



## Safeguarding

### Safeguarding Children and Child Protection

(Including managing allegations of abuse against a member of staff)

#### Policy statement

Our setting will work with children, parents and the community to ensure the rights and safety of children and to give them the very best start in life. Our safeguarding policy is based on the three key commitments of the Pre-school Learning Alliance Safeguarding Children Policy.

#### Procedures

We carry out the following procedures to ensure we meet the three key commitments of the Alliance Safeguarding Children Policy and with high regard to the Early Years Foundation Stage Statutory Guidance.

#### *Key commitment 1*

Siblings Nursery is committed to building a 'culture of safety' in which children are protected from abuse and harm in all areas of its service delivery.

#### **Staff and volunteers**

Our Safeguarding Designated Lead who co-ordinates child protection issues is:

**Joanne Anderson – Nursery Manager**

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Our Deputy Safeguarding Designated Leads are:

**Emma Robinson – Assistant Manager and Louise Robson – Baby Unit Supervisor**

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- We ensure all staff and parents are made aware of our safeguarding policies and procedures.
- We provide adequate and appropriate staffing resources to meet the needs of children.
- Applicants for posts within the setting are clearly informed that the positions are exempt from the Rehabilitation of Offenders Act 1974.
- Candidates are informed of the need to carry out 'enhanced disclosure' checks with the Disclosing and Barring Service 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.

- We abide by Ofsted requirements in respect of references and Disclosing and Barring Service checks for staff and volunteers, to ensure that no disqualified person or unsuitable person works at the setting or has access to the children.
- Volunteers and students do not work unsupervised.
- We abide by the Protection of Vulnerable Groups Act requirements in respect of any person who is dismissed from our employment, or resigns in circumstances that would otherwise have lead to dismissal for reasons of child protection concern.
- We have procedures for recording the details of visitors to the setting.
- We take security steps to ensure that we have control over who comes into the setting so that no unauthorised person has unsupervised access to the children.

#### *Key commitment 2*

Siblings Nursery is committed to responding promptly and appropriately to all incidents or concerns of abuse that may occur and to work with statutory agencies in accordance with the procedures that are set down in 'What to do if you're worried a child is being abused' (HMG 2015).

#### ***Responding to suspicions of abuse***

- We acknowledge that abuse of children can take different forms - physical, emotional, and sexual, as well as neglect.
- When children are suffering from physical, sexual or emotional abuse, or may be experiencing neglect, this may be demonstrated through the things they say (direct or indirect disclosure) or through changes in their appearance, their behaviour, or their play.
- Where such evidence is apparent, the child's key person makes a dated record of the details of the concern and discusses what to do with the nursery manager or manager who is acting as the 'designated person'. The information is stored on a chronology form in the child's personal file.
- We refer concerns to the local authority children's social care department and co-operate fully in any subsequent investigation.  
NB In some cases this may mean the police or another agency identified by the Local Safeguarding Children's Board.
- We take care not to influence the outcome either through the way we speak to children or by asking questions of children.
- We use the detailed procedures from the Sunderland Safeguarding Children Board (SSCB) when making a referral to children's social care or other appropriate agencies.

### ***Recording suspicions of abuse and disclosures***

- Where a child makes comments to a member of staff that gives cause for concern (disclosure), observes signs or signals that gives cause for concern, such as significant changes in behaviour; deterioration in general well-being; unexplained bruising, marks or signs of possible abuse or neglect that member of staff:
- listens to the child, offers reassurance and gives assurance that she or he will take action;
- does not question the child;
- makes a written record that forms an objective record of the observation or disclosure that includes:
  - 1) the date and time of the observation or the disclosure;
  - 2) the exact words spoken by the child as far as possible;
  - 3) the name of the person to whom the concern was reported, with date and time; and
  - 4) the names of any other person present at the time.
- 5) These records are signed and dated and kept in the child's personal file, which is kept securely and confidentially in the nursery office.

### ***Making a referral to the local authority social care team***

- The setting follows the procedures from the SSCB together with the guidance from 'What to do if you're worried a child is being abused' (HMG 2015).
- We keep a copy of this document and follow the detailed guidelines given.
- All members of staff are familiar with the '*chronology form*' and follow the procedures for recording and reporting.

