

University of Warwick Nursery

POLICY STATEMENT ON SAFE GUARDING CHILDREN

Children learn best when they are healthy, safe and secure, when their individual needs are met, and when they have positive relationships with the adults caring for them.

Working with the advice provided in the Revised Prevent Duty Guidance: for England and Wales and Inspecting Safe guarding in Early Years, Education and Skills Settings guidance documents, the nursery has a duty to take all necessary steps to keep children safe and well and as such we will ensure that we will adhere to our policies to ensure children are safe guarded, that the people looking after the children are suitable to do so, and that we promote good health and behaviour within the nursery.

The Nursery has a duty to be aware that abuse does occur in our society. This statement lays out the procedure that will be taken if we have reason to believe that a child in our care is subject to either emotional, physical or sexual abuse or neglect.

Our prime responsibility is the welfare and well being of all children in our care. As such we believe we have a duty to the children, parents/main carers and staff to act quickly and responsibly in any instance that may come to our attention.

The Nursery has a duty to report any suspicions of children at risk to the local authority. The Children Act 1989 (Section 47(1)) places a duty on the Local Authority to investigate such matters. The Nursery will follow the procedures set out by the Coventry Safe guarding Children Board and in the Government's statutory guidance "Working Together to Safeguard Children" and as such will seek the advice of the Coventry Safe guarding Children Board on all steps taken subsequently. We will also follow the guidance set out in the Statutory Guidance to the Early Years Foundation Stage (revised 2017), and in the Inspecting Safe guarding in Early Years Education and Skills Settings (DFE Aug 2016).

Every member of Nursery staff has a duty ensure their knowledge of the indicators of abuse, and how to sensitively manage any suspicions or accusations of abuse are continuously up dated. To this end every member of staff must attend safe guarding training annually. This training will be provided by our own, in house, qualified, safe guarding trainer.

Where staff have concerns about the care of a child a Safe Guarding Action Record (Reflective Journal) will be opened. This will be used to record all incidents that cause concern about a child. The entries kept in this journal may support a decision to progress safe guarding concerns to the LADO at a late date.

At all times the designated member of staff when dealing with suspected child abuse will be the Nursery Manager, or in her absence a senior member of staff, who is responsible for the sensitive management of any accusations of abuse made.

Should an accusation of abuse be made the nursery will work to ensure that all investigations will be carried out in accordance to the nursery confidentiality policy.

The designated member of staff will provide support, advice and guidance to the nursery staff on an on-going basis, and on specific safe guarding issues when necessary.

It must be noted that in some circumstances it may necessary to share information with other agencies before informing parents in order to safeguard the child.

Where an accusation of abuse is made about a child, or where a child discloses an abuse, whether in the home or in the nursery or elsewhere, the University's Safe Guarding officer must be contacted and informed of the accusation.

Below are definitions of the most common forms of abuse and our recommended procedure in responding to the abuse.

Physical Abuse

Action will be taken under this heading if the staff have reason to believe that there has been a physical injury to a child, including deliberate poisoning, hitting, shaking, throwing, burning or scalding, drowning, suffocating or otherwise causing physical harm to a child or where there is definite knowledge or reasonable suspicion that the injury was inflicted or knowingly not prevented.

Procedure

- a. Any sign of a mark/injury to a child when they come into the Nursery will be recorded.
- b. The incident will be discussed with the parent/main carer.
- c. Such discussions will be recorded and the parent/main carer will have access to such records.
- d. If there appear to be any queries regarding the injury the Local Authority will be notified.

Sexual Abuse

Action will be taken under this heading if the staff team have witnessed occasions where a child indicated sexual activity through words, play, and drawing or had an excessive pre-occupation with sexual matters or had an inappropriate knowledge of adult sexual behaviour.

