

## **Child Protection**

Due to the many hours of care we are providing for a child, it is possible that the practitioners of the nursery may be the first people to become aware that there is a problem or concern. Should any member practitioner have such concerns for the welfare of any child, they will immediately take the matter up with a manager.

At King-Edwards we believe that safeguarding is everybody's responsibility, and anyone can make a referral to the MKSCB. However, within King-Edwards Nursery Sam Harper is the Designated safeguarding lead (DSL) and is contactable at all times and all safeguarding and child protection concerns will be referred to her in the first instance.

Parents should be aware that the nursery will take any reasonable action to ensure the safety of the children. In cases where the nursery has reason to believe that a child may be subject to ill treatment, neglect or other forms of abuse the DSL will have no alternative but to follow Local Authority child protection procedures and inform the local safeguarding children's Board. The setting follows the procedures as set by the Milton Keynes Safeguarding Children Board, "working together to safeguard children" July 2018 document and Keeping Children safe 2020. We have regard to the "prevent duty" 2015 document and have awareness of female genitalia mutilation.

## **Complaints**

- We follow our complaints procedure.
- All complaints will be investigated.
- We follow the guidance of the MKSCB Referral and assessment team when investigating any complaint that a member of staff has abused a child. (refer to Allegations against a member of staff policy).

## **Responding to suspicions of abuse**

- We acknowledge that abuse of children can take different forms- physical, emotional, sexual and neglect.
- The nursery will follow the procedures set out in the child protection document "what to do if you're worried a child is being abused".
- We will notify OFSTED of all significant events regarding child protection. All documentation held regarding child protection will be kept confidentially for a period of 21 years.
- We will carry out investigations with sensitivity. practitioners in the nursery will take care not to influence the outcome either through the way they speak to the children or ask questions of children.

## **Physical abuse**

Action will be taken under this heading if a practitioner has reason to believe that there has been a physical injury to a child, where there is definite knowledge, or reasonable suspicion that the injury was inflicted or knowingly not prevented.

### **Procedure to be followed**

- Any sign of a mark/injury to a child when they come into nursery will be recorded.
- The incident will be discussed with the parent/ carer.
- Such discussions will be recorded, and the parent / carer will have access to such records.
- If there seems to be any queries regarding the injury, the nursery will notify the duty assessment team.

## **Sexual abuse**

- Action will be taken under this heading if a practitioner has witnessed occasions where a child indicated sexual activity through words, play, drawing, or had an excessive preoccupation with sexual matters or had an inappropriate knowledge of adult sexual behaviour.

### **Procedure to be followed**

- The observed instances will be reported to the nursery manager
- The matter will be referred to the local authority

## **Emotional abuse**

Action will be taken under this heading if a practitioner has reason to believe that there is a severe, adverse effect on the behaviour and emotional development of a child caused by persistent or severe ill treatment or rejection.

### **Procedure to be followed**

- The concerns will be discussed with the parent/carer
- Such discussions will be recorded, and the parent/ carer will have access to such records.
- If there appears to be any queries regarding the circumstances, the matter will be referred to the local authority.

## **Neglect**

Action will be taken under this heading if a practitioner has a reason to believe that there has been a persistent or severe neglect of a child. (e.g. by exposure

to any kind of danger, including cold and starvation) which results in serious impairment to the child's health or development, including failure to thrive.

### **Procedures to be followed**

- The concern will be discussed with the parent/carer
- Such discussions will be recorded, and the parent/carer will have access to such records.
- The situation will continue to be monitored and appropriate steps taken to contact the local authority

If there is a safeguarding concern whilst a child's nappy, clothing or underwear is changed, and we are reporting to the duty social worker or police we will:

- Save the nappy, clothes, wipes and gloves. These will be stored in separate bags and labelled with the child's name and the date and time of the change.

### **Disclosures / Allegations**

Where a child makes a disclosure to a practitioner, that practitioner:

- Offers reassurance to the child
- Listens to the child
- Gives reassurance that she or he will take action
- The member of staff does not question the child
- Anything the child says will be written down in their own words using their exact wording.

