



Safeguarding Policy

From the offset we aim to work with our parents/carers to ensure that all connected with Nicki Day Nursery are aware and understands everyone's obligation towards Safeguarding and promoting children's welfare. We aim to do so by informing parents at admission meetings of our safeguarding obligation and in our nursery booklet.

Everyone employed by Nicki Day Nursery Ltd has a responsibility in relation to child protection and safeguarding children. In most cases this will a referral of concerns by the designated person or the manager. Staff who are in day-to-day contact with children and families – and particularly children identified as being at risk, staff have an opportunity to note concerns and to meet with parents and other associated adults. This policy aims to outline the role that the Nicki Day Nursery Ltd has in relation to child protection, the procedures that all staff takes, and guidance on issues related to child protection generally. It is not exhaustive. All staff use as a rule of thumb guidance on the needs and safety of the child as being at the centre of any decision they make.

The Aims of the Policy are:

The aims of this policy are:

- to raise awareness of individual responsibilities in identifying and reporting possible cases of abuse
- to provide a systematic means of monitoring, recording and reporting of concerns and cases
- to provide guidance on recognising and dealing with suspected child abuse
- to provide a framework for inter-agency communication and effective liaison
- to identify strategies and interventions available to support children at risk.

Procedure

In order to safeguard children, we will:

- adopt child protection guidelines as recommended by our Local Authority, Clinical Commission Group and Chief Police Officer, who all play a crucial role in safeguarding and any other appropriate professional bodies
- implement appropriate procedures and code of conduct for the staffing team
- raise awareness with staff and parents that concerns about the welfare of a child and child protection are taken seriously, and where necessary appropriate action will be being taken
- create an environment where children are listened to and their concerns taken seriously
- share information with other agencies on a need-to-know basis
- involve parents and children, except where doing so would put the child at greater risk of harm
- follow safer recruitment guidance and procedures
- provide effective staff management through access to supervision, support and training
- review this policy at regular intervals to ensure it is updated and informs day-to-day practice.

Designated Person

The designated person is Avon Blake, her role is to help co-ordinate any concerns that are raised regarding the welfare of a child and to liaise with other professionals where appropriate, including the Southwark Children Services for the care of children.

The designated person will:

- co-ordinate action within the provision and liaise with Southwark Safeguarding Children Board and Children Social Care and other agencies over cases of abuse and suspected abuse
- act as a source of advice within the provision
- ensure that staff are familiar with the provision's policy and procedure
- make child protection referrals, recording and reporting accordingly
- liaise with agencies about individual cases
- organise training on child protection and safeguarding children within provision
- ensure that appropriate strategies for recording and reporting incidents are kept within provision
- provide appropriate feedback to members of staff as and when necessary.

Staff are:

- aware of the signs of abuse as detailed in this policy
- report any concerns immediately, where possible to the designated person
- consult with the designated person if in any doubt as to how to proceed
- follow the advice given in this policy in relation to how to handle disclosures.

Partnerships with Parents

Nicki Day Nursery values the importance that the parents play and has established a stigmatic approach to working with parents. Parents' and children's need for privacy should be respected. However, our priority is the needs of the child and effective liaison is crucial for this.

We recognised that families from different backgrounds and cultures and may have different approaches to child-rearing. We acknowledged and respect these differences provided they do not place the child at risk as defined later in this policy.

Where possible our staff will work with and share information with parents. Permission for liaison and information sharing with outside agencies is sought unless it places the child at risk. In these cases, it is preferable to seek advice from social care or make a child protection referral.

Female Genital Mutilation(FGM)

As part of keeping children safe in education (2014) we aim to raise the awareness of FGM within our society, and has included it as part of the different types of abuse and neglect.

At Nicki Day Nursery we believe that all our students should be kept safe from harm. FGM affects girls particularly from North African countries, including Egypt, Sudan, Somalia and Sierra Leone.

Our nursery has few children at present from these backgrounds and we consider girls in the nursery to be safe from FGM, However, we aim to raise awareness that this is an illegal practise in the United Kingdom for girls to undergo this procedure and it is punishable by fines and up to fourteen years' imprisonment.

We have a duty to report concerns we may have about girls at risk of FGM to the local Children Services and the police.

High Risk Time

- This procedure often takes place in the summer, as the recovery period after FGM can be 6-9 weeks.
- Where girls are showing a significant.
- Increasing absence from nursery just before or after the summer school holidays.

Symptoms of FGM

- Difficulty walking, sitting or standing
- Unusual behaviour after a lengthy absence
- Reluctance to having nappy change or flinching when touched.
- Urine infection
- Withdrawn from PSED

Guidance on Recognising Abuse

Child abuse is a term used to describe ways in which children are harmed by someone often in a position of power. It is not the responsibility of staff to decide whether child abuse is occurring but to act on any concerns and report these to the appropriate organisation. The health, safety and protection of a child are paramount.

Abuse might fall into the categories of:

- physical
- emotional
- sexual
- neglect.

Staff will identify cases of children who may be in need of help or protection and respond appropriately to signs and symptoms in a child which gives them cause for concern.

These include:

- significant changes in children's behaviour or appearance
- frequent mood changes
- deterioration in their general well-being
- unexplained bruising, marks or signs of possible abuse
- signs of neglect such as being unkempt
- comments children make which give cause for concern
- not wanting to go home

- seductive behaviour
- a child who is quiet and withdrawn
- a child who gives the impression of being unloved and unhappy.
- a child who has frequent absent from nursery

Policy on Dealing with Suspected Abuse

- All staff members will refer concerns to the designated person (**MS AVON, MS SAMANTHA**) as soon as possible, make factual notes of what has occurred, using the child's own words where relevant, and any action taken.
- The designated safeguarding officer will then make a referral to the relevant agency.
- If the allegation/concern is against/about a member of staff then the referral should be made to the LADDO – Eva Simcock on **02075253297** or at Eva.Simcock@southwark.gov.uk.
- If the allegation/concern is about a child's parent(s) then the referral should be made to Southwarks Children's Service on **0203 049 8275**.

Staff are advised to maintain an attitude of 'it could happen here' and always act in the interests of the child. In accordance to (Keeping children Safe 2014)

- consider the child's welfare as paramount
- believe the child and take them seriously
- remain calm and caring
- reassure the child that they have done the right thing in talking to them
- make notes of the conversation as soon as possible, using the child's own words
- explain what will happen next and who will be told

Staff should not:

- promise confidentiality
- postpone the discussion until a different time
- interpret what they have been told
- probe or ask leading questions.

The designated person will follow the procedure below.

- Where possible, they will discuss concerns with the child and their parents and obtain agreement to making a referral to children's social care unless this discussion would put the child at increased risk of significant harm.
- Seek professional advice if unsure about whether or not to talk to parents first.
- When a referral is made, agree what the child and parents will be told, by whom and when. Inform the recipient of the referral what information has already been discussed with the child and their parents.

- If a telephone referral is made, we will follow up with written confirmation within 48 hours. Children's social care will acknowledge the written referral within one working day of receiving it, indicating the course of action chosen. If nothing has been heard back within three working days, we will contact children's social care again.
- We will under no circumstances confront the abuser. Has there is a risk of forewarning the abuser and compromising any investigation or prosecution.

Confidentiality

Relevant information about the protection of children must be shared with the investigative agencies, but only on a "need to know" basis.

Staff should exercise confidentiality as any discussion can subsequent affect the investigation so they will ensure that information is only given to the appropriate person. staff will be kept aware of issues relating to confidentiality and the status of information they may hold.