



Policies & Procedures

09 CHILD PROTECTION Safeguarding

Due to the many hours of care we are providing, staff will often be the first people to sense that there is a problem. They may well be the first people in whom children confide about abuse. The nursery has a duty to be aware that abuse does occur in our society. This statement lays out the procedures that will be followed if we have any reason to believe that a child in our care is subject to emotional, physical or sexual abuse or neglect.

Our prime responsibility is the welfare and well being of all children in our care. As such we believe we have a duty to the children, parents/carers and staff to act quickly and responsibly in any instance that may come to our attention.

The nursery has a duty to report any suspicions of abuse to the Local Authority which has a duty to investigate such matters. The nursery will follow the procedures set out in the Local Authority Child Protection Documents and The Levels of Need 2019 Threshold Guidance, and as such will seek their advice on all steps taken subsequently.

1. Physical Abuse

Action will be taken under this heading if staffs have reason to believe that there has been a physical injury to a child, including deliberate poisoning, where there is definite knowledge, or reasonable suspicion that the injury was inflicted or knowingly not prevented.

All children can suffer injuries during their early years as they explore and develop. If an explanation of how a child has received their injury doesn't match the injury itself or if a child's injuries are a regular occurrence/pattern, then we will report our concern's.

Procedure

- Any sign of a mark/injury to a child when they come into nursery will be recorded in our home accident book.
- The incident will be discussed with the parent/carer.
- The observed instances will be reported to the safeguarding lead.
- Such discussion will be recorded in our home accident book and the parent/carer will have access to such records as they will need to sign.
- If there appear to be any queries regarding the injury, the MASH Team in the relevant Local Authority will be notified.

Fabricated illness may also cause physical harm when a parent/carer fabricates the symptoms of, or deliberately induces, illness in a child. The parent/ carer may seek out unnecessary medical treatment or investigation; they may exaggerate a real illness 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 will be reported in line with our safeguarding procedures.

2. Sexual Abuse

Action will be taken under this heading if the staff team have witnessed occasions where a child indicated sexual activity through words, play, and drawing or had an excessive pre-occupation with sexual matters or had an inappropriate knowledge of adult sexual behaviour.

Procedure

Documented by the member of staff who has observed.

- The observed instances will be reported to the safeguarding lead.
- The matter will be referred to the relevant Local Authority and Police if a child is at risk.

3. Emotional Abuse

Action will be taken under this heading if the staff team have reason to believe that there is severe, adverse effect on the behaviour and emotional development of a child caused by persistent or severe ill treatment or rejection.

Procedure

Documented by the member of staff who has observed this.

- The concern will be discussed with the parent/carer.
- The observed instances will be reported to the safeguarding lead.
- Such discussion will be recorded and the parent/carer will have access to such records.
- If there appear to be any queries regarding the circumstances, the matter will be referred to the relevant Local Authority.

4. Neglect

Action will be taken under this heading if the staff team have reason to believe that there has been persistent/ severe neglect of a child or poor parenting (for example, by exposure to any kind of danger, including cold and starvation) which results in serious impairment of the child's health or development, including failure to thrive.

Procedure

Documented by the member of staff who has observed.

- The concern will be discussed with the parent/carer.
- Such discussion will be recorded and the parent/carer will have access to such records.
- Guidance and support will be sought from the safeguarding lead who will follow procedures.
- If there appear to be any queries regarding the circumstances the relevant Local Authority will be notified.

Domestic Abuse

Domestic abuse is any type of controlling, coercive, threatening behaviour, violence or abuse between people who are, or who have been in a relationship, regardless of gender or sexuality. It can include physical, sexual, psychological, emotional or financial abuse.

Exposure to domestic abuse or violence in childhood is child abuse.

Children may witness domestic abuse directly, but they can also witness it indirectly by:

- hearing the abuse from another room
- seeing a parent's injuries or distress afterwards
- finding disarray like broken furniture
- being hurt from being nearby or trying to stop the abuse
- experiencing a reduced quality in parenting as a result of the abuse (Royal College of General Practitioners and NSPCC, 2014; Holt, Buckley and Whelan, 2008).

