

## **Safeguarding Children Policy**

Our Safeguarding Children Policy considers the Safeguarding and Welfare Requirements of the Early Years Foundation Stage (EYFS) Statutory Framework April 2017 and Inspecting Safeguarding in Early Years Education and Skills Settings September 2016.

Early Years settings have a duty to ensure that their physical environment is safe for babies, children, young people and vulnerable adults to learn and develop that keeps them from harm or at risk from harm. Bloom Day Nursery aims to provide a setting where children's learning and welfare is promoted and timely safeguarding action is taken to ensure the safety of children who may be at harm or likely to be at harm. The Statutory Guidance "Working together to Safeguard Children" March 2015 applies to all organisations and professionals who provide services to children.

There are four aspects to safeguarding and promoting the welfare of children as detailed in the Working Together to Safeguard Children HM Government March 2015. They detail that arrangements are in place for:

- Protecting Children from maltreatment
- Preventing impairment of children's health or development.
- Ensuring children are growing up in circumstances consistent with the provision of safe and effective care.
- Taking action to enable all children to have the best outcomes.

The Statutory Framework for the Early Years Foundation Stage April 2017 Safeguarding and Welfare 3.1 – 3.8 details all necessary standards for keeping children safe, healthy and secure.

Safeguarding children's welfare covers more than the contribution made to child protection in relation to individual children. It also encompasses matters such as health and safety and bullying (about which there are specific statutory requirements), together with a range of other issues, for example, arrangements for meeting the medical needs of children, providing first aid, educational visits, intimate care routines, On-Line safety, security of the premises, drugs and substance misuse etc...

In terms of this policy, "child, children and young people" mean those under the age of 18 as defined by The Children Act 1989 & 2004. This policy applies to all children, employed staff members, volunteers, visitors and students on placements within this age group. Everyone has legal responsibility to take seriously any safeguarding concerns that come to their attention and follow the procedures given.

Bloom Day Nursery have effective safeguarding and staff behaviour policies that are regularly reviewed with staff members so that they are fully aware of all up to date legislations. Termly Safeguarding Audits to refresh staff member's knowledge are completed and any changes to policy or procedures are reviewed.

Anyone who has any concerns must report them by contacting the Designated Person for Safeguarding at Bloom Day Nursery: *Pamela Makin, Nursery Manager*.

All children have an absolute right to a childhood free from abuse, neglect or exploitation. All children have an equal right to protection from abuse, neglect or exploitation. Parents have a right to be informed about any concerns about a child's welfare or any action taken to safeguard and promote a child's welfare, providing this does not compromise the child's safety. Children are best protected when professionals work effectively together and share responsibility for protective action.

Where there are possible concerns about a child's safety, unconditional confidentiality cannot be guaranteed and should not be offered. When a child is subject of a child protection plan, information about the child and his/her circumstances should only be shared on a "need to know" basis.



Bloom Day Nursery believes that the best outcomes for children are achieved generally when professionals can work effectively in partnership with parents/carers. This belief holds equally in relation to safeguarding children and other concerns about children's wellbeing. The Nursery will always share with parents/carers any information or concerns that they have about their children at the earliest opportunity. The only exception to this would be where it was felt that such communication might compromise the child's safety. If any child is felt to be in need of protection and becomes the subject of a child protection plan, parents/carers should regard Bloom Day Nursery as a source of advice and support.

Any child protection or safeguarding concerns are shared immediately with the local authority where a child currently resides, if an allegation is against a member of staff then the local authority in which our nursery is registered will be fully informed.

If Bloom Day Nursery suspects that a child has been subjected to abuse or neglected or that this is likely, it has a duty to refer these concerns to Trafford Safeguarding Children's Board or Police. In these circumstances the Multi-Agency Safeguarding Children procedures apply (see Framework for Action). Bloom Day Nursery Key Carers should use the Framework for Action and seek advice and guidance with other professionals from an appropriate agency. Bloom Day Nursery will keep confidential records of their concerns and actions taken.

It is important to remember that a request for advice and guidance from the Safeguarding Unit is an expression of concern about a child's welfare. It is not an accusation or a presumption about a parent/carer. To avoid any misunderstandings, parents of children who sustain accidental injuries, which result in cuts/bruises/fractures, should inform Bloom Day Nursery on arrival so the necessary documentation can be completed.

