



NATURE'S NURSERY

Day Nursery and Pre-School

Child Protection and Safeguarding Policy

Introduction

All staff at Nature's Nursery recognises and understands that they have a duty to promote the welfare of the children entrusted to them. We accept that we have a pastoral responsibility towards the children, who themselves have a fundamental right to feel safe and to be protected from harm.

Although all staff accept that they have an important role to play at the recognition and referral stages of child protection, it is not their responsibility to investigate suspected abuse or neglect.

The designated Safeguarding officer will be the deputy manager as they will be the person with the status and authority to take responsibility for child protection matters. These designated people will be trained every 2 years. Training will also be given to the whole team regularly every 2 years.

Nature's Nursery takes seriously its responsibility under section 157 of the Education Act 2002 to safeguard and promote the welfare of children; and to work together with other agencies to ensure adequate arrangements within our nursery to identify, assess, and support those children who are suffering from harm.

The nursery recognises that this document should be available to parents on request.

Definition of Child Abuse

- A child or young person up to the age of 18 years is considered to be abused or at risk of abuse by parents or carers when the basic needs of the child are not being met through avoidable acts which have caused or placed the child at risk or harm.
- Harm is defined by The Children Act 1989 as ill treatment or the impairment of health or development. Deciding if harm is significant for the purposes of obtaining emergency protection orders, care orders or supervision orders under the Act will depend on a



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- comparison of the child's health or development with what could reasonably be expected or a similar child.
- Child abuse and harm are classified with the following categories which are also used as registration for the Child Protection Committee.
 - Abuse may occur when a child is leaving away from home. Child may be abused by a family member, carer, one or more than one children's, someone they know or a complete stranger.

Categories of abuse (for registration purposes)

Neglect:

The persistent or severe neglect of a child, or failure to protect a child from exposure to any kinds of danger, including cold or starvation, or extreme failure to carry out important aspects of care, resulting in the significant, impairment of the child's health or development including non-organic failure to thrive.

Physical Abuse:

Actual or likely physical injury to a child or failure to prevent injury (or suffering) to a child (including deliberate poisoning, suffocation and Munchausen's Syndrome by proxy).

Sexual Abuse:

Actual or likely sexual exploitation of a child. The child may be dependent and/or developmentally immature.

Emotional Abuse:

Actual or likely adverse effect on the emotional and behavioural development of a child caused by persistent or severe emotional ill treatment or rejection. All abuse involves some emotional ill treatment. This category should be used where it is the main or sole form of abuse.



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Intellectual Abuse:

Sometimes adults will force the children into so-called academic work for much of their waking lives. This can become rather extreme in some cases: children are pushed to achieving intellectually for most of their waking hours.

Aims

At Nature's Nursery, we aim:

- To provide an environment where children feel secure, valued and are listened to in confidence.
- To follow an accepted code of practice relating to all aspects of contact between staff and children.
- All members of staff are provided with child protection awareness training.
- For all staff to be able to recognise signs of symptoms of suspected abuse.
- To have a clear procedure and a line of communication in the event of suspected abuse.

Detection of child abuse and neglect in nursery

- By staff noticing physical or behavioural symptoms
- By children disclosing information
- By a sustainable allegation from a third party

Procedure to be followed

Designated Safeguarding Officer: Deputy Manager

All concerns are to be reported to and recorded by a Safeguarding Officer in conjunction with support staff and/or other adult involved.

- Staff member to report straight to the deputy manager
- Deputy Manager to observe and assess the nature of the concern in the presence of the member of staff who is involved.



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- Further information may then be sought from the child, tactfully and sympathetically, by an appropriate adult together with the deputy manager.
- Deputy Manager will then follow the Local Safeguarding Children Board Procedure:
- If there are concerns about possible abuse the designated person will refer the child to the Social Services direct on 0300 200 1006 or 03456 009 009 as we are professional workers between 8am and 6pm. In an emergency out of hours, referrals can be made to the Emergency Duty Team on 01483 517 898. Local police can also be contacted on 0845 850 5505 or 999.
- In situations where there are very unspecific concerns, it may be appropriate to monitor and record the nature of these concerns and to be vigilant in keeping records over a period of time.
- The nursery will ensure that all written records of concerns about a child are kept confidentially and securely, separate from pupil records, until the child's 25th birthday and are copied onto the child's next nursery.
- Any accident or incident records should also be referred.
- If there is a concern about a member of staff or other person working in the nursery, the safeguarding officer should be informed immediately. Any concerns should then be discussed through consultation or referral, with the local Social Service office. In an inquiry is considered necessary, the level of concern will determine whether a suspension is appropriate. In the event of an allegation, suspension is necessary.
- The nursery will report to the Independent Safeguarding Authority (ISA), within one month of leaving the nursery any person (whether employed, contracted, a volunteer or student) whose services are no longer used because he or she is considered unsuitable to work with children; the ISA commenced operation 20.01.09 and its address for referrals is PO Box 181, Darlington DL1 9FA (tel: 0300 123 1111).



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Additional EYFS requirements

- The deputy manager will take the lead responsibility for safeguarding children within the EYFS. However all staff will continue to be CRB checked, with no staff being unaccompanied with children without a clear CRB.
- The Government's statutory guidance "Working Together to Safeguard Children" is available along with the LSCB guidance.
- Staff is aware that the use of mobile phones and personal cameras in the setting is not allowed where children are present and can therefore only be used in the staff room or office. Mobile and cameras are not to be kept in the rooms where children are present either and must be kept in the staff room or office (see Policy 13.2 for more details)
- Ofsted will be informed of any allegations of serious harm or abuse by any person working or looking after children at this nursery (whether that allegation relates to harm or abuse committed on the premises or elsewhere), or any other abuse which is alleged to have taken place on the premises, and of action taken in respect of these allegations.
- Ofsted will be informed as soon as reasonably possible but within 14 days at the most.
- The parents will have read and signed the following.

Nature's Nursery comes under the Surrey Local Safeguarding Children Board Procedures and Guidance which require all concerns about a child's welfare to be noted and where appropriate passed to the relevant local authority. By signing this I confirm that I have been made aware of the Child Protection Policy and Understand that the Policies and Procedures will be put into practice when necessary.

Allegations made against a member of staff

All members of staff are to report concerns to the safeguarding officer, including if these concerns involve another member of staff.

The safeguarding officer will then follow the following procedure:



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- The safeguarding officer and member of staff making an allegation will write a witness statement together via a Cause For Concern form where details will be recorded. This will be treated confidentially but Ofsted and other local authorities may need to be informed if the allegation involves serious harm or abuse (see above).
- The safeguarding officer will then investigate the allegations within 24 hours and will use information provided to see if policies and procedure, the EYFS and legal requirements are followed. If necessary, the manager will suspend the member of staff who has had an allegation made against them until the matter is resolved. The member of staff would provide the information in writing.
- The manager will then make a decision and take appropriate action. Appropriate actions may include dismissal from the member of staff.
- Parents will be informed if necessary.

For further information regarding how these records will be kept, please refer to Policy 19 "Confidentiality, Reports and Records".

Use of mobile phones, cameras and social networking sites

As mentioned above, Staff is aware that the use of mobile phones and personal cameras in the setting is not allowed where children are present and can therefore only be used in the staff room or office. Mobile phones and cameras are not to be kept in the rooms where children are present either and must be kept in the staff room or office.

Photographs of the children will be taken for EYFS observation purposes (with parents consent only) but only with the nursery cameras which remain on site at all times. Photographs will then only be used for nursery purposes (display and learning journeys).

Members of staff are also made aware that confidentiality is to be respected at all times, including when using social networking sites.