

Safeguarding / Child Protection

We believe that all children have the right to be in a safe environment both in our setting and at home and in the community. At all times we will act in the best interest of the children to protect them from harm.

IT IS EVERY STAFF MEMBERS RESPONSIBILITY TO SAFEGUARD AND PROMOTE THE WELLBEING OF CHILDREN AND YOUNG PEOPLE IN THEIR CARE.

- We will ask parents to share information with us to enable us to meet the needs of their child. If information that was shared gave staff concerns about the safety or welfare of a child, then we would follow our Local Safeguarding Children Board Policy.
- We will promote children's health by providing for their emotional and physical health through the activities and experiences we provide in their daily routines and learning opportunities.
- We will have good hand washing and toileting routines and regularly discuss the importance of this with the children, we also plan activities to promote and talk about the children's bodies as they grow.

Responding to suspicion of abuse

If any staff member is concerned about a child's welfare they should share their concerns with the Designated Safeguarding officer who will then follow the correct procedure in line with Wirral's Local Safeguarding Children Board. We will follow the procedure for referral in the "What to do if your worried a child is being abused" booklet.

Significant changes in a child's behaviour, physical appearance or general wellbeing will be investigated. Parents will normally be the first point of reference, although suspicions in which we feel the child will be in greater harm will be referred as appropriate. Any suspicions and investigations will be kept confidential and shared only with those who need to know.

Existing Injuries

All injuries will be recorded on an existing injury form. If a child is brought into nursery with an injury a staff member will record this on the body map with the parent's / carers explanation, the parent / carer will then be asked to sign the form, which will be kept in the children's file.

If a child is noticed to have an injury when the parent / carer has left, this will be recorded and dependant on the injury the parent / carer will be contacted by telephone or asked about this when they collect their child.

Managing a staff allegation of suspicion or abuse

Any suspicions or allegations that arise must be discussed with the named Designated Safeguarding officer. If the concern involves the DSL advice should then be sought from the nursery providers or the Local Authority Designated Safeguarding Officer. Pamela Cope on 0151-666-5525 can be contacted directly. Advice will be sought from the Local Authority Designated Officer on procedures to follow and Ofsted will also be contacted and informed. Parents / carers whom are not already aware of the concern/allegation are to be informed, advice from the Local Authority Designated Officer is to be sought on the most appropriate way for this to be done.

The Local Authority Designated Officer must be contacted as soon as possible (but within 24 hours) and Ofsted must be informed as soon as possible (but within 24 hours).

The employee will be suspended whilst a full investigation is carried out when there is cause to suspect a child is at risk of significant harm, the allegation warrants police investigation or the allegation is so serious it warrants grounds for dismissal. Any relevant information will be referred to the Disclosure and Barring Service.

Our Safeguarding policy will be regularly reviewed to ensure that Eversley Nursery School is complying with the requirements of the Wirral Local Safeguarding Children's Board.

To protect children

Staffing All applicant's voluntary or paid, will be interviewed before an appointment is made and will be asked to provide proof of identity and at least two references (one being from current or last employer) which will be followed up. In the case of applicants with unexplained gaps in their employment history, or who have moved rapidly from one job to another, explanations will be sought.

All staff will have to undergo an Enhanced with checks Disclosure and Barring Service Check which will include checking if someone is included in the 2 DBS 'barred lists' of individuals who are unsuitable for working with children. Only staff who have undergone an Enhanced DBS check and are deemed suitable will have unsupervised access with the children.

All appointments, will be subject to a probationary period and will only be confirmed when the nursery is confident that the applicant can be trusted with children.

The nursery Manager will not take up their role until the proprietors are certain that they can fulfil this role.

Parents If when a child is collect staff suspect that it is not safe to let a child leave due to the person collecting being too young / old, unknown to the setting or under the influence of drink / drugs staff will not allow the child to leave. Parent / carer or somebody from the individual child's contact list will be contacted to collect child. If nobody is available, the Central Advice and Duty Team will be contacted or the police. We cannot stop parents who have parental responsibility collecting their children without the say so of a court order or children's services or unless we feel there is a significant safeguarding reason.

