

Child Protection and Safeguarding Policy

Designated Safeguarding Lead – Lucy Pottinger

If the DSL is unavailable then the covering DSLs are Caitlin Bray, Amy Murgatroyd and Emma Ford

It is the responsibility of all employees and volunteers of Grass Roots Private Day Nursery to follow the procedures set out in this policy and to follow the guidance set by the setting's named person.

Definitions

Safeguarding Children

The action we take to promote the welfare of children and protect them from harm - is everyone's responsibility. Everyone who comes into contact with children and families has a role to play.

Child Protection

This refers to the activity that is undertaken to protect specific children who are suffering or are likely to suffer from significant harm and is part of safeguarding and promoting welfare.

**For Definitions of child abuse please refer to Safeguarding Handbook.*

This policy refers to all children regardless of gender, ethnicity, disability, sexuality or religion as required in the legislation 'Equality Act 2010.' **Cross referenced with Grass Roots Equality and Inclusion Policy.*

The Legal Framework for Safeguarding Children:

- Working Together to Safeguard Children 2023
- Children Act 1989 & 2004
- The Childcare Act 2006 & 2016
- Safeguarding Vulnerable Groups Act 2006
- UN Convention on the Rights of the Child 1989
- Data Protection Act 2018
- Freedom of Information Act 2000
- The Education Act 2011
- The Early Years Foundation Stage 2024
- The Prevent Duty 2023
- Early years inspection handbook 2024
- Achieving Best Evidence in Criminal Proceedings: Guidance on Interviewing Victims and Witnesses, and Guidance on Using Special Measures 2022

How does Grass Roots Safeguard Children from Harm?

- As Ofsted registered nurseries we are committed to follow the guidance provided by the Local Children's Safeguarding partnership and the government guidance Working Together to Safeguard Children 2023.
- We do not allow unauthorised persons to collect children from nursery. Parents should inform staff if someone unknown to staff or not on the child's form as a named person to collect, is coming to pick the child up.
- We are committed to identifying and managing peer on peer abuse, including a planned and supportive response to

the issue. **see Promoting Positive Behaviour Policy*

- No unauthorised person is allowed on our premises.
- All visitors must sign in the visitors book and allow us to check their identification.
- All practitioners are subject to a DBS check and reference checks prior to starting employment at Grass Roots. **See Safe Recruitment Policy*
- All new staff members and volunteers undergo an induction and are sent copies of the Child Protection and Safeguarding Policy and Handbook, this is followed up by regular supervisions with the management team.
- All setting staff have been trained in Child Protection and Safeguarding Children and are able to recognise typical symptoms of children at risk.
- Employees and volunteers will report any suspected child abuse or neglect to the designated safeguarding officer who will deal with it accordingly. The designated safeguarding officer will report back to the employee or volunteer who raised the concern within 48 hours to explain what they have done.
- If the person sharing their concern does not believe that appropriate action has been taken, they may seek advice from the Calderdale Safeguarding Children partnership, on 01422 393336
- The designated safeguarding lead will share any concerns about a child's welfare with the parent or carer initially, unless this is deemed unsafe for the child. Support and advice will be sought from MAST (Multi-Agency Screening Team): **01422 393336** (in normal working hours) **01422 288000** (out of hours emergency duty team).
- We are committed to our staff being well trained in Child Protection and Safeguarding therefore staff complete regular training, updates and all focus on continuous professional development.
- Staff are trained and aware of how to spot the signs and symptoms of Female Genital Mutilation. ** Please refer to the safeguarding handbook for more information*
- We have good links with other schools and nurseries in the area and share information with other settings regarding child protection issues. All information shared is done so in a strictly confidential manner.
- Employees and volunteers will always listen calmly and sympathetically to children who wish to confide in them. It is rare for young children to make false accusations of abuse, and disclosures will always be investigated. **Please refer to Safeguarding Handbook for further information about disclosures.*

What to do if there are signs, suspicions or a disclosure of abuse:

All employees and volunteers of Grass Roots have been trained to look for signs of abuse and are knowledgeable of their role and responsibility in child protection and safeguarding children.

