



OPERATIONAL PLAN STANDARD 13 – CHILD PROTECTION

Supporting Documentation S13.1 Safeguarding Children Policy and Procedure

Safeguarding Statement:

Kaleidoscope Nursery works towards creating an environment in which children, staff, volunteers and students are safe from abuse. The welfare of all our children is paramount. This policy applies to all staff, volunteers and students who have contact with the children on nursery premises. We are duty bound to report any concerns or suspicions of abuse promptly and appropriately whilst maintaining our duty of confidentiality. This is part of our commitment to the children entrusted into our care. We will also apply the principles and ethos applicable to our children to young people and vulnerable adults over the age of 18.

We therefore work by the mantra to:

**Accept Nothing
Believe Nothing
Challenge Everything**

We make no discrimination with regard to safeguarding and will treat all staff, volunteers and children equally regardless of gender, ethnicity, social background, ability, sexual orientation, religious belief, or disability. All children have equal rights to protection. The Designated Safeguarding Leads for Kaleidoscope Nursery are Chantelle Matts and Amy Osment; the Deputy Safeguarding Leads are Sally Brand, Amanda Dyer, Kay Nash and Fay Dale. The DSL should be sought first and foremost with any concerns, questions or queries with regard to safeguarding issues. The DSL will treat all matters fairly and without prejudice and will seek to investigate all issues as soon as possible.

In order to achieve this, we will:

Exclude Known Abusers:

- All staff appointments are in line with the Recruitment policy and are subject to a three-month appraisal period, and will not be confirmed unless the management of Kaleidoscope Nursery are confident that the staff member can be safely entrusted with all children.
- All staff appointments are subject to a Disclosure and Barring Service check. No staff member will be left unattended until an Enhanced Disclosure has been received that satisfies all the recruitment requirements and all other checks verified (see below).
- No staff member will be left unattended until the written references and the DBS have been received.
- Have an open door policy for staff to talk to senior management.
- Have a whistleblowing procedure in place.

Supply training:

We will seek ongoing training opportunities for all adults involved in the group in order to:

- Ensure they recognise the symptoms of possible physical, emotional and sexual abuse and neglect
- Understand the various ways in which a possible occurrence of abuse can come to light
- Keep abreast of current legislation
- Review awareness of child protection issues

EVERY CHILD MATTERS

*BE HEALTHY *STAY SAFE *ENJOY AND ACHIEVE *MAKE A POSITIVE CONTRIBUTION *ACHIEVE ECONOMIC WELL-BEING

Safeguarding and Promoting Children's Welfare

POLICY REVIEWED 31.10.19 CC/SB/STAFF TEAM



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National and International Legislation:

- The Children Act 1989 legislates for children in England and Wales to ensure the welfare and developmental needs of children are met, including their need to be protected from harm. Only social services/social work departments/health boards, the police and the NSPCC have the legal right and responsibility to investigate concerns about child abuse.
- The Children Act 2004 legislates for children in England and Wales. It focuses on five key outcomes of wellbeing for children: being healthy, staying safe, enjoying and achieving, making a positive contribution and achieving economic wellbeing.
- Every Child Matters: Change for Children which sets out the national framework in England to promote cooperation between agencies.
- Human Rights Act 1998 and the United Nations Convention on the Rights of the Child: identifies the rights of the adults and children to be protected from harm.
- Keeping Children Safe in Education (revised for September 2018) – statutory guidance for schools and colleges from the Department for Education
- Prevent Duty Guidance for England and Wales, alongside The Prevent Duty: for Schools and Childcare Providers on the duty of schools and other providers in the Counter-Terrorism and Security Act 2015 to have due regard to the need to prevent people from being drawn into terrorism

Safeguarding Standards:

Children and young people have a right to be safe and happy, and parents and carers have a right to believe that the professionals who come into contact with their children are safe. We can help to achieve this through:

- Creating safe environments
- Preventing harm to children, including impairment of children's health or development
- Protecting children from maltreatment
- Valuing children and their rights
- Listening to and respecting children
- Minimising any potential risk of harm to children with the provision of safe and effective care
- Taking action to enable all children to have the best outcomes
- Respond appropriately to any concerns about children and their welfare. Where a staff member notices something about a child's welfare where there is no specific disclosure or allegation, they should talk directly to their DSL.

Educate our Children:

They are vulnerable; they need to learn how to protect themselves from all forms of abuse just as they are taught to avoid other dangers in life. We aim to reinforce the advice of not speaking to strangers and the importance of staying with their carer. We will value our children, listen to them and show them our respect. With our support, children will also be encouraged to:

- Develop a sense of autonomy and independence
- Make choices
- Find words to describe their feelings and manageable ways of expressing themselves
- Work towards resisting inappropriate approaches
- Learn that their bodies belong to them and that they have the right to say NO if someone tries to touch them or make them do something which frightens them or that they don't like
- Know that they will be listened to and that their comments will be valued and respected

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Prevent Abuse by means of Good Practice:

