Prevent priority areas the local authority will have a Prevent lead who can also provide support). Children can be exposed to different views and receive information from various sources. Some of these views may be considered radical or extreme. Radicalisation is the way a person comes to support or be involved in extremism and terrorism. It’s a gradual process so young people who are affected may not realise what’s happening. Radicalisation is a form of harm. The process may involve: • Being groomed online or in person 13 • Exploitation, including sexual exploitation • Psychological manipulation • Exposure to violent material and other inappropriate information • The risk of physical harm or death through extremist acts

Child abuse linked to faith or belief (CALFB) Child abuse linked to faith or belief (CALFB) can happen in families when there is a concept of belief in: • Witchcraft and spirit possession, demons or the devil acting through children or leading them astray (traditionally seen in some Christian beliefs) • The evil eye or djinns (traditionally known in some Islamic faith contexts) and dakini (in the Hindu context) • Ritual or multi murders where the killing of children is believed to bring supernatural benefits, or the use of their body parts is believed to produce potent magical remedies • Use of belief in magic or witchcraft to create fear in children to make them more compliant when they are being trafficked for domestic slavery or sexual exploitation. This is not an exhaustive list and there will be other examples where children have been harmed when adults think that their actions have brought bad fortune.

We acknowledge that abuse of children can take different forms – physical, emotional, sexual as well as neglect. When children are suffering from any form of abuse, this may be demonstrated through the things that they say (direct or indirect disclosure) or through changes in their appearance, their behaviour or their play.

- Where such evidence is apparent, the DSL makes a dated record of the details of the concerns using a chronology form, this is discussed with the secondary DSL and the Directors. The information is stored in the child’s safeguarding file. A symbol is attached to the child’s main file, so we know there are SG concerns.
- Parents are informed unless this puts a child at risk, where the DSL will contact SPOA and LADO for advice.
- We refer concerns to SPOA in the first instance or the LADO and cooperate fully with any subsequent investigation. N.B in some cases this may mean the Police, or another agency identified by the LSCB.
- We take care not to influence the outcome either through the way we speak to children or by asking or questioning children.
- We have regard to the Prevent duty and follow the same procedures if staff feel that children or parents are showing signs of radicalization.
- We record any injuries sustained at home and keep a chronology.
- We also keep and monitor attendance records, if contact cannot be made and no reasonable excuse given, the information will be passed to the social care team via SPOA.



Recording suspicions of abuse and disclosures.

- Where a child makes comments to a member of staff that gives cause for concern (disclosure), observes signs or signals that gives us cause for concern, such as significant changes in behaviour, deterioration in general well-being, unexplained bruising, marks or signs of possible abuse or neglect, that member of staff:
 - listens to the child, offers reassurance, and gives assurance that he/she will act.
 - does not question the child
 - reports to the DSL, who makes a written record, this may include witness statements from the staff member, the exact, date, time and the exact words spoken by the child, and any other witnesses present.
 - These records are signed and dated and kept in the child's safeguarding file confidentially.

Making a referral to Children's services via SPOA

- Procedures will be followed as per advice from LADO and SPOA, the local authority will provide support where necessary.

Informing parents

- Parents are normally the first port of contact
- If suspicion of abuse is recorded, parents are informed at the same time as the report is written, except where LSCB / SPOA / LADO advises otherwise.
- This will usually be the case where a parent is the likely abuser, in these cases the investigating officers will inform parents.

Liaison with other agencies

- We work with the Local Safeguarding Children's Board guidelines.
- We have procedures for contacting the Local authority on Child Protection issues, including maintaining a list of names, addresses and telephone numbers of social workers, to ensure in an emergency that the setting and social services can work together efficiently.
- We keep records of any case conferences or CP meetings attended and notes thereof in the child's safeguarding file.
- All safeguarding documents are taken to the receiving setting or school, and a transfer receipt is signed and obtained, no Safeguarding records are kept once the child no longer attends, in line with LSCB guidance.
- We notify OFSTED of any incident or serious accident, or any changes in our arrangements which may affect the well-being of our children.

Looked after children

As part of our safeguarding practice we will ensure our staff are aware of how to keep looked after children safe. In order to do this we ask that we are informed of:

- The legal status of the child (e.g. whether the child is being looked after under voluntary arrangements with consent of parents or on an interim or full care order)
- Contact arrangements for the biological parents (or those with parental responsibility)
- The child's care arrangements and the levels of authority delegated to the carer by the authority looking after him/her
- The details of the child's social worker and any other support agencies involved
- Any child protection plan or care plan in place for the child in question.

