



SHANKLEA EYFS

Safeguarding Policy and Procedure

Policy Control Details			
Date policy approved:	September 2020		
Prepared by:	Helen Brown	Signature	Date
Approved for issue by:	Gareth Pearson	Signature	Date
Review period:	1 year		
Review required by:	September 2021		
Responsibility for review:	EYFS Manager		

Safeguarding Policy and Procedure

Early Years Foundation Stage

General welfare requirement: Safeguarding and Promoting Children's Welfare, Documentation and Organisation.

EYFS principles: Unique Child, Positive Relationships and Enabling Environments.

Outcome: Stay Safe.

Statement

The Children Act 1989 states that the child's welfare is paramount and that every child has the right to protection from abuse, neglect and exploitation.

The aim of the Child Protection and Safeguarding Children Policy and Procedures are to safeguard and promote the welfare of children by:

Prevention

All staff will endeavour to ensure that all children using the setting do so safely and appropriately, and are treated with respect and understanding. Shanklea Nursery will organise its routines and activities for children with a **preventative**, safeguarding purpose in mind.

All staff will undergo an enhanced **Criminal Records Checks (CRB)**

New Safeguarding Regulations introduced in 2009 continue to apply whilst the coalition Government review this scheme. It includes:

A person who is barred from working with children or vulnerable adults will be breaking the law if they work or volunteer, or try to work or volunteer with those groups.

An organisation, which knowingly employs someone who is barred to work with those groups, will also be breaking the law.

Our organisation works with children and if we dismiss a member of staff or volunteer because they have harmed a child or we would have done so if they had not left we must tell the Independent Safeguarding Authority.

Protect

Shanklea Nursery will take all reasonable steps to **safeguard** and **protect** the rights, health and well being of all children who are in our care. Shanklea Nursery follows the main school's Child Protection Policy.

Support

Child Protection training is mandatory for all staff and will be part of their induction programme. The designated safeguarding officer is Head Teacher Mrs H Brown who will ensure that the staffs knowledge, understanding and practice of safeguarding children is current and up to date at all times. Where gaps are identified support and training will be mandatory. We recognise that child protection issues can be emotive and the designated safeguarding officer will offer support to any member of staff affected by this policy, whether directly or indirectly.

Shanklea Nursery fully recognise its responsibilities for child protection. We intend to create an environment in which children are safe from abuse and in which any suspicion of abuse is promptly and appropriately responded to. Our fundamental responsibility is the welfare and well being of the children in our care.

The designated Child Protection Officers for Shanklea Nursery in order of senior ship are:
Head Teacher Mrs H Brown
Deputy Head Teachers Mrs Greenwood and Mrs Baxter
EYFS Leader Kay Laughton
Other Staff who have had training Mrs L Connelly and Mrs D Fenwick Dunn
All staff in the EYFS undergone Child Protection training.

In order to do this we:

- Develop and implement procedures for identifying and reporting cases, or suspected cases of abuse, **including procedures to be followed in the event of an allegation being made against a member of staff or volunteer.**
- Ensure we practice **robust recruitment procedures** in checking the suitability of staff/volunteers/students to work with children, this will include regular **CRB checks.**
- Ensure all staff have read and understood the child protection policy and procedures.
- Our designated senior person for child protection Mrs H Brown who ensures all staff are confident in their knowledge, role and responsibilities.
- Ensure all staff have completed the online Child Protection training.
- Ensure every staff member (including temporary/supply staff/students) know who the designated child protection officer is.
- Ensure all staff understand all their responsibilities in being alert to the signs of abuse and their responsibility for referring any concerns to the designated child protection officer.
- Involve parents/carers wherever possible and ensure they have an understanding of the responsibilities placed on Shanklea Nursery (staff) for safeguarding children by setting out its obligations in the policy and procedures file
- Raise awareness of child protection issues and equipping children with skills needed to keep themselves safe.
- Ensure staff are positive role models to children and other members of the team and never engage in rough, physical or sexual provocative games.
- Ensure staff do not engage in any inappropriate touching.
- Staff will ensure that, if any form of manual or physical support is required (see physical intervention policy) it is provided as a last resort and done openly and appropriately, and that children are always consulted and their agreement gained (taking age and development into account).
- Develop effective links with relevant agencies and co-operate as required with any enquires regarding child protection matters including attendance of case conferences.
- Records will be kept on CPOMS and recorded by all staff members
- Establish a safe environment in which children can learn and develop, particularly with their confidence and self esteem and to provide opportunities to achievement in accordance with the Statutory Every Child Matters Framework which are Being Healthy, Staying Safe, Enjoy and Achieve, Positive Contributions and Economic Well Being.

- Support children who have been abused in accordance with his/her agreed child protection plan.

The above guidance is not considered an exhaustive list. If staff have any concerns regarding the appropriateness of any practice/action they should contact the designated child protection officer and EYFS Leader.

Shanklea EYFS recognise that because of the day to day contact with children, staff are well placed to observe the outward signs of abuse.

Therefore we will:

- Establish and maintain an environment where children feel secure, are encouraged to talk and are listened to.
- Ensure children know that there are adults (Key Person) in the Nursery whom they can approach if they are worried.
- Include opportunities in the curriculum to develop the skills they need to recognise and stay safe from abuse.

Intimate/Personal Care

Children's dignity will be preserved and a level of privacy ensured.

The normal process of nappy changing see Intimate/Personal Care policy should not raise child protection concerns. A second member of staff must be available to supervise the nappy changing process to ensure that abuse does not occur and so ensure that staff do not leave themselves vulnerable and will always work in an open environment by avoiding private or unobserved situations, by closing doors to toilet areas.

Use of Mobile Phones and Camera's

It is prohibited for any staff to use their mobile phones to take pictures of the children attending Shanklea-Nursery. Written consent will be gained by all parents/carers before any photographs are taken

Confidentiality

Child protection concerns are kept confidential and only shared with people on a "need to know" basis.

Parental Partnership

Parents must notify the Nursery regarding any concerns they may have about their child and any accidents, incidents or injuries affecting the child, which will be recorded. (see Working with Parents policy)

Child Protection is About us all Working Together for the Well Being of All Children.

Physical Abuse

Any sign of a mark or an injury to a child will be discuss with the parent and recorded when they arrive, should there be any queries or concerns regarding the injury we will notify the Local Authority's Initial Response Team.

Emotional Abuse

If we feel that there is an extreme adverse affect of behaviour or emotional development, caused by severe ill treated or rejection, we will discuss this with the parents and this will be recorded. Should the abuse be persistent or we have any queries or concerns, we will notify the Local Authority's Initial Response Team.

Sexual Abuse

If we witness occasions where a child may indicate sexual activity through words, play, drawing or inappropriate knowledge of adult sexual behaviour we will refer the matter the Local Authority's Initial Response Team.

Neglect

If we have good reason to suspect there has been persistent or wilful neglect of a child (i.e. Exposure to any kind of danger, including cold and starvation) which results in serious impairment of the child's health or development, including failure to thrive, we will discuss our concerns with the parent and record the outcome. Should there be any queries or concerns, we will notify the Local Authority's Initial Response Team.

