

Child Safeguarding Policy

Safeguarding children is vital for our setting, as part of the legal requirements of our Ofsted registration. Having safeguards in place within our setting not only protects and promotes the welfare of children but also it enhances the confidence of our staff and parents/carers. The purpose of this Safeguarding Policy is to achieve a nurturing and child-centred environment where children can have fun and be safe.

The term safeguarding means: Protecting children from maltreatment, preventing impairment of children's health or development, ensuring the children grow up in circumstances consistent with the provision of safe and effective care and taking action to enable all children have the best outcomes. (NSPCC, 2018)

First and foremost, a child's needs should always be put first. It is important to help and support children as early as possible before issues escalate and become more damaging.

Procedures:

To ensure Sunny Socks has a senior leader nominated as Designated Safeguarding Lead (DSL) who has received appropriate training and support for this role and to make sure every member of staff knows who the DSL is. The Designated Safeguarding Lead is Melissa Newbery.

To ensure we have at least one member of staff who will act in the absence of the DSL and understands the role (deputy DSL) The Deputy Designated Safeguarding Lead is Natalie Smith.

All staff must understand their responsibilities in being alert to the signs of abuse and neglect, including emotional, physical, sexual, bruising on non-mobile infants, the specific issues of Female Genital Mutilation (FGM), Child Sexual Exploitation (CSE), children missing from the setting, uncollected children and Radicalisation and Extremism and to maintain an attitude of 'it could happen here'.

All staff have appropriate training in child protection matters and are able to recognise the signs of possible abuse and neglect during their initial induction with regular refresher training.

All staff carry out their Prevent Duty by being able to assess the risk of children being drawn into terrorism and identify children who may be vulnerable to radicalisation and extremism. All staff realise their duty to build children's resilience to radicalisation by promoting fundamental British values which will assist their personal, social and emotional development and understanding of the world. Staff are able to recognise the signs of radicalisation such as changes in behaviour and identification through the child's role play.

All staff members are sensitive to additional barriers that exist when recognising the signs of abuse and neglect of children who have Special Educational Needs or disabilities. This can include assumptions that indicators of possible abuse such as behaviour, mood and injury relate to the child's disability without further exploration. Also, to recognise the difficulties in overcoming communication barriers.

The DSL will attend relevant training and ensure all staff are aware of changes in local and national policies on child protection and will liaise with the Multi Agency Safeguarding Hub (MASH) and the Northamptonshire Safeguarding Childrens Board (NSCB).

All staff must refer any concerns about a child or family to the Designated Safeguarding Lead immediately and then the DSL will make an assessment based on the information available using the Northamptonshire Thresholds and Pathways document and discuss these concerns with the family (where appropriate) informing them that we may need to make a referral to MASH in line with the guidelines from NSCB.

If an employee believes it is an emergency and a child is in immediate danger, left alone or missing, they must contact the police and/or ambulance service directly on 999.

If an employee believes the child is at immediate risk they must contact MASH by telephone on 0300 126 1000. In non emergency situations MASH can be contacted by e-mail MASH@northamptonshire.gov.uk or alternatively you can contact outside of normal office hours (Monday to Friday from 8:00am to 6:00pm) please Telephone 01604 626938.

We operate safer recruitment practice, ensuring that at least one member on every recruitment panel has completed safer recruitment training. All staff have an enhanced Criminal Disclosure by the Disclosure and Barring Service. Staff must disclose any convictions, cautions, court order, reprimands and warnings that may affect their suitability to work with children whether received before or during their employment. Employees must inform us of any change in their circumstances, in relation to personal involvement with social services, a relationship with a disqualified person or if they reside where a disqualified person lives.

In the event of an employee being disqualified, that person will be dismissed immediately, unless the disqualification is because they live in the same house as another disqualified person and in such cases a waiver may be issued by Ofsted.

The Manager or Director will make a referral to the DBS and Ofsted if a member of staff is dismissed, or would have been if that person had not left the setting first, because they harmed or put a child at risk of harm.

In the event of a disqualification of a Director, the Director will not continue as the Early Years Provider nor involved with the management of the setting.

All staff must raise concerns about poor or unsafe practice within the nursery. If an allegation is made against the Manager or member of staff from a parent, child or another staff member the Designated Officer at MASH and Ofsted will be informed within 24 hours so they can conduct a full and thorough investigation.

The nursery must be informed by the parent/carer of any absences providing the reason and expected length of absence. Management must record and monitor all absence. If a child is absent without explanation contact with the parent/carer must be sought. Failure to make contact after a reasonable period of time will result in a referral to MASH.

Personal mobile phones must not be used to contact children or their families, nor used to take photos/videos of children. Misuse of a mobile phone by a member of staff (see Mobile Phone Policy) will be reported to the DSL immediately. Staff are aware of their whistleblowing responsibilities regarding misuse of mobile phones. All visitors are asked to leave their mobile phones and bags in the office at all times.

Private Fostering: If a child under the age of 16 (or 18 if disabled) is living in a private arrangement with someone who is not their parent, step-parent, grandparent, aunt/uncle or adult sibling, for 28 days or more, the Local Authority must be notified by ourselves, as this is likely to be a 'private fostering' arrangement.

Child protection issues will be discussed during regular supervision meetings with the Manager and at regular staff meetings.