

SAFEGUARDING CHILDREN (CHILD PROTECTION) POLICY (PART 1)

1. Rationale

This policy must be read in conjunction with the following policies:

- a Safeguarding Children (A2)
- b Photography (A5)
- c Recruitment (B1)
- d Staff Behaviour (B3)
- e Food and Drink (C3)
- f Mobile Phone and Social Networking (EMP4)
- g Public Interest Disclosure (Whistleblowing) (EMP7)

Young Sussex is committed to the welfare, protection and safety of the children. We maintain rigorous procedures for child protection and we expect everyone working within Young Sussex to take responsibility for following these procedures and complying with national and Local Safeguarding Partnership (LSP) policy and guidelines

2. Legal Framework

2.1 This policy is based on guidelines and requirements of:

- a Safeguarding Vulnerable Groups Act 2006
- b The Statutory Framework for the Early Years Foundation Stage (EYFS) 2024
- c Working Together to Safeguard Children, 2023
- d What to do if you're Worried a Child is Being Abused 2015
- e Counter-Terrorism and Security Act 2015
- f Childcare Act 2006
- g Children Act 1989 & 2004
- h Keeping Children Safe in Education 2024
- i Data Protection Act 2018
- j Prevent Duty Guidance: for England and Wales 2023

3. Definitions

3.1 Safeguarding and promoting the welfare of children, in relation to this policy, is defined by the HM Government document 'Working Together to Safeguard Children, 2023' as:

- a Protecting children from maltreatment
- b Preventing the impairment of children's health or development
- c Ensuring that children are growing up in circumstances consistent with the provision of safe and effective care
- d Taking action to enable all children to have the best outcomes.

4. Implementation of the policy at Young Sussex

4.1 The Designated Safeguarding Lead (DSL) responsible for Child Protection at Young Sussex is the Nursery Manager. In their absence, it is the Deputy Manager. In their absence, it is another Young Sussex Nursery Manager what about EYT's. They must:

- a** attend child protection training taking account of any advice from the local authority and LSP that enables them to identify, understand and respond appropriately to signs of possible abuse and neglect as listed in A 2 part 2;
- b** liaise with local statutory children's services agencies, and with the LSP;
- c** share Young Sussex procedures for child protection with parents before their children start at the nursery, including the information provided by the the Local Authority.
- d** make sure that a copy of the policy and procedures is available to all staff, and others working with the children in Young Sussex, including students and volunteers;
- e** have good knowledge of the procedures used to inform parents of any concerns, and the action taken;
- f** provide support, advice and guidance to any staff on an ongoing basis, and on any specific safeguarding issue as required;
- g** manage the issue of confidentiality within the setting;
- h** notify agencies with statutory responsibilities without delay if they have concerns about children's safety or welfare;
- i** Ensure staff understand how to recognise early indicators of potential radicalisation and terrorism threats and act on them appropriately in line with national and local procedures
- j** Ensure that all staff feel confident and supported to act in the best interest of the child, share information and seek the help that the child may need
- k** Make any child protection referrals in a timely way, sharing relevant information as necessary in line with procedures set out by the LSP
- l** Make any referrals relating to extremism to the police (or the Government helpline) in a timely way, sharing relevant information as appropriate
- m** Ensure that information is shared only with those people who need to know in order to protect the child and act in their best interest
- n** Keep the setting safe online using appropriate filters, checks and safeguards, monitoring access at all times

4.2 The Management team will;

- a** have regard to the Government's statutory guidance 'Working Together to Safeguard Children, 2023';
- b** ensure that all policy and procedures of Young Sussex comply with the LSP procedures: <https://www.sussexsafeguardingchildrenprocedures.co.uk/>
- c** have rigorous procedures in the recruitment and selection of staff to check the eligibility and suitability of staff, trainees and volunteers;
- d** ensure practice is routinely and regularly monitored;
- e** follow the local authority guidelines and procedures for allegations of abuse against a member of staff;
- f** ensure that clear and accurate recording keeping is maintained to show the chronology of any past events/concerns

- g** ensure that children are never placed at risk while in the charge of nursery staff;
- h** identify changes in staff behaviour and act on these as per the Staff Behaviour Policy;
- i** implement procedures for recording the details of visitors to the nursery and take security steps to ensure that Young Sussex has control over who comes into the nursery, so that no unauthorised person has unsupervised access to the children;
- j** ensure that visitors/contractors will be accompanied whilst on the premises, especially when in the areas the children use;
- k** ensure all staff have access to a whistleblowing policy which will enable them to share any concerns that may arise about their colleagues in an appropriate manner.