Allegations against staff

- We ensure all parents know how to complain about behaviour or actions of staff or



volunteers within the setting, which may include allegations of abuse.

- We follow guidance from SPOA or the LADO when responding to any complaint that a member of staff, or volunteer within the setting may have abused a child.
- We respond to any disclosure by children or staff that abuse by a member of staff or volunteer within the setting, may have taken, or is taking place, by first recording the details of any such incident as above.
- We refer any such complaint immediately to the LADO to investigate and advise. We also report any such alleged incident to Ofsted with the measure we have taken to ensure the children are kept safe. We are aware that it is an offence to not do this.
- We co-operate entirely with any investigation carried out by children's services in conjunction with the Police.
- Where management and LADO agree it is appropriate, the Manager will suspend the member of staff on full pay, for the duration of the investigation. This is not an indication of admission that the alleged incident has taken place but is to protect the staff as well as the children and families throughout the process.
- All staff have been provided information about whistleblowing and have the opportunity during termly supervisions to do this, although Management urge staff to discuss at the earliest opportunity.

Disciplinary action

- Where a member of staff or volunteer is dismissed from the setting because of misconduct relating to a child, we notify the independent Barring Board administrators so that the name may be included on the protection of children and vulnerable adult barred list, as well as informing OFSTED.

Training

- We ensure that all staff are updated with serious case reviews periodically, through staff meetings.
- All staff access online training annually, the DSL and Secondary DSL attend full Local Authority training every 2 years.
- Safeguarding is always on the agenda for staff meetings and supervisions (Termly).

Planning

- The layout of the room allows for constant supervision. No child is left alone with staff or volunteers in a one-to-one situation without being visible to others.

Curriculum

- We introduce key elements of keeping children safe into our program to promote social and emotional development of all children, so that they may grow strong, resilient and listened to and that they develop an understanding of why and how to keep safe.
- We create within the setting a culture of value and respect for the individual, having positive regard for children's heritage arising from their colour, ethnicity, languages spoken at home, cultural and social background, British values are evident in every day activities, such as golden rules.
- We ensure that this is carried out in a way that is developmentally appropriate for the children.
- We support children to recognize and deal with their feelings and manage their own behaviour through positive interactions, role modelling and activities. We have an emotion zone where children can have their own time away from other activities, if



they choose to do so, pictures and sensory items are nearby to enable children to feel safe. This also supports them in making a disclosure should they need to.

- The setting does not tolerate bullying by children with their peers, bullying is not an isolated incident but more of a series of events. Where this should occur, discussions will be held with parents and the settings SENDCO and Manager.

Confidentiality

- All suspicions and investigations are kept confidential and shared only with those who need to know. Any information is shared under the guidance of the Local Safeguarding Children's Board.

Support to families

- We believe in building trust and supportive relationships with families, staff, and volunteers in the group.
- We make clear to parents our role and responsibilities in relation to child protection, such as for reporting concerns, providing information, monitoring of the child, and liaising always with the safeguarding team.
- We will continue to welcome the child and the family whilst the investigation is taking place in relation to alleged abuse.
- We follow the child protection plan as set by children's services in relation to the settings designated role and tasks in supporting the child and their family, subsequent to any investigation.
- Confidential records kept on a child are shared with the child's parents or those who have responsibility for the child in accordance with the confidentiality and client's access to records procedure and only if appropriate under the guidance of the LSCB.

Support for Staff

- We will not tolerate abusive, aggressive behaviour, or any harassment toward any member of our staff. When this occurs it will be logged and investigated with a view to informing Police. This would then potentially prevent the Parent/s from being able to attend their child's Nursery.

Referral for concerns

SPOA – Single point of advice: Telephone: **01323 464 222** Monday to Thursday 8.30am to 5pm and Friday 8.30am to 4.30pm.

Out of hours, with serious concerns that cannot wait until the next working day, contact our Emergency Duty Service.

Telephone: **01273 335 906** or **01273 335 905** Monday to Thursday 5pm to 8.30am and Friday's, weekend's and bank holiday's after 4.30pm to 8.30am

Email: 0-19.SPOA@eastsussex.gov.uk (contact form)

Signed: Date:

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