



Safeguarding Children Policy

Alburgh with Denton Preschool, staff and committee are committed the safeguarding of all children that attend our setting. We believe that all children, young people and their families have the right to be healthy, happy and safe; to be loved, valued and respected; and have high aspirations for their future.

What do we mean by Safeguarding?

'the process of protecting children from abuse or neglect, preventing impairment of their health and development, and ensuring they are growing up in circumstances consistent with the provision of safe and effective care, that enables children to have optimum life chances and enter adulthood successfully'.

Purpose

The Pre School's safeguarding policy applies to all employees, Trustees and service users at all levels of the business, as well as agency workers and volunteers.

The purpose of the policy is to protect children and vulnerable service users from harm and to provide all employees, workers and volunteers with information about the safeguarding policy adopted by the Pre Schools.

The policy is particularly important in the regulated activities that the Preschools do with children and vulnerable service users.

Our Preschools have a responsibility to promote the welfare of children and vulnerable service users and to help keep children and vulnerable young people safe.

Therefore, we comply with all the legal obligations placed upon it by the Safeguarding Vulnerable Groups Act 2006 (England and Wales) and the Protection of Vulnerable Groups (Scotland) Act 2007 (Scotland).

The policy also sets out the reporting obligations for all employees and the procedure that should be followed to report abuse if this occurs to one of the Preschool's service users.

What is abuse?

Given the risk of abuse to children, all employees are required to be alert at all times to the possibility of abuse towards children and take appropriate action as required. Abuse may be a single incident or something that occurs over a long period of time. It can take many forms including, but not limited to:



- financial or material abuse
- physical abuse
- mental abuse
- neglect and failures to act
- sexual abuse
- threats of abuse or harm
- controlling or intimidating conduct
- self-neglect
- domestic abuse
- poor practices within an organisation providing care
- modern slavery.
- FGM (Female Genital Mutilation)

The abuse may come from parents, employees, personal assistants, service users, relatives, neighbours, social workers, providers of support services etc.

Definitions of Abuse

Emotional abuse	Neglect
<p>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 a child 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 a child’s developmental capability, as well as 3 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 all types of maltreatment of a child, though it may occur alone.</p>	<p>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. 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:</p> <ul style="list-style-type: none"> • provide adequate food, clothing and shelter (including exclusion from home or abandonment); • protect a child from physical and emotional harm or danger; • ensure adequate supervision (including the use of inadequate care-givers); or • ensure access to appropriate medical care or treatment. It may also include neglect of, or unresponsiveness to, a child’s basic emotional needs.



Physical abuse	Sexual abuse
<p>A form of abuse which may involve hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating or otherwise causing physical harm to a child.</p> <p>Physical harm may also be caused when a parent or carer fabricates the symptoms of, or deliberately induces, illness in a child.</p>	<p>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). Sexual abuse is not solely perpetrated by adult males. Women can also commit acts of sexual abuse, as can other children.</p>

Female genital mutilation (FGM) is illegal and it is a form of child abuse, further information can be found on <https://www.nspcc.org.uk/what-is-child-abuse/types-of-abuse/female-genital-mutilation-fgm/>

Domestic violence is the violent form of domestic abuse which is controlling, coercive or threatening behaviour between those aged 16 or over who are or have been intimate partners. Carers who are family members can also be perpetrators. Further information can be found on <https://www.ncdv.org.uk/what-is-domestic-violence/> Children exposed to violence in the home are also victims of physical abuse. <https://www.womenshealth.gov/relationships-and-safety/domestic-violence/effects-domestic-violence-children - references>

Children who witness domestic violence or are victims of abuse themselves are at serious risk for long-term physical and mental health problems. Children who witness violence between parents may also be at greater risk of being violent in their future relationships.

Report a concern to Norfolk Police Central Referrals 01603-222288 or CADS (Children’s Advice and Duty Service) 0344 800 8021

Reporting and investigating abuse

Alburgh with Denton & Harleston Preschool Nurseries treat all complaints, allegations or suspicions of abuse with the utmost seriousness. Compulsory Safeguarding training is be provided, to ensure that staff are aware of the warning signs of abuse and the correct reporting procedure to follow if they suspect abuse is,



or has, taken place. All staff access Safeguarding Lead Practitioner training to ensure they are confident and competent to work together to keep children safe.

Employees that suspect abuse is occurring ' must take appropriate action immediately reporting the matter to the manager immediately, with as much detail as possible. The manager will need to be informed of the names of the people involved (if known), what type of abuse is or may be occurring, and the dates and times this occurred (if known). An official written report of the alleged act (will) be requested at this stage as part of the evidence gathering procedure. It is the duty of all staff to take responsibility to ensure that suspected abuse is reported to CADS.

All sensitive information and evidence gathered will be stored securely in the child's information folder which is kept in the office. Child protection information, which is being kept for any child, will be kept in a separate folder and stored in a locked cupboard in the office, for relevant staff and professionals to access as required. A note will be written on the child's general information folder to inform professionals that there is a CP folder in place.