Sexual abuse is defined by the Safe guarding Children Authority as; forcing or enticing a child or young person to take part in sexual activities, including prostitution, whether or not the child is aware of what is happening. The activities, may involve physical contact, including penetrative or non-penetrative acts (including rape, buggery or oral sex). They may include non-contact activities, such as involving children in looking at, or in the production of, sexual online images, watching sexual activities, or encouraging children to behave in sexually inappropriate ways.

Procedure

- a. The observed instances will be reported to the Nursery Manager.
- b. The matter will be referred to Social Care.

Emotional Abuse

Action will be taken under this heading if the staff team have reason to believe that there is a severe, adverse effect on the behaviour and emotional development of a child caused by persistent or severe ill treatment or rejection.

Emotional abuse is the persistent emotional maltreatment of a child such as to cause severe and persistent adverse effects on the child's emotional development. It may involve conveying to the child that they are worthless or unloved, inadequate, or valued only insofar as they meet the needs of another person. It may feature age or developmentally inappropriate expectations being imposed on children. These may include interactions that are beyond the child's developmental capability, as well as over protection and limitation of exploration and learning, or preventing the child participating in normal social interaction. It may involve seeing or hearing the ill-treatment of another. It may involve serious bullying, causing children frequently to be frightened or in danger, or the exploitation or corruption of children. Some level of emotional abuse is involved in all types of maltreatment of a child, though it may occur alone.

Procedure

- a. The concern will be discussed with the parent/main carer.
- b. Such discussion will be recorded and the parent/main carer will have access to such records.
- c. If there appears to be any queries regarding the circumstances, the matter will be referred to the Local Authority.

Neglect

Neglect is the persistent failure to meet a child's basic physical and/or psychological needs, likely to result in the serious impairment of the child's health or development. Neglect may occur during pregnancy as a result of maternal substance abuse.

Once a child is born, neglect may involve a parent or carer failing to:

- Provide adequate food, clothing or shelter (including exclusion from home or abandonment)
- Protect a child from physical and emotional harm or danger
- Ensure adequate supervision (including the use of inadequate care-givers)
- Ensure access to appropriate medical care or treatment.

It may also include neglect of, or unresponsiveness to, a child's basic emotional needs.

Procedure

- a. The concern will be discussed with the parent/main carer.
- b. Such discussions will be recorded and the parent/main carer will have access to such records.
- c. If there appears to be any queries regarding the circumstances the Local Authority will be notified.

Statement

It is the policy of the Nursery to provide a safe and secure environment for all children.

It aims to:

- Ensure that children are never placed at risk while in the charge of the Nursery staff.
- Ensure that confidentiality is maintained for as long as it is safe to do so. However, it should be acknowledged that information on a child will only be shared on a need to know basis.
- Ensure that children are listened to and believed in the event of a disclosure.
- Ensure that parents/main carers are treated fairly and supported.
- Revise staff awareness to Child Protection issues and procedures
- Ensure all staff are familiar with the Coventry Safe guarding Children's Board guidelines and this policy.
- The Nursery will act swiftly and will co-operate fully with the Coventry Safe guarding Children Board if an accusation of abuse is made against a member of staff or volunteer in the Nursery.
- Regularly review and update this policy.
- Ensure that all staff attends Safe guarding training. In house training will be provided to ensure that every member of staff is able to identify possible signs of abuse and is able to respond and act at the earliest opportunity.
- Ensure that Criminal Records Bureau Enhanced Disclosure checks are carried out on all paid staff and that until these are completed staff will not have unsupervised access to children.
- There is a professional abuse policy in place for allegations made against a member of staff which should be considered in conjunction with this policy.
- There is a setting policy on the use of mobile phones and cameras which should be considered in conjunction with this policy.

University Safe Guarding Officer: Internal 74774

Coventry Safe Guarding Children Board Helpline: 02476 833443

Emergency Duty Team: 02476 832222 (out of hours)

West Midlands Police Child Protection Team: 02476 539044

Children's Social Care Referral and Assessment Service: 0247678855