



Greenhouse Farm Nursery Safeguarding and Child Protection Policy

Children have the right to be protected from harm. At Green House Farm Nursery we are committed to keeping children safe and will respond to child protection concerns. This applies to all children under the age of 18 and must be fulfilled by everyone employed at the setting. We believe everyone has the responsibility to promote the welfare of all children and young people to keep them safe and to practice in a way that protects them. We will give equal priority to keeping all children and young people safe regardless of their age, disability, gender, race, religion or belief, sex or sexual orientation. Some children are additionally vulnerable because of the impact of discrimination, previous experiences, their level of dependency, communication needs or other issues.

This policy aims to outline the role that the setting will take in relation to protecting children, the procedures that staff should follow and what we must do if we have concerns about a child within our care.

We are committed to keeping children safe by:

- Listening to children and respecting them.
- Appointing nominated Persons as our designated safeguarding lead who takes lead responsibility for safeguarding at the highest level within our setting.
- Writing detailed safeguarding and child protection procedures.
- Making sure all staff and volunteers understand and follow the safeguarding and child protection procedures through regularly training and supervisions.
- Ensuring children, young people and their families know about our settings safeguarding and child protection policies and what to do if they have a concern.
- Building a safeguarding culture where staff volunteers and children know how they are expected to behave and feel comfortable about sharing concerns

The aim of this policy is:

- 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.
- To provide guidance on recognising and dealing with suspected child abuse or safeguarding concerns.
- To provide a framework for interagency communication and effective liaising.
- To identify strategies and interventions available to support children at risk.

Supporting Guidance:

The setting recognises that it must have regard to all relevant statutory and best practice guidance on child protection and safeguarding. Managers and staff should be aware of the requirements of the following guidance:

- Working together to safeguard children – this document sets out how organisations should work together to keep children safe (DFE 2023)
- Keeping children safe in education – statutory guidance for schools and colleges - this document sets out the legal duties you must follow to safeguard and promote the welfare of children and young people under the age of 18 in schools and colleges (2015 DFE)
- Inspecting safeguarding in early years, educations and skill setting (2015 DFE)
- The revised prevent duty guidance for England and Wales (DFE 2015)
- What to do if you're worried a child is being abused - this document describes the actions to take if you think a child is being abused or neglected (DFE 2015)

Copies of these documents can be accessed on our managers server in the legislation file and/or online via the government website.

Policies that support our duty to safeguard children: -

- Mobile phone and other electronic devices policy
- Internet security policy
- Safer recruitment policy

Designated persons:

The designated safeguarding leads within our setting are **Lorraine Cook** and **Rachel Parker**. Our deputies are Amie Dewe, Charlotte Howorth and Kira Ibbitson. The role is to help coordinate any concerns that are raised regarding the welfare of a child and to liaise with other professionals where appropriate, building the local authority social care for children.

The designated leads will:

- Coordinate action within the setting and liaise with social care and other agencies over cases of abuse and suspected abuse.
- Act as a source of advice within the setting.
- Ensure that staff are familiar with the provisions policies and procedures.
- Make children protection referrals, recording and reporting accordingly
- Liaise with agencies about individual cases
- organise training on child protection and safeguarding children for all staff within the setting
- Ensure that appropriate strategies for recording and reporting incidents are kept within the setting
- Provide appropriate feedback to members of staff as and when necessary.

Contact Details:

Lorraine Cook

Rachel Parker

01706218444

Procedure

To safeguard children, we will:

- adopt child protection guidelines as recommended by our Local Safeguarding Children Board and other appropriate professional bodies
- implement appropriate procedures and code of conduct for our staff team
- raise awareness with staff and parents that concerns about the welfare of a child and child protection are taken seriously, with appropriate action 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.

Staff

Staff should:

- be alert to 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.

Prevent duty

The Prevent duty became law back in 2015. This is a duty on all registered early years providers to have due regard to preventing people being drawn into terrorism and radicalization. To protect children in our care, we must be alert to any reason for concern in the child's life at home or elsewhere. This includes awareness of the expression of extremist views. All staff receive prevent duty training.

Partnerships with Parents

It is important that the provision has an established approach to working with parents. Parents' and children's need for privacy should be respected. However, the priority is the needs of the child and effective liaison is crucial for this.

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

Where possible staff should work with and share information with parents. Permission for liaison and information sharing with outside agencies should be 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.

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 party. The health, safety and protection of a child are paramount.

Abuse might fall into the categories of:

- physical
- emotional
- sexual
- neglect.
- Domestic violence

In addition to the above, staff should also be alert to the risks of other specific safeguarding issues, including:

- bullying (including cyberbullying)
- children missing education
- children missing from home or care
- child sexual exploitation (CSE)
- drug misuse
- online abuse
- fabricated or induced illness
- faith abuse
- female genital mutilation (FGM)
- forced marriage
- gangs and youth violence
- gender-based violence/violence against women and girls
- hate crime
- "honour" based violence
- radicalisation
- human trafficking.
- County lines and cuckooing

Note:

This list is not fully inclusive, and staff should refer to appropriate statutory guidance such as *Working Together or Keeping Children Safe in Education*.

Staff should 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.

More details on how to recognise signs of abuse are included in the staff handbook.

Policy on Dealing with Suspected Abuse

All staff should refer concerns to the designated person as soon as possible. In the meantime, they should:

- 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.

Where the staff member suspects that a child is being abused, they should:

- immediately tell their manager or the designated person for safeguarding and child protection about their concerns
- make factual notes of what has occurred, using the child's own words where relevant, and any action taken.

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 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 it must be confirmed in writing within 48 hours. Children's social care should 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, contact children's social care again.
- Under no circumstances confront the abuser. 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 be careful in subsequent discussions and ensure that information is only given to the appropriate person. All staff should be kept aware of issues relating to confidentiality and the status of information they may hold.

This policy will be reviewed annually.

Signed;



Date: December 2023