In the event of any safeguarding concerns the following steps will be taken.

- 1) If a child has a specific injury, mark, bruise or burn, that staff have cause for concern; or
- 2) If a child tells of an incident which causes concern; or
- 3) If someone expresses reasonable concerns about a particular child; or
- 4) If there is a more general cause for concern raised by staff, which has either built up over a period of time or been recently observed.

Staff and or the manager will take action depending on the level of concern and the urgency of the situation.

If a child is able to communicate effectively, then a nominated member of staff will talk to the child. If a satisfactory explanation is given, the conversation will be noted in the child's file and no immediate action will be taken. A discussion will be had with the child's parent, to explain the concern and seek their views, and to perhaps enable us to build up a bigger picture; action will be taken if it is considered appropriate to do so.

However, if the child/parent appears to be uneasy or gives an explanation, which gives cause for concern, or the member of staff is not satisfied by the outcome, or the child/parent is unable to explain his/her injuries then a referral will be made to CADS (Children's Advice and Duty Service). The parent/ carer will be notified prior to contact being made to CADS **unless the safety of the child is compromised by doing so.**

If the child is too young or unable to communicate, cannot or will not explain or the situation is unclear, an explanation will be sought from the parent. If staff feel reassured by the explanation the matter will be recorded and kept in the child's file



and no further action will be taken. However, if staff member is still concerned it is their responsibility and or the managers (if agreed) to notify the parent that a report will be made to CADS (Children's Advice and Duty Service)

Sometimes there are situations where the parent/ carer must not be informed either of concerns or of a referral. If the concerns relate to the possibility of sexual abuse, the matter will be referred immediately to CADS without a prior discussion with the parents.

Any information concerning a child protection investigation will remain strictly confidential. Staff and appropriate trustee members will be advised of our policy of confidentiality and will be required to respect it.

Once a referral has been made it will be the local authority that is responsible for leading and managing the investigation, not the setting.

For further support and advice or to request a consultation, you can call the CADS team on 0344 800 8021

Further details about keeping children safe can be found on the Norfolk Safeguarding Children's Partnership website <http://www.norfolkscb.org>

Nominated persons at the preschools to report concerns to, or those who will be active in Child Protection issues are

- Manager; Jayne Rayner jayne@alburghwithdentonpreschoolnursery.co.uk
- Trustee; Jen Mills j.c.mills2014@gmail.com
- Karen Edwards (Alburgh) info@alburghwithdentonpreschool.co.uk
- Lucie Lucas (Harleston) info@harlestonpreschoolnursery.co.uk

Any allegations of serious harm or abuse by any person, working or looking after children on or off the premises and any action taken in respect of these allegations will be reported to OFSTED as soon as is reasonably practical and within 14 days of the allegation being made.

Any concerns about the behavior of a volunteer, staff member or student will be reported to;

LADO (local area designated officer) 01603 222288 and OFSTED; 0300 123 4666

Further information re; allegations about a staff member or trustee please refer to policy no PCG030 (procedures for allegations against staff)



Employees may be asked to refrain from discussing alleged abuse with fellow colleagues, other than those specified by the manager, to avoid the spread of potentially harmful misinformation and to protect the validity of any investigation.

The allegations will be investigated fully, and all such reports are taken seriously. The investigation will be conducted in a discrete and timely manner and will involve the collation of evidence typically derived from witness statements.

If it is suspected that a criminal act may have been committed, the matter will be reported to the police.

Employees suspected of carrying out abuse will be suspended on full pay pending a full investigation of the complaints. It should be noted that this suspension is not an indication of the employee's guilt, but rather a necessity given the circumstances. The charity appreciates the impact prolonged suspension can have on an employee's reputation, even when allegations are later found to be incorrect, and does not take the decision to suspend lightly.

Ensuring that children are safe and free from harm is a responsibility we should all be prepared to accept. There is an initiative which has been developed by the 'Norfolk Safeguarding Children Partnership' which is asking all members of our community, if they have- seen or heard something, that that makes you feel worried about a child nearby, to report these concerns.

The number to call in this instance is 0344 800 8020. In an emergency call 999 and speak to a member of the Police

Further information on this and other policies can be found on our website;
alburghwithdentonpreschoolnursery.co.uk
harlestonpreschoolnursery.co.uk

Further information regarding County Lines can be found by clicking on this link
<https://learning.nspcc.org.uk/child-abuse-and-neglect/county-lines>

The Norfolk Safeguarding Children Partnership have created the Norfolk Threshold Guide <https://www.norfolkscb.org/people-working-with-children/threshold-guide/> which sets out the approach for us to keep our children in the preschool safe and protected from harm.

The Guide is intended to help staff at the preschool to embed into practice the Signs of Safety philosophy and is designed to ensure that the right help is given to the right children at the right time and for the right duration.

You can watch a 3-minute animation video on the Threshold Guide
<https://www.youtube.com/watch?v=3d657F9xfx8>