Training All members of staff will be qualified to a minimum level two qualification in Children's care learning and development or will be working towards the qualification. One member of staff is fully trained and holds the 'Designated Safeguarding Officer' title. All staff will be introduced to the Local Safeguarding Children's Board procedure on induction and will be made aware of the procedure to follow. Nursery staff are encouraged to seek out and attend appropriate training sessions on a yearly basis to ensure that they recognise the symptoms of possible physical abuse, neglect, emotional and sexual abuse.

Good Practice Staff will not be left alone for long periods with individual children or with small groups. Adults who have completed a full DBS check will not be unsupervised with the children or will not take unaccompanied children to the toilet. The layout of the rooms of the nursery permits constant supervision. There will always be a minimum of two staff members on duty.

Volunteers or students will not be left unsupervised with the children.

Mobile phone / recording devices are not to be used within the setting. Smart watches are allowed but must not have a recording / photo app on them (please see full policies)

Review Worrying changes in children's behaviour/appearance or general well-being will be investigated. Any unexplained bruising or marks, any comments children make which give cause for concern or any deterioration in a child's well-being will be shared. Staff will receive training to recognise signs and symptoms of abuse whether physical, emotional, sexual or neglect. Parents will normally be the first point of reference, though suspicions may also be referred to the **WIRRAL INTEGRATED FRONT DOOR**. All such suspicions and investigations will be kept confidential, shared only with those who need to know.

Recording Whenever worrying changes are observed in a child's behaviour, physical condition or appearance, a specific and confidential record will be set up, quite separate from the usual on-going records of children's progress and development. The record will include timed and dated observations, describing objectively the child's behaviour / appearance, without comment or interpretation. Where possible, the exact words spoken by the child, the dated name and signature of the member of staff writing the record. Such records will be kept in a separate file and will not be accessible to anyone in the nursery other than the nursery Designated Safeguarding Officer and Deputy, the child's key person if necessary (or other member of nursery staff as appropriate) and the nursery provider with educational responsibility.

What we will do if concerned about a child

Liaise with other bodies The nursery operates in accordance with local authority guidelines. Confidential records kept on children about whom the nursery is anxious will be shared with the Integrated Front Door and individual social workers advice (606-2008) and Ofsted where necessary if the nursery Designated Safeguarding Officer, deputy and the nursery provider feel that adequate explanations for changes in the child's condition have not been provided. If a report on a child is to be made to the local authorities, the child's parents/carers will be informed at the same time as the report is made. The nursery maintains ongoing contact with the registering authority, including names, addresses and telephone numbers of individual social workers to ensure that it would be easy, in any emergency, for the nursery and the social services department to work together.

Prevent duty We are subject to a duty under section 26 of the counter terrorism and security act 2015 to have due regard to the need to prevent people from being drawn into terrorism. This duty is known as prevent duty.

We take safeguarding very seriously therefore we will

- Provide appropriate training for staff. Training will enable staff to identify children / families who may be at risk of radicalisation.
- Promote fundamental British values through everyday practice and activities focusing on personal, social and emotional development and understanding of the world.
- As with managing all our safeguarding risks, staff will be aware and alert to change in children's behaviours. The key person approach means any changes to behaviour, personalities or demeanour can be noticed quickly.
- We will take action if we observe behaviour of concern from family members / carers.
- We will work in partnership with the LSCB for guidance or support.

If any staff member has a concern about a child / family they will follow our safeguarding procedure discussing with the designated safeguarding officer who will contact the local safeguarding board if necessary.

The local police force on 101 (non emergency number) can also be contacted in confidence about any concerns and will give support and advice.

The department for education has a dedicated telephone helpline (020 7340 7264) which can be used to raise concerns relating to extremism directly. Non Urgent concerns can be raised by email to counter.extremism@education.gsi.gov.uk.

Any Safeguarding concerns are to be referred to **WIRRAL'S INTEGRATED FRONT DOOR** on 0151 606 2008 and **OUT OF HOURS** on 0151 677 6557.

**This policy was revised & updated on the 15th August 2022
Eversley Nursery School**