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Safeguarding Children Policy

We comply with the procedures approved by the South Glos Council Safeguarding Team.

We intend to create in our pre-school an environment in which children are safe from abuse and in which any suspicion of abuse is promptly and appropriately responded to.

To achieve this we will:

EXCLUDE KNOWN ABUSERS

It will be made clear to applicants for posts within the pre-school that the position is exempt from the provisions of the Rehabilitation of Offenders Act 1974. All staff and volunteers will be employed under safer recruitment practice.

SEEK AND SUPPLY TRAINING

We will seek out training opportunities for all adults involved in the group to ensure that they recognise the symptoms of possible physical abuse, neglect, emotional abuse and sexual abuse. Management will ensure all staff are kept fully up to date with safeguarding training.

PREVENT ABUSE BY MEANS OF GOOD PRACTICE

A member of our pre-school staff must always be present when a child/children are in the toilet. No adult other than those appointed individuals will be allowed to either take a child

to the toilet or be alone with them there.

Children will be encouraged to develop a sense of autonomy and independence through adult support in making choices and in finding names for their own feelings and acceptable ways to express them. This will enable children to have the self-confidence and the vocabulary to resist inappropriate approaches. The layout of the pre-school permits constant supervision of all children.

RESPOND APPROPRIATELY TO SUSPICIONS OF ABUSE

The first concern will be the child. Children who have given us cause for concern and have spoken to us will be listened to and reassured that they have done the right thing by telling us.

The member of staff who has been told of the situation will then, in line with South Glos Child Protection Procedure, make notes as soon as possible using the child's own words where possible. They will not interpret what they have been told. They will make notes in pen and sign and date them. This will all be done without discussions with anyone else and without judgement being made.

The member of staff will then inform the settings Child Protection Officer who will then contact Social Services, Ofsted and the Police

Written by:	Claire Frost
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Signed off by the Manager of Frenchay Pre-School	Claire Frost
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immediately.

Every effort will be made by all concerned to handle the information discretely; however, if we make an allegation about a child who may be at risk, South Glos Social Services must ensure that a thorough investigation into the child's situation takes place at once.

If a child in our setting is suspected of being a victim of physical, sexual or emotional abuse or persistent/severe neglect outside the provision then the member of staff expressing concern needs to discuss the situation immediately with the Child Protection Officer. Depending on the crucial findings, some or all of the following steps will be taken:

- The matter will be referred to the Local Authority without delay and every co-operation afforded to any investigation by Police and Social Services
- Ofsted will be notified by us of the referral and will be informed of the outcome by Children's Social Services
- The referral will be confirmed in writing by the person raising the concern within 48 hours
- If an allegation is against a staff member

they may be suspended, pending further investigation, and will be kept informed of progress. This decision will be made in consultation with all agencies concerned.

- The child's parents will be informed if the Child Protection Officer and manager consider this would not put the child further at risk. If not sure we will seek further advice.
- The staff team will be supported throughout by the Child Protection Officer and manager.

If the suspected child abuse is suspected within the setting and the allegation is made against a member of staff, which could be by a parent or colleague, the following will occur:

- As soon as possible after an allegation has been received, the accused member of staff should be advised to contact their union or professional association.
- The matter will be referred to the Local Authority and every co-operation afforded to any investigation by Police and Social Services. The LADO will be informed within one day of the allegation.

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- The referral will be confirmed by the person raising the concern in writing within 48 hours
- Ofsted will be notified of the referral and will be informed of the outcome by Children's Social Services
- The staff member against whom the allegations have been made may be suspended pending further investigation; this decision will be made in consultation with all agencies concerned
- The child's parents (and the child where appropriate) will be helped to understand the processes involved and kept fully informed throughout on advice of the LADO.
- Staff may need to work with the child and their family to offer them support and to rebuild trust
- The staff team will be supported throughout by the Child Protection Officer and manager
- The setting will need to check this policy and procedure and review as necessary in light of the allegations and outcomes of any investigation

All records will be kept confidential in line with the Data Protection Act (1998)

SUPPORT FAMILIES

The pre-school will take every step in its power to build up trusting and supportive relationships between families, staff and volunteers in the group.

Where abuse at home is suspected, the pre-school will continue to welcome the child and family while investigations proceed.

Confidential records kept on a child will be shared with parents where appropriate. With the provision that the care and safety of the child must always be paramount, the pre-school will do all in its power to support and work with the child's family.

LIAISE WITH OTHER BODIES

The pre-school operates in accordance with guidelines laid down by the registering authority. Confidential records kept on children about whom the pre-school is anxious will be shared with the Social Services department if the pre-school feels that adequate explanations for changes in the child's condition have not been provided.

The group will maintain on-going contact with the registering authority, together with names,

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addresses and telephone numbers of individual social workers, to ensure that it would be easy in an emergency, for the pre-school and the Social Services Department to work well together.

Records will also be kept of the local NSPCC contact, or other contact[s] as appropriate.

THE PREVENT DUTY

The pre-school strives to ensure our children are confident individuals who know right from wrong. We promote fundamental British values and enable our children to challenge extremist views. We strive to protect our children from radicalisation by identifying vulnerable children and/or concerning behaviour, and acting when they are identified, referring to the Channel program. All staff will be trained to recognise at risk children.

FGM and child sexual exploitation

We are aware of the need to be vigilant in spotting signs of children vulnerable to FGM or child sexual exploitation. Any concerns however small will be immediately referred to Action and Response.

Contact Numbers:

ART

01454 866000

Public Protection Unit of the Police
0117 945 5969

NSPCC
0808 800 5000

NHS Direct
0845 46 47

Ofsted Complaints Line
0845 640 4040

National Children's Bureau
0207 843 6000

Department of Health
0207 210 4850

Social Services
01454 868700

Please see "Child Protection Procedure for Independent Day Care Providers" leaflet on notice board for further guidance.

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