



Safeguarding and Child Protection Policy

Child protection is the responsibility of all adults working with children. South Gloucestershire social services department, supplies support for families whose children are in need of safeguarding to promote their welfare and upbringing.

Our designated safeguarding/child protection officer is Julie Norcombe.

Our designated deputy safeguarding/child protection officer is Nic Bennett

All staff members are aware of the possible signs of abuse or neglect and of the additional barriers that exist when recognising signs of children who have special educational needs and/or disabilities. Staff know the procedure for dealing with suspected cases.

If a child arrives at nursery with injuries the staff should:

- Ensure immediate medical attention if necessary.
- If possible ask the parent/carer how the injury occurred – explanations, however puzzling should be accepted and accusations should not be made.
- Make a written record, including drawings/diagrams of observations and explanations given.
- Have a witness wherever possible.
- If you suspect the injuries have been caused by assault or by failure to protect the child you must tell the member of staff in charge.
- The manager will then contact social services or the emergency duty team out of office hours.

If through conversation or other contact with the child you have cause to suspect physical, sexual or emotional abuse or neglect of a child:

- Listen to what the child says – be comforting and sympathetic. It is particularly important not to make any suggestions to the child except to clarify what he/she is saying.
- On the 'record of concern' form, write down exactly what the child says, or what actions concern you, and what you have said in response. Sign and date this.
- Do not make assumptions about who the allegation may concern. If a member of staff may be involved, appropriate steps must be taken to ensure the safety of the child and other children.
- Inform the member of staff in charge who will contact the duty social worker or the emergency duty team out of hours.

Once a child has been referred to social services they will make an assessment of the child's needs. Staff may be required to provide statements and attend an initial child protection conference. Further child protection guidance can be located in the 'Child Protection Folder'

As a setting we will ensure that the Designated Safeguarding Lead/Child Protection officer will keep up to date with current legislation and attend up to date training at least every two years. Training will be cascaded to staff at staff meetings as a refresher, annually.

Staff recognise that children may be abused in a family or in an institutional or community setting; by those known to them or, more rarely, by others (e.g. via the internet). They may be abused by an adult or adults, or another child or children.

Staff are aware of Female Genital Mutilation (FGM) and know that it is a form of abuse. They are aware of the statutory duty to report incidents to the settings safeguarding/child protection officer and ultimately to the Local safeguarding children's board on 01454 866000 - Monday to Friday 9am - 5pm

Staff are aware of what constitutes domestic abuse or violence, recognise the signs and know what to do if they suspect a case.

Staff have knowledge of The Prevent Duty, actively promote British Values within the setting and are alert to the signs of Radicalisation. They have completed on line training to this affect and know how to raise a concern. The Department for Education has a dedicated telephone helpline to enable staff to raise concerns relating to extremism directly (020 7340 7264)