

## **MESSINGHAM SUNBEAMS PRE-SCHOOL**

### **SAFEGUARDING CHILDREN POLICY**

#### **Statement of intent**

Our setting will work with children, parents and the community to ensure the safety of children and to give them the very best start in life.

#### **Aims**

Our aims are:

- Promoting children's right to be strong, resilient and listened to by creating an environment in our setting that encourages children to develop a positive self image, which includes their heritage arising from their colour and ethnicity, their languages spoken at home, their religious beliefs, cultural traditions and home background;
- Promoting children's right to be strong, resilient and listened to by encouraging children to develop a sense of autonomy and independence;
- Promoting children's right to be strong, resilient and listened to by enabling children to have the self confidence and the vocabulary to resist inappropriate approaches.
- Helping children to establish and sustain satisfying relationships within their families, with peers, and with other adults;
- Working with parents to build their understanding of and commitment to the principles of safeguarding all our children.

The legal framework for this work is:

#### Primary legislation

The Children Act 1989 – s 47

The Protection of Children Act 1999

Data Protection Act 1998 (Please see our Data Protection & Confidentiality Policy).

The Children Act 2004 (Every Child Matters)

What to do if you're worried a child is being abused (2003)

Working Together to Safeguard Children: a guide to inter-agency working to safeguard and promote the welfare of children (2006)

Our designated person who co-ordinates child protection issues is Clare Cumberland.

All staff members at the pre-school have up to date Criminal Records Bureau checks and verified references.

All staff are provided with a copy of the Child Protection/safeguarding Policy during their induction, and have implications explained to them.

All staff receive training in child protection issues.

## (2)

All staff are aware of main indicators of child abuse.

All staff are aware of the statutory requirements in respect to discovery or disclosure of child abuse.

Every effort will be made to avoid or minimise time when members of staff are left alone with a child. Students or volunteers should not be left alone with children at any time.

Unless a child has a particular need during toileting, the child's privacy should be respected and children carry out personal tasks for themselves if they are able.

Staff are mindful of physical contact with children. Unnecessary physical contact will be avoided.

Sunbeams are responsible for passing on to the relevant agency, any suspicions, disclosures or allegations of child abuse but will not investigate the incident.

Any suspicions, disclosures or inappropriate behaviour from a child should be reported immediately to the supervisor.

Staff should not discuss child protection issues with anyone inside or outside the nursery due to issues of confidentiality.

Sunbeams aim to ensure children are protected from abuse, and take all complaints, allegations or suspicions seriously in line with North Lincolnshire's Local Safeguarding Children's Board (LSCB) procedures.

Following any allegations that a child has been abused or where there is reasonable cause to believe a child has been abused, the following procedure must be followed:

- Where actual or suspected abuse come to the attention of staff, it should be reported to the supervisor immediately;
- Where a staff member has noticed changes in a child's behaviour, they must be reported to the supervisor, who will take the appropriate actions;
- Staff are encouraged and supported to trust their own professional judgement and if they suspect abuse has, or is, taking place, to report this;
- The supervisor will be responsible for contacting the Child Protection Team/LADO on 01724 298340/298293. The supervisor will be responsible for providing as much information as possible to aid their investigation;

(3)

- Full written details including dates and times, parties involved, any supporting information from staff or explanations from carers, will be recorded by the supervisor and passed to the Child Protection Team when requested – SEE CHILD PROTECTION REFERRAL FORM;
- All records will be kept secure and confidential;
- Records must be signed and dated;
- Support and counselling should be offered to staff members and anyone concerned in reporting the incident;
- Any children involved in alleged incidents will be comforted and reassured but not asked for further information;
- Child Protection/safeguarding policy to be reviewed after any child protection incident;
- Ofsted Complaints Investigation and Enforcement must be informed on 0300 123 1231.

In the event of disclosure:

- Listen to the child carefully;
- Make no observable judgement;
- Remain calm;
- If the child wishes to speak only ask open questions;
- Ensure the child is comfortable, not left alone and reassured;
- Do not make promises that cannot be kept, such as promising not to tell anyone;
- Reassure the child that it is not their fault.

For further information or to refer an allegation please contact any Senior Development Officers at the Childcare Development Service on 01724 297953 who can liaise with the LADO or you can contact the Child Protection team/LADO directly on 01724 298293.

### **Managing allegations against people who work with children**

Key agencies working with children and families such as the Childcare Development Services have Senior Development Officers to oversee individual cases, co-ordinate the agency's practise when cases arise, and liaise with the local Authority Designated Officer (LADO).

In North Lincolnshire the LADO is the Child Protection Co-ordinator (Nikki Allcock) and when she is not there one of the Principal Practitioners will deputise. All allegations against staff that work with children **must** be notified to the LADO, who will then advise on what action will be taken.

Within a childcare setting even minor allegations should be brought to someone's attention for a decision to be made about how matters will be addressed. If in doubt always speak to your setting manager, supervisor or senior and ask advice. If the allegation relates to your manager/supervisor you can always ring the Child Protection team/LADO for advice.

**(4)**

The new procedures for all LSCB agencies to follow are now available on the North Lincs website at

<http://www.northlincs.gov.uk/NorthLincs/SocialCare/childprotection>

The procedure replaces all previous procedures regarding this subject and is applicable to all services that work with children and families, including childcare providers.

This policy was adopted at a meeting of **Messingham Sunbeams Pre-school**

Held on .....

Signed on behalf of the Management Committee.....

Role of signatory .....

To be reviewed no later than.....