### **Informing parents**

Parents are normally the first point of contact. If suspicion of abuse is recorded, parents are informed at the same time as a report is made except where the guidance of the referral and Assessment team does not allow this. This will usually be the case if the parent is the likely abuser. In these cases, the investigating officers will inform the parents.

### **Confidentiality**

- All suspicions and investigations are kept confidential and shared only with those who need to know.
- Any information is shared under the guidance of the Milton Keynes Safeguarding Children referral and assessment team.
- Child protection files will be stored in a locked filing cabinet within the office.
- The DSL will note any outcomes to a disclosure or allegation, even if there is no need to make an immediate referral.

## **Female Genital Mutilation FGM**

When a member of staff discovers that an act of FGM appears to have been carried out, he/she must immediately report this to the setting DSL. MKSCB will be involved as appropriate.

## **Peer on peer**

The nursery is aware that peer on peer abuse exists and we safeguard children in our care by monitoring behaviour of the children in our care and ensuring visiting children such as older siblings coming into the setting are always supervised. No other siblings under the age of 16 will be allowed to collect the children from nursery.

## **Training**

- All practitioners will undertake training so that they are aware of the behaviour and physical indicators that suggest the possibility of abuse. They will be aware of local concerns and identify the vulnerable children within our setting.
- All practitioners will have relevant training on prevent and FGM.
- They will be informed of the name of the DSL. They will also receive induction training on the procedures for recording and referring any concerns.
- Employees will be given copies of child protection and the whistleblowing policy.

## **Responsibilities of all staff**

As stated in Working Together 2018

“all practitioners working in these organisations and agencies who are working with children and their families are subject to the same safeguarding responsibilities, whether paid or volunteer.”

- In the event of a practitioner having a child protection concern about a child s/he will immediately inform the safeguarding officer (Sam Harper) and record accurately the event(s) giving rise to the concern noting dates and times. All practitioners will carry out safeguarding children training, which will be reviewed. Staff are deployed around the nursery in a way to maximise constant supervision, there are always at least two practitioners on duty.

Any concerns around radicalisation would be reported to the CHANNEL Panel.

## **Cultural capital**

All practitioners will aim to know their key children's family circumstances and the impact this may have on the children in their care. The local area the nursery is in is considered to be a deprived area with low employment, high transition with families regularly being moved in and out of the area with little or short notice.

Lots of children we care for have EAL and their parents may have limited English.

We use the local children's centre to signpost parents to other support that may include housing, food bank use and other childcare support.

We have close links with the local schools to offer a smooth transition from our setting including child protection concerns.

## **Other information**

Our recruitment of practitioners is in line with procedures that ensure all adults with access to the children have been appropriately vetted. This will include contacting referees and awaiting the outcome of a Disclosure & Barring service (DBS) check before unsupervised access is authorised. (See safer recruitment policy)

We will:

- Hold a register of every child including relevant medical details and have an up to date contact names and numbers in case of an emergency.

- Have an accident book detailing any accidents or injuries a child may sustain while at the nursery, including action taken. Each entry is to be signed by both a member of staff and the parent/carer.
- Remember that some issues are confidential, only share concerns and seek support from appropriate sources regarding safeguarding issues.
- Provide time for children to talk to us if they wish
- Respect a child's right to privacy
- Take action to stop any inappropriate verbal or physical behaviour
- Remember to refer, not investigate any suspicious or allegations of abuse.
- Ensure all practitioners are aware of current practices in safeguarding and child protection children and receive appropriate training.

If you have any concerns or worries, please feel free to discuss it with Sherie or Sam who will do their best to clarify matters for you. We are not here to pass judgment on parenting styles and recognise that children can and often do have accidents in non-abusive situations, however we do have a legal and moral obligation to protect the children in our care.

## **Security**

The nursery gate is always closed, and authorised persons can only gain entrance via our security intercom. All visitors sign the visitor's book.

**Milton Keynes safeguarding board**

01908 254373

**Milton Keynes referral and assessment team MASH**

01908 253169/70

**Emergency social work team (out of office)**

01908 265545

**Named senior manager, Hillary Solway**

01908 253210

**Local Authority Designated Officer LADO**

01908 254333/ 254300

**OFSTED**

03001231231

**NSPCC**

0800 800 500