If throughout daily conversations with a child, an employee or volunteer has reason to suspect that the child is being physically, sexually, emotionally abused or neglected (or a child makes a disclosure to the employee or volunteer) then they must:

- Follow the guidance of the Achieving Best Evidence Guidance 2022
- Listen to what the child has to say and act as a good role model.
- Ensure that they do not make suggestions as to what has happened and do not question the child other than to clarify what the child has to say.
- Never ask leading questions.
- Write down what the child has to say. Stating the time, place and date as soon as they can.
- Note down the child's demeanour before, during the disclosure and after.
- Never make assumptions, all evidence must be factual and straight to the point.
- Was the allegation repeated? If so, was it consistent? Has there been a change in behaviour or have they acted out since the allegation?
- Inform the safeguarding designated lead who will liaise with MAST

**See also Safeguarding Handbook*

What to do if an Allegation of Abuse is Made Against a Member of Staff or Volunteer:

See *Allegation against staff procedure*

If any employees or volunteers of Grass Roots Private Day Nursery have cause to suspect any member of the team of abuse, then they must follow the procedure of Whistle Blowing. **Please refer to Whistleblowing Policy*

Confidentiality

Employees and volunteers who have been involved with any investigation MUST AT ALL TIMES keep information confidential. Confidential records will be kept when dealing with signs and disclosures of abuse. These will be separate from the child's progress and development records, in a separate file which will not be accessible to anyone aside from the designated safeguarding lead.

Duty to Refer:

'Anyone who has concerns about a child's welfare should make a referral to local authority children's social care' Working Together to Safeguard Children (2023)

To make a referral two forms must be submitted, a standard referral form and a single assessment form. On these forms, information must be provided to gather information about the child and their family in order to analyse their needs and/or the nature and level of any risk and harm being suffered by the child and to decide whether the child is a child in need or is likely to suffer significant harm. Concerns must be reported as either:

Tier 5 - Child at significant harm. MAST must be contacted immediately by phone. Referral form must be completed and sent within 24 hours.

Tier 4 - Concerns that a child's health or development is being impaired because their needs continue to be unmet. Send referral form and single assessment.

Tier 3 - Concerns that a child's health or development is being impaired because their needs are unmet. Complete both forms and refer to the local intervention panel.

For more information: <https://safeguarding.calderdale.gov.uk/report-concerns/>

The Prevent Duty and Radicalisation

There are growing concerns that children and young people are being targeted, via social media sites, to promote and engage them in extremist views and in viewing content that glorifies violence. In some cases, this influences and radicalises the young person so that extreme content is normalised. It is important that these risks and threats are considered for every child, right across the country, including places that have traditionally seen themselves as not being at risk - the internet does not recognise the lack of risk in these places and neither should we.

Staff must focus on supporting children to learn right from wrong, mix and share with other children, value other's views, know about similarities and differences between themselves and others. They should also challenge negative attitudes and stereotypes.

Staff should be alert to harmful behaviours by influential adults in children's lives. This may include discriminatory and/or extremist discussions between parents, families and/or staff.

Under section 26 of the Counter Terrorism and Security Act 2015, 'We, Grass Roots Private Day Nursery, have a duty to identify children who may be vulnerable to radicalisation and know what to do when identified.' Prevent Duty 2021

If you have a Prevent concern you should follow the settings safeguarding policy, reporting concerns to the DSL, who may ring 101 for support or advice in confidence.

Contacts: email: prevent@calderdale.gov.uk Tel: **01422656834**

Our role in **PREVENT** is to actively promote equality and diversity, tackle discrimination and narrow any gaps between different groups of children. We also ensure that safeguarding arrangements to protect children meet all statutory and other government requirements, promote children's welfare and prevent radicalisation and extremism.

Safeguarding and Child Protection Contact Telephone Numbers

If you think a child in Calderdale is being abused or mistreated or you have concerns about a child's well-being you

should call and speak to someone at one of the following numbers:

- Call MAST (Multi-Agency Screening Team): **01422 393336** (in normal working hours)
- Out of hours call the Emergency Duty Team (EDT) on: **01422 288000**
- NSPCC Helpline 0808 800 5000, email help@nspcc.org.uk , text 88858 (free service), or complete online form

The Local Authority Designated Officer (LADO)

01422 392897 / 07596 888147 and email: ladoadmin@calderdale.gov.uk

However if there are concerns about a child's immediate safety then MAST must be contacted immediately on 01422 393336 and/or contact the police on 101

OFSTED - 0300 1231231

West Yorkshire Consortium Inter Agency Safeguarding and Child Protection Procedures -
<https://westyorkscb.proceduresonline.com/contents.html>

****For further information and useful resources please refer to Safeguarding Handbook***

It will be reviewed by management annually, who are responsible for ensuring the dissemination of this policy and handbook to all staff, volunteers and parents.