

Ladybird Nursery

2.20

Child Protection and Safeguarding Policy & Procedure

Introduction:

At Ladybird we are dedicated to providing a safe and nurturing environment where children can learn, grow, and thrive. Safeguarding the welfare of every child in our care is our utmost priority. This policy outlines our commitment to safeguarding children and the procedures we have in place to ensure their protection.

Definition and Scope:

Safeguarding is the action taken to promote the welfare of children and protect them from harm. This includes protecting children from abuse, preventing impairment of their health or development, and ensuring they grow up in safe circumstances. Our safeguarding policy encompasses all aspects of child welfare and protection within our nursery setting.

Key Principles:

- Every child has the right to be treated with respect and to be safe from harm, regardless of their background or circumstances.
- We are committed to creating a culture of vigilance and accountability where safeguarding concerns are taken seriously and addressed promptly.
- We recognize the importance of working in partnership with parents, external agencies, and the wider community to safeguard children effectively.

Roles and Responsibilities:

- Our designated Safeguarding Lead (DSL) and Deputy DSLs are responsible for overseeing all safeguarding matters within the nursery.
- All staff members have a duty to report any safeguarding concerns they may have and to follow the procedures outlined in this policy.
- Volunteers and visitors to the nursery are also expected to adhere to our safeguarding procedures and report any concerns they may observe.
- All staff are required to have professional curiosity.
- Ladybird use the acronym 'TED' as a reminder that the child can be encouraged to 'Tell', 'Explain' and 'Describe' the concern. If it is necessary to seek further clarification, staff should keep to asking open questions such as What?

Safeguarding Procedures:

- All staff members receive safeguarding training during their induction and regular updates thereafter to ensure they are equipped to recognize and respond to safeguarding concerns.
- We maintain comprehensive records of all safeguarding concerns, including any actions taken and outcomes, in accordance with data protection regulations.
- If a safeguarding concern is raised, we will follow the appropriate reporting procedures, including informing the relevant authorities and seeking support from external agencies as necessary.

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- Confidentiality will be always maintained, and information will only be shared on a need-to-know basis in accordance with data protection laws.

Types of Abuse:

Our safeguarding policy covers various forms of abuse, including but not limited to:

- Physical abuse
- Sexual abuse
- Emotional abuse
- Neglect
- Bullying
- Radicalization
- FGM
- County Lines

The types of abuse and signs can be found on the NSPCC website:

<https://www.nspcc.org.uk/what-is-child-abuse/types-of-abuse/>

Training and Awareness:

- All staff members receive training on safeguarding procedures and are made aware of the signs and indicators of abuse.
- We promote a culture of openness and transparency where staff feel comfortable reporting safeguarding concerns without fear of reprisal.
- Every room has a safeguarding board.

Bruising/Suspicious Marks in Non- Independently Mobile Children

- This is defined as any child with disabilities who is not mobile or any child who is not yet crawling, bottom-shuffling, pulling to a stand, cruising, or walking independently, and includes all children under 6 months even if they are rolling.
- It is the responsibility of the examining paediatrician to decide whether bruising is consistent with an innocent cause or not, even if a plausible explanation is given by the carer.
- Any child who is found to be seriously ill or injured, or in need of urgent treatment, should be referred immediately to hospital before referral to SPA using a MARF (Multi Agency Referral Form).

Procedure:

- All signs of marks/injuries to a child, when they come into nursery, will be recorded as soon as noticed by a staff member.
- The incident will be discussed with the parent/carer at the earliest opportunity.
- Such discussions will be recorded on Famly, and the parent/carer will have access to such records.
- An Early Help Assessment (EHA) may need to be completed.
- If there appear to be any queries regarding the injury, the C-SPA will be notified.

IMPORTANT: Any bruising found on a non-mobile child or baby under 6 months or child with a severe disability is an immediate referral to C-SPA

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Monitoring children's attendance

- As part of our requirements under the statutory framework and guidance documents we are required to monitor children's attendance patterns to ensure they are consistent and no cause for concern.
- Parents should inform the nursery prior to their children taking holidays or days off, and all sickness should be called into the nursery on the day, so the nursery management are able to account for a child's absence.
- This should not stop parents taking precious time with their children but enables children's attendance to be logged so we know the child is safe.

Employees of the nursery

If an allegation is made against a member of staff the Local Authority Designated Person (LADO), Ofsted and the SSCP will be informed, and this will be investigated. This may result in the nursery disciplinary procedure being followed. The incident will be dealt with by the manager/registered person on advice from and with the support of the LADO:

- A full investigation will be carried out to determine how this will be handled
- If the allegation could possibly interfere with the normal working of the nursery, the member of staff will be allocated to another area, after due consultation with all parties including LADO.
- The nursery reserves the right to suspend any member of staff on full pay during an investigation.
- All investigations/interviews will be documented and kept in a locked file
- Unsubstantiated allegations will result in all rights being re-instated
- Substantiated allegations will be passed on to the relevant organisation (police) and will result in the termination of employment. Ofsted will be notified immediately of this decision. The nursery will be required to notify the Disclosure & Barring Service to ensure their records are updated.
- The nursery retains the right to dismiss any member of staff in connection with founded allegations following an inquiry
- Counselling will be available for any member of the nursery who is affected by an allegation, their colleagues in the nursery and the parents.

Contact telephone numbers.

- Ofsted 0300 123 1231 www.ofsted.gov.uk
- Surrey Safeguarding Children Partnership 0300 200 1006 (Contact Centre)
- C-SPA (Children's Single Point of Access) 0300 470 9100 out of hours 01483 517898
- Local Authority Designated Officer (LADO) 0300 123 1650
- Community Safety Unit (PREVENT) communitysafety@surreycc.gov.uk
- Non-emergency police 101

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Review and Monitoring:

This safeguarding policy will be reviewed annually and updated as necessary to ensure it remains effective and compliant with relevant legislation and guidelines:

- Safeguarding Vulnerable Groups Act (2006)
- Working Together to Safeguard Children (2023)
- Children and Families Act (2014)
- General Data Protection Act (2018)
- The Counter Terrorism and Security Act (2015)

We will monitor the implementation of this policy and seek feedback from staff, parents, and external agencies to identify areas for improvement.

Conclusion:

At Ladybird safeguarding children is a fundamental aspect of our commitment to providing high-quality care and education. By adhering to this safeguarding policy and working collaboratively with all stakeholders, we aim to create a safe and nurturing environment where every child can thrive and reach their full potential.

Our nursery will work with children, parents, external agencies, and the community to ensure the welfare and safety of children and to give them the very best start in life. Children have the right to be treated with respect and to be safe from any abuse in whatever form from any person whether known to the child or not, including family friends and staff at the Nursery.