

# Safeguarding Child Policy (Child Protection Procedures)

THE DESIGNATED CHILD PROTECTION CONTACT PERSON IS THE  
**NURSERY MANAGER/PERSON IN CHARGE**

Nursery staff carry out a heavy responsibility towards children and their families. The protection of young children from abuse is an area where the Department of Health promotes co-operation between the statutory and voluntary sectors to ensure the safety of children.

Nursery staff are in close contact with young children and are in a prime position to notice radical changes in behaviour, or warning marks or bruises, or to hear children talking about experience which may give cause for alarm.

It is important that Nursery staff avoid putting *themselves* in situations, which may lead to allegations being made against them of child abuse. If an allegation of child abuse is made against a member of staff from either a child; parent; or another staff member, the Nursery Manager/ Person in Charge or designated Person in Charge must seek advice from the First Response Team via the Local Authority Designated Officer (LADO) within 24 hours of an allegation being made and act upon their recommendations. Ofsted must be notified immediately.

The relationship between staff and parents may be put under strain if there is concern about a child, but it is essential to share any concern with the parent/carer as part of the task of trying to establish whether or not the child is at risk.

The prime responsibility of the nursery staff is to protect the child.

The Lyme Nursery aims to:

- Ensure that children are never placed at risk while in the charge of the nursery staff.
- Ensure that confidentiality is maintained at all times.

- Ensure that all staff are alert to the signs and understand what is meant by safeguarding and are aware of the different ways in which children can be harmed, including by other children i.e. bullying.
- Ensure that all staff are familiar with safeguarding issues and procedures when they register with the Nursery and kept informed of all updates when they occur.
- Regularly review and update this policy.

The staff have a duty to take action. The staff will not have to cope alone.

### **What is child abuse?**

A person may abuse or neglect a child by inflicting harm, or by failing to act to prevent harm. Staff in the Nursery recognise that child abuse can and does happen in all types of families. The different social and cultural backgrounds of the children do not constitute barriers to child abuse and in most cases children are abused by individuals known to them, rather than strangers. Child abuse can take many formats, but all instances can be broadly categorised under one of four headings; neglect, physical abuse, sexual abuse and emotional abuse. The following identifies some possible manifestations of child abuse; however, these lists are not exhaustive.

#### **Neglect**

Neglect is the persistent failure to meet basic physical and psychological needs, which may result in the serious impairment of the child's health and development. For example; poor hygiene, untreated medical problems, emaciation or under nourishment. Staff may notice behavioural signs such as a child who always seems to be hungry, is constantly tired or talks of being left alone.

#### **Physical abuse**

Physical signs may involve unexplained bruising in unlikely areas, facial bruising, hand/finger marks, bite marks, burns, lacerations or abrasions. Staff may notice certain behavioural signs that also indicate physical abuse such as a child that shies away from physical contact, is withdrawn or aggressive towards others or their behaviour changes suddenly.

#### **Sexual Abuse and Exploitation**

Sexual abuse is any sexual activity with a child. You should be aware that many children and young people who are victims of sexual abuse do not

recognise themselves as such. A child may not understand what is happening and may not even understand that it is wrong. It may involve physical contact, including assault by penetration (for example rape or oral sex) or non-penetrative acts such as masturbation, kissing, rubbing and touching outside of clothing. It may also include non-contact activities, such as involving children in looking at, or in the production of sexual images, watching sexual activities, encouraging children to behave in sexually inappropriate ways, or grooming a child in preparation for abuse (including via the internet). Sexual abuse is not solely perpetrated by adult males; women can also commit acts of sexual abuse, as can other children. Sexual exploitation is a form of sexual abuse where children are sexually exploited for money, power or status. It can involve, humiliating and degrading sexual assaults. In some cases young people are persuaded or forced into exchanging sexual activity for money, drugs, gifts, affection or status. Consent cannot be given, even where a child may believe they are voluntarily engaging in sexual activity with the person who is exploiting them. A significant number of children who are victims of sexual exploitation go missing from home, care or education at some point.

### **Emotional Abuse**

Physical signs of emotional abuse may include a general failure to thrive, not meeting expected developmental milestones and behaviourally a child may be attention seeking tells lies, have an inability to have fun, low self-esteem, speech disorders, and be inappropriately affectionate towards others.

However, when identifying any potential instances of abuse, staff must at all times be aware that children may demonstrate individual or combinations of the indicators detailed, but may not be the subject of abuse. Individual or isolated incidents do not necessarily indicate abuse. However, staff should always remain vigilant and must not ignore warnings signs and contact First Response team at any stage for support.