Children who are already known to services and are receiving support will be monitored by Bloom Day Nursery team members. Key Carers will receive training, support and advice from the authorities involved in a particular children's welfare. Bloom Day Nursery will work in partnership with external agencies and will attend all associated meetings regarding a family who are in receipt of social care services or subject to a multi-agency plan and adhere to all confidentiality agreements.

If at any time an allegation of abuse involving a member of the Bloom Day Nursery team arises, the allegation must be reported to the nominated Safeguarding Officer, Pamela Makin, immediately.

This includes allegations that a team member behaved in a way that has harmed or may have harmed a child, possibly committed a criminal offence against or relating to a child, behaved towards a child in a way that indicates he/she is unsuitable to work with children. Further information can be sourced from: <http://greatermanchesterscb.proceduresonline.com/p-man-allegations.html>.

On receipt of such an allegation the Nominated Safeguarding Officer will contact the Local Authority's Designated Officer (LADO) **Anita Hopkins** within 24 hours and seek advice on the way forward. If the LADO is unavailable then Trafford Safeguarding Children's Board can be contacted for further assistance and/or Police. Further to this information will be passed onto the Disclosure and Barring Service and Ofsted.

All staff need to know that inappropriate behaviour with or towards children is unacceptable. It is not realistic to suggest that the nursery team should never have physical contact with a child/children, however, nursery team members must be mindful of their own vulnerability when dealing with children, particularly in a one to one situation. Babies and children form close emotional bonds with our team here at Bloom and learn to express their physical and emotional well-being. Staff are aware of what is acceptable and safe behaviour when working with children and use



effective distraction techniques when dealing with children who may be at risk of harming themselves or others. All incidents, accidents and existing injuries are fully recorded on the appropriate paperwork and regularly audited for patterns or places of injury within the premises.

The statutory framework for the Early Years Foundation Stage April 2017 states the requirements for suitable people 3.9 - 3.13 and is underpinned by the Inspecting Safeguarding in Early Years, Education and Skills Settings issued September 2016.

Safe recruitment practice means that Bloom Day Nursery will ensure that all persons, including volunteers, who come into direct contact with children, will have undergone a rigorous DBS checking process. That process will scrutinise applicants, verifying their identity and any academic or vocational qualifications, obtain professional and character references, check previous employment history and will ensure that a candidate has the health and physical capacity for the job. Normally, a face-to-face interview will be conducted, together with mandatory checks as required by the DBS. Any persons employed within Bloom Day Nursery undergoing criminal proceedings and/or convictions will have their employment suspended or terminated and Ofsted will be informed within 14 days if relevant and in accordance with the Statutory Framework for the Early Years Foundation Stage April 2017 3.14 – 3.18 All Staff recruitment and vetting is in-line with the protocol set out in the Inspecting Safeguarding in Early Years, Education and Skills Settings issued September 2016. All staff members complete a Staff Suitability Questionnaire at each termly staff supervision and this is conducted by a member of the management team and signed by all parties.

Those adults that use technology with children including tablets, huddles, laptops and computers and internet are using protected websites and children are always under close adult supervision. Staff are fully aware that technology use is to be fully supervised and used for teaching and educational purposes. We use these learning opportunities to teach internet safety. The use of other technological equipment such as mobile phones and cameras are detailed in the appropriate Bloom Day Nursery Policy including social network use. Photographs will not be shared via email to parents and photographs will only be used within children's individual learning journeys and for nursery display purposes. Parents are required to give written consent at the time of induction.

This policy compliments the Prevent Duty Guidance 2015 which details advice for schools and childcare providers to keep children and learners safe from the dangers of radicalisation and extremism. Staff members at Bloom have/will complete the Channel Awareness Programme.

Contact Telephone Numbers:

Pamela Makin Designated Officer:	07799385236
Multi Agency Referral Assessment Team:	0161 912 5125
Trafford Safeguarding Child Protection Team	
North Area:	0161 912 5124
Out of hours (before 8.30am/after 4.30pm)	0161 912 2020
Police:	0161 872 5050

Date of Review: March 2018