Procedure

Concerns will be noted and recorded to discuss with the Safeguarding Lead

- Guidance and support will be sought from the safeguarding lead who will follow procedures.
- Advice will be sort from the relevant Local Authority who will decide whether to discuss with the parent/carer first or make a referral immediately, police may also be contacted if we feel the child is at immediate risk.

Child abuse linked to faith or belief (CALFB)

Child abuse linked to faith or belief can happen in families when there is a concept of belief in :

- Witchcraft and spirit possession, demons or the devil acting through children and leading them astray (traditionally seen in some Christian beliefs)

- The evil eye djinns (traditionally known in some Islamic faith contexts) and Dakin (in the Hindu context)
- 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.

Other types

Should any member of staff have concerns for the welfare of any child they will immediately inform their senior and speak to the safeguarding lead. A nursery nurse's responsibilities do not include investigating the suspected abuse. However, the staff will keep accurate records of their observations and of anything said to them by the child or others in connection with the suspected abuse. It is always important to listen to children. Strict confidentiality will be observed at all times. All our staff will receive training on the protection of children from abuse. It is the policy of the nursery to provide a secure and safe environment for all children.

Relevant Local Authority means, the Local Authority of where the child lives.

It aims to:

- Ensure that children are never placed at risk while in the charge of the nursery staff.
- Ensure that confidentiality is maintained at all times.
- Ensure that all staff are familiar with Child Protection issues and procedures.
- Regularly review and update this policy.
- Staff have access to and can refer to the booklet ' What to do if you're worried a child is being abused, advice for practitioners' (2015) and ' Working together to safeguard children ' (2018)

Monitoring Children's Attendance.

As part of our requirements under the statutory framework and guidance we are required to monitor children's attendance patterns to ensure they are consistent and no cause for concern.

We ask parents to inform the setting prior to their children taking holidays or day's off, and all incidents of sickness absence should be reported to the nursery the same day so the nursery management are able to account for a child's absence.

If a child has not been to nursery on one occasion and on the second they have not turned in at their usual time or if on the same day after speaking to the families keyworker they are at all concerned a senior member of staff would call the contacts on the registration contact list. If contact is still not established , we would assess if it would be appropriate to contact relevant authorities.

Where a child is part of a child protection plan or a child in need, absences would be recorded and discussed with the local authority children's social care team to ensure the child remains safe and well.

Please refer to our Attendance policy.

Early Help Access Point

The early help access point is there to provide information, support and advice for families and professionals who need guidance. These subjects may include :

- General advice from the Family Information Service.
- Advice on funding.
- Advice and support with an Early Help Assessment.

Early Help Assessment.

An early help assessment takes place if a parent/carer or professional identifies a need and is about working together with children and their families to focus on positive changes that promote safety. If a MARS referral is made the Threshold Guidance will be used to determine the level of need.

Useful Telephone Numbers.

The MASH Team Public Hub	0161 342 4101
Denton Police Station.	0161-856 9329
Children's Area Social Work Team	0161-342 4477
Out of Hours MASH Team	0161-342-2222
Hospital/ Tameside Hospital.	0161- 922 6000
Non emergency police	101
NSPCC	0808 800 5000
Early Help Assessment Advisors	0161 342 4040

If an allegation is made against a member of staff, OFSTED and the LADO will be informed and the nursery disciplinary procedure will be followed.

Management of Allegations in Tameside.

Laurie Warburg. Safeguarding Advisor. LADO. Local Authority Designated Officer.

If faced with an allegation against an employee, volunteer, or a professional working or providing services to children you must contact the Designated Officer in your agency at the earliest opportunity.

Failure to do this could put children and young people at risk of harm. The Designated Officer should inform the LADO within 1 working day.

If you are not sure if the situation meets the threshold contact LADO for an informal discussion.

If advice is needed re a LADO matter please ring [0161 342 4343](tel:01613424343) and ask for the LADO or duty officer or email ladoreferrals@tameside.gov.uk

OFSTED.

It is also necessary for the Nursery to contact OFSTED in the event of an allegation made with regard to a Member of staff.

Telephone. OFSTED Complaints. 0300 123 1231