### ***Informing parents***

- Parents are normally the first point of contact.
- If a suspicion of abuse is recorded, parents are informed at the same time as the report is made, except where the guidance of the Local Safeguarding Children Board (LSCB) does not allow this.
- This will usually be the case where the parent is the likely abuser. In these cases the investigating officers will inform parents.

### ***Liaison with other agencies***

- We work within the Sunderland Safeguarding Children Board guidelines.
- We have a copy of '*What to do if you're worried a child is being abused*' for parents and staff and all staff are familiar with what to do if they have concerns. This is held in the office in the Safeguarding file and a copy is pinned on the Office noticeboard for reference.
- We have procedures for contacting the local authority on child protection issues, including maintaining a list of names, addresses and telephone numbers of social workers, to ensure

that it is easy, in any emergency, for the setting and social care to work well together. Individual contact details are held within the child's file.

The main contact details are as follows:

During office hours\*, referrals should be made to the Initial Response Team (Children's Safeguarding).

Tel: 0191 520 5560

Fax: 0191 561 7180

E-mail: [safeguarding.children@sunderland.gcsx.gov.uk](mailto:safeguarding.children@sunderland.gcsx.gov.uk) (secure e-mail only)

\*(8.30am-5.15pm Monday-Thursday, 8.30am-4.45pm Friday)

After office hours, including evenings, weekends and bank holidays, referrals should be made to the Out of Hours Service.

Out of Hours Service (Children's Safeguarding)

Tel: 0191 520 5552

Fax: 0191 553 7894 or 566 2182

- We notify the registration authority (Ofsted) of any incident or accident and any changes in our arrangements, which may affect the wellbeing of children.
- Contact details for the local National Society for the Prevention of Cruelty to Children (NSPCC) are also kept. The telephone number is 0808 800 5000 and is available 24 hours a day, 7 days a week.
- If a referral is to be made to the local authority social care department, we act within Sunderland Safeguarding Children and Child Protection guidance in deciding whether we must inform the child's parents at the same time.

### ***Allegations against staff***

- We ensure that all parents know how to complain about the behaviour or actions of staff or volunteers within the setting, or anyone living or working on the premises occupied by the setting, which may include an allegation of abuse. The complaints policy and safeguarding policy is on the parents noticeboard.
- We follow the guidance of the Sunderland Safeguarding Children Board when responding to any complaint that a member of staff, or volunteer within the setting, or anyone living or working on the premises occupied by the setting, has abused a child.
- We respond to any disclosure by children or staff that abuse by a member of staff or volunteer within the setting, or anyone living or working on the premises occupied by the setting, may have taken, or is taking place, by first recording the details of any such alleged incident.

- We refer any such complaint immediately to the Local Authority's social care department to investigate. The dedicated Children Services Helpline is 0191 5205560. We also report any such alleged incident to Ofsted and what measures we have taken. We are aware that it is an offence not to do this.
- The Local Authority Designated Officer (LADO) is Carol Glasper. The direct telephone number is 0191 5613901. Her contact details are displayed in the office on the SSCB contact telephone numbers (*Useful Telephone Numbers list for Safeguarding*).
- We co-operate entirely with any investigation carried out by children's social care in conjunction with the police.
- Where the management committee and children's social care agree it is appropriate in the circumstances, the chairperson will suspend the member of staff on full pay, or the volunteer, for the duration of the investigation. This is not an indication of admission that the alleged incident has taken place, but is to protect the staff as well as children and families throughout the process.

### ***Disciplinary action***

- Where a member of staff or a volunteer is dismissed from the setting because of misconduct relating to a child, we notify the Sunderland Local Safeguarding Board so they can inform the Independent Barring Board administrators so that the name may be included on the Protection of Children and Vulnerable Adults Barred List.

### ***Key commitment 3***

Siblings Nursery is committed to promoting awareness of child abuse issues throughout its training and learning programmes for adults. It is also committed to empowering young children, through its early childhood curriculum, promoting their right to be strong, resilient and listened to.

### ***Training***

- We seek out training opportunities for all adults involved in the setting to ensure that they are able to recognise the signs and signals of possible physical abuse, emotional abuse, sexual abuse and neglect and that they are aware of the local authority guidelines for making referrals.
- We ensure that all staff know the procedures for reporting and recording their concerns in the setting.

