



# Fairytales Day Nursery

## Child Safeguarding policy

Fairytales Day Nursery fully recognises its responsibilities for child protection.

Our policy applies to all staff and volunteers working within the setting. The five main elements to our policy are to:

- ❖ Ensure we practice safe recruitment in checking the suitability of staff and volunteers to work with children
- ❖ Raise awareness of child protection issues and equip children with the skills needed to keep them safe
- ❖ Develop and implement procedures for identifying and reporting cases, or suspected cases, of abuse
- ❖ Support pupils who have been abused in accordance with the agreed child protection plan
- ❖ Establish a safe environment in which children can learn and develop.

We recognise that, because of their day-to-day contact with children, Nursery staffs are well placed to observe the outward signs of abuse. The Nursery will therefore:

- ❖ Establish and maintain an environment where children feel secure, are encouraged to talk, and are listened to
- ❖ Ensure children know that there are adults in the Nursery whom they can approach if they are worried
- ❖ Include opportunities in the personal, social, emotional development (PSED) for children to develop the skills they need to recognise and stay safe from abuse.

We will follow the procedures set out by Dudley Safeguarding Children Board and take account of guidance issued by them :

- ❖ Ensure we have a designated lead Safeguarding/Child protection person and a Deputy for child protection who has received appropriate training and support for this role
- ❖ Ensure every member of staff (including temporary and supply staff and volunteers) and parents knows the name of the designated senior person responsible for child protection and their role
- ❖ Ensure all staff and volunteers understand their responsibilities in being alert to the signs of abuse and responsibility for referring any concerns to the designated senior person responsible for child protection

- ❖ Ensure that parents have an understanding of the responsibility placed on the nursery and staff for child protection by setting out its obligations in the nursery prospectus
- ❖ Notify Children's services if there is an unexplained absence of more than two days of a pupil who is on the child protection register
- ❖ Develop effective links with relevant agencies and cooperate as required with their enquiries regarding child protection matters, including attendance at case conferences
- ❖ Keep written records of concerns about children, even where there is no need to refer the matter immediately
  - ❖ Ensure all records are kept securely in locked locations
  - ❖ Develop and then follow procedures where an allegation is made against a member of staff or volunteer
  - ❖ Ensure safe recruitment practices are always followed.

We recognise that children who are abused or witness violence may find it difficult to develop a sense of self worth. They may feel helplessness, humiliation and some sense of blame. The nursery may be the only stable, secure and predictable element in the lives of children at risk. When at nursery their behaviour may be challenging and defiant or they may be withdrawn. The nursery will endeavour to support the child through:

- ❖ The content of the Planning
- ❖ The nursery behaviour policy which is aimed at supporting vulnerable children in the setting. Fairytales will ensure that the children know that some behaviour is unacceptable but they are valued and not to be blamed for any abuse which has occurred;
- ❖ Liaison with other agencies that support the children such as social services, special educational needs coordinator (SENCO), Health Visitors, General Practitioners (GP'S)
- ❖ Ensuring that, where a child is on the child protection register leaves, their information is transferred to the new school/setting immediately and that the child's social worker is informed.

Procedure to respond to suspicions, allegations or disclosures:

- ❖ Remain Calm
- ❖ Listen carefully
  - ❖ Keep any evidence intact (torn clothes, implements)
- ❖ Make a report of the conversation as soon as possible, without your interpretation. Note down times, places, people present and any other relevant information
- ❖ Seek advice from a suitably qualified professional you can trust. This will usually be the designated safeguarding officer (Debbie Latewood)

❖ Take any action to ensure the child's safety

It is our duty of care as Early Years Workers to log any findings of Abuse or Neglect within a separate incident file and discuss with the parents of the child possible causes (As long as the safety of the child is not jeopardized). If the needs denote we will endeavour to contact the local social services team and report our findings.

In the event of allegations being made against a member of staff the same policy will be followed and reported to The Dudley Safeguarding Board. The staff member in question will be suspended on full pay until the matter has been dealt with by the child protection team. If the allegations are founded dismissal procedures will be followed and a referral to the Disclosure and barring service will be made to inform them of the dismissal especially if a child was harmed or put at risk.

Fairytales work within a multi agency team which includes, The Police, Social services, GP's, Health Visitor's, Early Years and Ofsted and other services related to Safeguarding children, we are at liberty to share any information deemed necessary to support the child's well being.

As part of this team there may be instances where we have had to refer children for support which is deemed outside our area of expertise. This would always be done with parents' approval except for in the case of serious harm to a child.

It is Fairytales policy if a child's needs are ignored and support is not undertaken as directed by the nursery and other agencies, by the relevant Parent/Guardian, then the nursery place will be revoked and you will be asked to withdraw. This policy is intended to help children to live a healthy and happy life and failure to support this will be deemed as a safeguarding issue.

For any queries relating to this policy please speak to Debbie Latewood/ Sarah Counsell  
/Lisa Vickers

Emergency Duty Team 01384 818283

For further information on safeguarding children visit:

<http://safeguardingchildren.dudley.gov.uk> or <http://www.dudley.gov.uk/> -

Updated May19