### **Female Genital Mutilation (FGM)**

Female genital mutilation (FGM) includes procedures that intentionally alter or cause injury to the female genital organs for non-medical reasons (World Health Organisation 2014). FGM is considered child abuse in the UK and a grave violation of the human rights of girls and women. It is an offence for any person in England, Wales or Northern Ireland (regardless of their nationality or residence status) to perform FGM, or to assist a girl

to carry out FGM on herself. It is also an offence to fail to protect a girl from FGM.

### **Indications that FGM may be about to take place**

- The family come from a community that is known to practise FGM.
- Parents state they will take the child out of the country for a prolonged period.
- A child may talk about a long holiday to a country where the practice is prevalent.
- A child may confide that she is to have a "special procedure" or celebration.

### **What we will do if we suspect FGM?**

A report to your local police will be made if we are informed by a girl under the age of 18 that an act of FGM has been carried out on her or, if we observe physical signs which appear to show that an act of FGM has been undertaken on a girl under the age of 18 which was not for medical purposes.

### **Breast Ironing or Breast Flattening**

Concerns have been raised that breast ironing is also to be found amongst African communities in the UK, with as many as a 1,000 girls at risk. Keeping Children Safe in Education (2018) mentions breast ironing on page 54, as part of the section on so-called 'Honour Violence'. **Staff worried about the risk of breast ironing in our nursery should speak to the Designated Safeguarding Lead as soon as possible.**

### **Honour Based Violence**

So-called honour based violence encompasses crimes which have been committed to protect or defend the honour of a family or community.

### **Radicalisation**

Radicalisation refers to the process by which a person comes to support terrorism and forms of extremism. The Prevent duty requires the teaching of fundamental British Values those who oppose such values are extremists. Radicalisation is a form of abuse.

## Whistleblowing Procedure

The whistle-blowing procedure aims to help and protect both staff and children. By following the procedure you are acting to:

- prevent a problem getting worse,
  - safeguard children and young people,
  - reduce the potential risks to others. The earlier you raise a concern, the easier and sooner it is possible for the setting to take action.
- Whistleblowing is when an employee speaks out in confidence about a wrong doing which may be illegal or inappropriate within the setting.

### **Raising a concern**

Staff, students and volunteers should raise concerns with the manager or management team. Concerns should be raised in writing and include:

- reference to the fact that it is a whistleblowing disclosure
  - the background and history of the concerns
  - names, dates and places (where possible)
  - the reasons why the individual is concerned about the situation.
- Staff who feel unable to put concerns in writing, can telephone or meet either the manager or a member of the management team

### **Allegations of abuse against adults who work or volunteer in the setting**

Staff are to report any allegations to the Manager/designated Person In Charge who will then immediately pass on details to the Local Authority Designated Officer (LADO). Ofsted will be notified about both the allegation and about any action taken. Notifications to Ofsted must be made as soon as possible, at least within 14 days. The Manager/designated Person in charge will then act on advice from the LADO and from OFSTED.

If staff do not feel they can report directly to the Manager/designated Person In Charge or if the allegation concerns them then they are able to contact the LADO themselves. The number for the First Response team can be found in each classroom and in the office.

The following guidance is given to early years providers to follow in the event of a safeguarding concern;

- Any member of staff concerned about a child's well being in any form must dutifully report that concern to the Person in Charge.
- In the event of an urgent case of suspected abuse, staff should alert the Nursery Manager/Person in Charge or Designated Person in Charge immediately.
- The Nursery Manager/Person in Charge or Designate should then make an entry in the accident book describing the injuries and observation of such.
- The Nursery Manager/Person in Charge should describe the time and date injuries were discovered, sign the entry and have the entry countersigned by a member of staff.
- The Nursery Manager/Person in Charge needs to inform Senior Management colleagues immediately.
- The Nursery Manager/Person in Charge may contact the Local Safeguard Children's Board First Response Team:

**Telephone First Response**

**0800 1313126**

**Monday to Thursday 8.30am-5.00pm**

**Friday 8.30am-4.30pm**

**Out of Hours Service - 03456 042 886**

**Ofsted Helpline No. - 0300 123 1231**

- The First Response team will then advise as to the ensuing appropriate procedure.
- The Nursery's regular staff meetings include an agenda item 'children' in order that, amongst other information, any such concerns may be raised as a whole staff point of information.