### ***Planning***

- The layout of the rooms allows for constant supervision. No child is left alone with students, trainees or volunteers in a one-to-one situation without being visible to others.

### **Curriculum**

- We introduce key elements of keeping children safe into our programme to promote the personal, social and emotional development of all children, so that they may grow to be *strong, resilient and listened to* and that they develop an understanding of why and how to keep safe.
- We create within the setting a culture of value and respect for the individual, having positive regard for children's heritage arising from their colour, ethnicity, languages spoken at home, cultural and social background.
- We ensure that this is carried out in a way that is developmentally appropriate for the children.

### **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 Local Safeguarding Children Board.

### **Support to families**

- We believe in building trusting and supportive relationships with families, staff and volunteers in the group.
- We make clear to parents our role and responsibilities in relation to child protection, such as for the reporting of concerns, providing information, monitoring of the child, and liaising at all times with the local children's social care team.
- We will continue to welcome the child and the family whilst investigations are being made in relation to any alleged abuse.
- We follow the Child Protection Plan as set by the child's social care worker in relation to the setting's designated role and tasks in supporting that child and their family, subsequent to any investigation.
- Confidential records kept on a child are shared with the child's parents or those who have parental responsibility for the child in accordance with the Confidentiality and Client Access to Records procedure and only if appropriate under the guidance of the Local Safeguarding Children Board.

### **Mobile Phones**

- Whilst working on nursery premises, staff must not have their mobile phone on their person under any circumstances.
- Phones must be locked in staff lockers and kept on silent or turned off completely. The staff room is also locked when not in use.
- The only place where mobiles are allowed to be used is in the staffroom and ONLY on allocated breaks.

- Students, volunteers and visitors are NOT permitted to have their mobile phone on their person and parents are advised not to use mobile phones whilst in nursery.
- Text-a-smile is the only mobile phone that is permitted to be used in the nursery. This is a nursery mobile phone and there must be 2 people present at times of using the mobile phone to take photos and send to parents. Texting parents is discouraged and if seen necessary is done in the nursery office not within the children's rooms.
- All staff and students have a duty to safeguard children and if they are concerned or witness this policy being abused; they have a responsibility to inform the Nursery Manager immediately.

### **Cameras**

- To safeguard children, the **only** cameras/ipads/phones (any device that can take photographs and videos) that are allowed be used in the nursery are nursery cameras and only to be used by staff members. On occasions, students will be allowed to use the nursery cameras to take photos for the purpose of helping a member of staff with observations etc. An allocated member of staff will monitor the student.
- The photos are stored on the device and deleted once used for their purpose e.g displays in nursery, for children's observations/records. Photos may be stored on the computer hard drive but will be deleted within 3 years. The computer is in the nursery office, the door is closed when the office is not in use and the door is locked every night.
- At parties, special occasions and on trips; only staff will take photos, parents will not be allowed to use their own personal cameras at any time, **unless prior consent has been given by all of the children's parents/guardians**, copies of photos can be given to parents after the event.

### **Social Media/Networking**

- To safeguard children, staff and parents we ask that when using social networking sites staff and parents do not request to be friends with each other.
- Under no circumstances must staff and students attempt to find or accept any invitation of friendship from parents within the nursery. We must maintain a professional working relationship with all service users.
- Staff must not access these social-networking sites, unless on an allocated break, either in the staffroom or off site.
- Staff must not display anything about the nursery that may be detrimental to its running.
- There must be no photos of employees who are members on social network sites when dressed in uniform. Any unsuitable posts employees put on social media sites could jeopardise your employment with Siblings Nurseries North East Ltd.

*Please see the full policy for mobile phones, cameras and social media sites.*

This policy was adopted at a meeting of	Siblings Nursery
Held on	<hr/> 7/7/2011 reviewed annually
Last Reviewed	<hr/> July 2015
Date of next review	July 2016
Reviewed	March 2016
Next review date	March 2017
Signed on behalf of Siblings Nurseries North East Ltd	<hr/>
Name of signatory	<hr/> Ms Joanne Anderson
Role of signatory (e.g. chair/owner)	<hr/> Nursery Manager/Director
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