Safeguarding and Child Protection Policy

Hellingly Pre-School

Policy Statement

Hellingly Pre-School is fully committed to safeguarding and promoting the welfare, safety, and rights of every child. We work in partnership with children, families, staff, external agencies, and the wider community to ensure that every child in our care is protected from harm and supported to thrive in a safe, secure, and nurturing environment.

We recognise that all children have the right to protection from abuse, neglect, exploitation, and radicalisation. All staff, students, volunteers, and visitors share responsibility for safeguarding children and must be familiar with our procedures and those of the local safeguarding partners.

Legal Framework

Our safeguarding policy is based on the following legislation and statutory guidance:

- Children Act 1989 & 2004
- Childcare Act 2006
- Children and Social Work Act 2017
- Safeguarding Vulnerable Groups Act 2006
- The Statutory Framework for the Early Years Foundation Stage (EYFS) 2021
- Working Together to Safeguard Children
- Keeping Children Safe in Education
- Counter-Terrorism and Security Act 2015 (Prevent Duty)
- Data Protection Act 2018
- What to Do If You're Worried a Child is Being Abused
- Inspecting Safeguarding in Early Years Settings
- Female Genital Mutilation Act 2003
- Disclosure and Barring Service (DBS) Regulations

Our Safeguarding Aims

We aim to:

- Keep children safe and at the centre of all decision-making

- Promote a safe and secure environment free from abuse, harassment or neglect
- Ensure all staff understand signs of abuse and their safeguarding responsibilities
- Respond swiftly and appropriately to safeguarding concerns and disclosures
- Work effectively with external agencies including SPOA, LADO, and social care
- Promote the emotional well-being and resilience of all children
- Prevent and protect children from risks such as radicalisation, CSE, FGM, CCE, and abuse linked to faith or belief
- Promote British values and acceptance of others' beliefs and cultures

---

Roles and Responsibilities

Designated Safeguarding Lead (DSL)

- **Sara Sherrard (Manager)** is the DSL.
- The DSL is responsible for all child protection matters, including referrals, staff training, and liaising with external agencies.
- Deputy DSLs Sally Thompson.

All Staff and Volunteers

All staff; bank staff, students and volunteers must:

- Complete safeguarding and child protection training upon induction
- Understand the signs and symptoms of abuse (including the "softer signs" of abuse)
- Report any safeguarding concerns or disclosures to the DSL immediately
- Participate in ongoing training, annual updates, and termly supervisions
- Follow the staff behaviour policy and report any inappropriate conduct
- Use the whistleblowing policy to raise concerns about staff conduct if necessary

---

Types of Abuse Recognised

We are trained to recognise all forms of abuse, including:

- **Neglect**
- **Physical Abuse**
- **Emotional Abuse**
- **Sexual Abuse**

- **Peer-on-Peer Abuse** (bullying, sexual harassment, physical harm)
- **Fabricated Illness**
- **Child Sexual Exploitation (CSE)**
- **Child Criminal Exploitation (CCE)**
- **Female Genital Mutilation (FGM)**
- **Breast Ironing / Flattening**
- **Radicalisation and Extremism (Prevent Duty)**
- **Abuse linked to faith or belief (CALFB)**

Responding to Concerns or Disclosures

- All concerns are reported to the DSL and recorded using our safeguarding documentation and chronology forms.
- Information is shared only with those who need to know.
- Parents are informed unless doing so would place the child at further risk.
- Referrals are made via SPOA (Single Point of Advice) or directly to the LADO.
- Concerns about radicalisation follow the same referral process.

Staff Recruitment and Suitability

- All staff and volunteers undergo Enhanced DBS checks.
- Staff must be registered on the DBS Update Service.
- Positions are exempt from the Rehabilitation of Offenders Act 1974.
- Termly staff suitability declarations are signed.
- References are verified before employment.
- Volunteers are never left unsupervised.

Working with Families

We aim to build open and supportive relationships with all families while ensuring safeguarding is our priority. We:

- Clearly communicate our safeguarding policies to parents upon registration
- Support families as part of Early Help or formal safeguarding plans

- Share safeguarding records with future schools or settings as required
- Welcome all families during investigations unless advised otherwise by authorities

---

Safer Environment and Supervision

- Children are always supervised.
- Staff deployment ensures adequate ratios and supervision.
- No child is ever left alone 1:1 with an adult in a secluded area.
- Visitor access is strictly controlled and logged.
- Online access is filtered and monitored (see Online Safety Policy).

Looked After Children (LAC)

We ensure staff are aware of the needs and status of LAC and are informed about:

- Legal status and care arrangements
- Parental contact
- Social worker and agency involvement
- Any safeguarding or care plans in place

Allegations Against Staff

- All allegations are reported to the DSL and referred to the LADO immediately.
- Ofsted is notified of all serious incidents.
- Staff may be suspended while investigations are underway.
- Records are kept confidentially and securely.

Confidentiality and Information Sharing

- All safeguarding information is kept confidential and secure.
- Information is only shared when necessary to protect the child.
- Staff understand their duty to share concerns without delay.

Training and Supervision

- DSL and deputies attend LA-approved training every 2 years.
- All staff complete annual safeguarding training.
- Safeguarding is discussed during team meetings, INSET days and supervisions.
- Peer observations are used to monitor good practice and raise concerns.

Curriculum and Child Empowerment

- Children are taught about personal safety, emotions, and respect through play, circle time and role modelling.
- British Values are embedded into daily routines.
- Children are supported to express their feelings and feel heard.
- Emotion Zones and safe spaces are provided to support regulation and disclosure.

Support for Staff

- We provide emotional and practical support to staff involved in safeguarding cases.
- Abusive behaviour toward staff will not be tolerated and may be reported to the police.

Contact Information

Designated Safeguarding Lead (DSL):
Sara Sherrard, Nursery Manager

Deputy DSLs: [Sally Thompson]

SPOA (Single Point of Advice):
01323 464222
(Mon–Thurs 8:30am–5:00pm | Fri 8:30am–4:30pm)

Ofsted:
0300 123 1231

LADO (Local Authority Designated Officer):
[Insert LADO contact details]

Review

This policy is reviewed annually or following any significant changes in legislation, guidance, or incidents.

- **Last Reviewed:** 1.09.25
- **Next Review Due:** 1.09.26
- **Approved By:** Sara Sherrard