- The layout of the Nursery allows constant supervision at all times
- Only staff members who have received their DBS can assist in toileting and nappy changing
- Adults will not be left alone for long periods with individual children
- Staff are supportive of each other in difficult situations
- On admission to nursery at the beginning of every session, staff will be alert to any visible cuts/bruises etc. If any are seen, a Parent Handover will be sought and parents will be asked to complete the form to say when, where and how the accident occurred. These forms will be retained in the office for future reference. A log will be kept on Abacus to highlight any children who attends nursery with repeated incidents occurring at home.
- Rigorous Risk Assessments in place for outings, services provided, activities and the environment within the children are looked after.
- No Ipads, phones or other recording devices to be in use in bathrooms or corridors

Safeguarding action may be needed to protect children and learners from:

- neglect
- physical, sexual or emotional abuse
- bullying, including online bullying and prejudice-based bullying
- racist, disability, homophobic or transphobic abuse
- gender-based violence, or violence against women and girls
- peer-on-peer abuse
- radicalisation or extremist behaviour
- child sexual exploitation and trafficking
- child criminal exploitation and county lines
- the impact of new technology on sexual behaviour, for example 'sexting' and accessing pornography
- teenage relationship abuse
- substance misuse
- issues that may be specific to a local area or population, for example gang activity and youth violence
- domestic violence
- female genital mutilation
- forced marriage
- fabricated or induced illness
- poor parenting
- homelessness
- so-called honour-based violence
- any other issues that pose a risk to children, learners and vulnerable adults

Safeguarding also relates to broader aspects of care and education, including:

- children's and learners' health and safety and well-being, including their mental health
- meeting the needs of children who have special educational needs or disabilities
- the use of reasonable force
- meeting the needs of children and learners with medical conditions
- providing first aid
- educational visits
- intimate care and emotional well-being
- online safety and associated issues, bearing in mind the influence of parents, carers and older siblings
- appropriate arrangements to ensure children's and learners' security, taking into account the local context

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Confidentiality:

We will not discuss our concerns with anyone other than those staff members necessarily involved, the Police and the Childcare Duty Officer either during the allegations process or thereafter. The protection of the child is our most important consideration.

Support Families and Staff:

- Kaleidoscope Nursery will take every step necessary to build up trusting and supportive relationships between families and staff in the group
- Where abuse at home is suspected, the Nursery will continue to welcome the child and family while investigations proceed
- Confidential records kept on a child will be shared with parents in accordance with the Children Act 1989 and GDPR 2018
- With the proviso that the care and safety of the child must always be paramount, the Nursery will do all in its power to support and work with the child's family
- During and following an incident or allegation of abuse or a complaint, Kaleidoscope Nursery will provide the necessary support and ongoing supervision to its staff members and volunteers
- Provide conference room for confidential meetings

Allegations and Safeguarding Against Staff, Volunteers and Young People:

All staff, volunteers and young people must also be safeguarded. Where there is the possibility of abuse to a member of staff, volunteer or young person by another member of staff or volunteer, they must speak to a member of the management team. In this circumstance, they do not need to wait for a Supervision meeting, but rather use the Open Door policy and speak to a member of the Management team as soon as possible.

The named persons are Chantelle Matts and Amy Osment. The Deputy Safeguarding Leads are Sally Brand and Amanda Dyer. Third tier Safeguarding Leads are Fay Dale and Kay Nash. Safeguarding concerns should go first to the DSL. Where a DSL or other named Safeguarding Lead is involved in the allegation, then an alternative Safeguarding Lead should be chosen. If further guidance is needed, then they should call the Multi-Agency Safeguarding Hub on 01202 228866. All allegations against people who work with children are investigated, monitored and recorded in line with Appendix 5 of 'Working Together to Safeguard Children 2010'.

Dorset:

The LADO (Local Authority Designated Officer) is **Patrick Crawford**.

DSCB (Dorset Safeguarding Children Board) – 01305 221196

Dorset Children's Social Care Team – 01305 221450; **Email** - westdistrictchildcare@dorsetcouncil.gov.uk

Pan-Dorset MASH – 01202 228866; **Email** - MASH@dorsetcc.gov.uk

Professionals-Only Advice Line – 01305 228558

Somerset:

Early Help Advice Hub (Somerset) – 01823 355803; **Email** - childrens@somerset.gov.uk

Children's Social Care – 0300 123 2224

OFSTED Concerns:

0300 123 4666

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Cross-Reference to Other Policies:

In order to complete our commitment to Safeguarding, this policy runs alongside the policies and procedures, as set out below:

British Values	S6.3
Child Protection Policy and Procedure	S13.4
Code of Conduct	S13.7
Curriculum Policy and Procedure	S3.1
Emergency Procedure	S6.7
Equal Opportunities Policy	S9.1
GDPR Policy and Procedure	S14.1
Induction Pack	S1.15
Medication Policy and Procedure	S7.2
NIM Children policy	S13.5
Online Safety: Video Photography and Safer Social Networking Policy	S13.6
Risk Assessments	SEE STANDARD 6 – SAFETY S6.20 - S6.29
Safeguarding Children	S13.1
Safer Recruitment Policy and Procedure	S1.1
Staff Supervision Policy and Procedure	S1.2
Staff Whistleblowing Policy	S1.3

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