4.3 In reference to Staff Training:

- a** Train all staff to understand our safeguarding children policy and ensure that all staff have up to date knowledge of safeguarding issues;
- b** ensure that all staff, including students and volunteers, are trained internally and externally to recognise signs of abuse, understand what is meant by child protection and are aware of the different ways in which children can be harmed including by other children i.e. bullying, discriminatory behaviour, physically hurting another child, emotional abuse, or sexual abuse.
- c** enable staff to respond to any concerns at the earliest opportunity, and to respond in a timely and appropriate way;
- d** ensure that child protection training is included in new staff inductions and that all staff receive updated training every two years;
- e** Training made available by the provider must enable staff to identify
 - i)** significant changes in children's behaviour;
 - ii)** deterioration in children's general well-being;
 - iii)** unexplained bruising, marks or signs of possible abuse or neglect;
 - iv)** children's comments which give cause for concern;
 - v)** any reasons to suspect neglect or abuse outside the setting, for example in the child's home; and/or
 - vi)** inappropriate behaviour displayed by other members of staff, or any other person working with the children. For example: inappropriate sexual comments; excessive one-to-one attention beyond the requirements of their usual role and responsibilities; or inappropriate sharing of images.
 - vii)** the increased vulnerability of children with Special Educational Needs and Disabilities (SEND) and other vulnerable or isolated families and children.

4.4 In reference to enhanced disclosures and the Disclosure and Barring Service (DBS);

- a** Staff, volunteers and students may only start at Young Sussex, once a DBS disclosure has been applied for – if an application has not been made, the person may not start work.
- b** Young Sussex staff are required to register with the DBS update service (if not already registered) within the necessary time frame after the initial application, and must authorise for Young Sussex to carry our status checks.

- c** DBS Status checks through the update service will be carried out annually as a matter of course and when required, such as (but not limited to) when:
 - taking on a new job that gives greater access to children or has significantly more responsibility
 - there has been a break of more than three months between leaving the old post and taking up the new post within Young Sussex
 - concerns have been raised about a staff members situation outside of work.
- d** Young Sussex will only accept sight of an original DBS check, not a photocopy, as the DBS check contains security features to prevent tampering or forgery.
- e** Applicants for posts within the nursery are clearly informed that the positions are exempt from the Rehabilitation of Offenders Act 1974. Candidates are informed of the need to carry out checks before posts can be confirmed. Where applications are rejected because of information that has been disclosed, applicants have the right to know and to challenge incorrect information
- f** Young Sussex will refer individuals to the Disclosure and Barring Service where a member of staff is dismissed (or would have been, had the person not left the setting first) because they have harmed a child or put a child at risk of harm. For more details, contact the DBS on 03000 200 190.
- g** Young Sussex will not allow a barred person to work at the nursery or have access to the children.
- h** For more information on recruitment, please refer to our Staff Recruitment Policy.

5. Staff responsibilities

All staff must:

- a** be alert for significant issues for concern in the child's life at home or elsewhere, including signs of abuse or neglect.
- b** take action, following Young Sussex procedures immediately, regardless of whether the manager is in a meeting or with a visitor, if they have any concerns about abuse or neglect of any children;
- c** report and record all concerns.
- d** have a clear understanding of appropriate contact with the children
- e** support their team members in providing care, suitable for the health and safety of all children.
- f** undertake child protection training
- g** be vigilant on the area of security into and out of the nursery at all times including drones, hotspots and lingering strangers
- h** be aware of staff to child ratios and the required support of non-counted staff at all times.
- i** make regular observations of the children's development and progress. This in turn could be a tool for safeguarding children and recognising areas that may cause concern.
- j** keep clear and accurate records.

6. Commitment to the protection of children.

Good Practice includes:

- a** All children, without exception, have the right to protection from abuse.
- b** Protecting children from maltreatment

- c** Preventing the impairment of children's health and development
- d** Ensuring that children are growing up in circumstances consistent with the provision of safe and effective care.
- e** The nursery environment must be set out to allow children to make their own choices about activities; play and routine.
- f** Staff should support children to make healthy choices and to learn new skills according to their current level of development and support them to learn how to keep themselves safe.
- g** All suspicions and allegations of abuse will be taken seriously and responded to swiftly and appropriately.
- h** Staff should listen to children and respect their feelings at all times.
- i** All staff understand their responsibility to report concerns.
- j** Valuing and respecting children as individuals, and the adult modelling appropriate conduct – which will always exclude bullying, shouting, racism, sectarianism or sexism.
- k** Creating an environment to encourage children to develop a positive self-image
- l** Being a positive role model and developing a safe culture where staff are confident to raise concerns about professional conduct.
- m** Encouraging children to develop a sense of independence and autonomy in a way that is appropriate to their age and stage of development.
- n** Providing a safe and secure environment for all children.
- o** Promoting tolerance and acceptance of different beliefs, cultures and communities.
- p** Helping children to understand how they can influence and participate in decision-making and how to promote British Values through play, discussion and role modelling.
- q** Providing an environment where practitioners are confident to identify where children and families may need intervention and seek the help they need.
- r** Keeping the child at the centre of all we do.

