Safeguarding and Child Protection Policy

(Including the Management of Allegations Against Staff)

Policy Statement

Little Monsters Day Nursery is committed to safeguarding and promoting the welfare of all children in our care. We work in line with Local Safeguarding Children Partnership (LSCP) procedures and Department for Education guidance.

We aim to create a safe, secure, and nurturing environment where children are protected from harm and feel confident to share concerns.

Safeguarding is everyone's responsibility.

Definition of Safeguarding

Safeguarding and promoting the welfare of children means:

- Protecting children from abuse and neglect.
- Preventing impairment of children's health or development.
- Ensuring children grow up in safe and supportive environments.
- Taking action to enable all children to have the best outcomes.

Types and Indicators of Abuse

Abuse may include:

Physical Abuse

- Unexplained bruises or injuries.
- Marks inconsistent with explanations.
- Fractures or burns.

Neglect

- Poor hygiene.
- Inadequate clothing.
- Untreated medical needs.
- Poor nutrition.

Emotional Abuse

- Low self-esteem.
- Withdrawal.
- Excessive attention-seeking.
- Anxiety.

Sexual Abuse

- Inappropriate sexual behaviour.
- Sudden changes in behaviour.
- Pain or irritation in genital areas.
- Fear of certain people.

These indicators do not confirm abuse but may require further investigation.

Our Aims

We aim to:

- Protect children from harm.
- Promote children's self-confidence and resilience.
- Support children to express their feelings safely.
- Work in partnership with parents and professionals.
- Raise awareness of safeguarding among staff and families.
- Provide a safe environment through effective risk assessment and supervision.

Designated Safeguarding Leads (DSL)

- **Designated Safeguarding Lead (DSL):** Manager – Shweta Ganger
- **Deputy DSL:** Jaspreet Giller

The DSL is responsible for:

- Liaising with external agencies.
- Making referrals.
- Supporting staff.
- Ensuring records are maintained.
- Keeping training up to date (minimum every 2 years).

Staff Training and Induction

All staff, students, and volunteers:

- Receive safeguarding training at induction.
- Receive regular updates.
- Understand signs of abuse.
- Know reporting procedures.
- Have access to safeguarding policies.

Safer Recruitment and DBS Checks

We ensure:

- Enhanced DBS checks for all staff and volunteers.
- Two references obtained.
- Health declarations completed.
- Probationary periods applied.

Staff awaiting DBS clearance are always supervised and do not undertake intimate care.

Disqualification by Association

All staff complete suitability declarations.

Where disqualification applies, Ofsted is notified within 14 days.

Declarations are reviewed regularly through supervision and appraisal.

Supervision and Support

All staff receive regular supervision and appraisal to:

- Discuss children's welfare.
- Reflect on safeguarding concerns.

- Identify training needs.
- Promote professional practice.

Visitors and Site Security

- All visitors sign in and out.
- Identification is checked.
- Visitors are always supervised.
- Access is controlled.

Confidentiality and Information Sharing

Information is:

- Stored securely.
- Shared only on a “need-to-know” basis.
- Shared with appropriate agencies where required.

Children are informed sensitively when information must be passed on for their safety.

Responding to Concerns About a Child

All staff must:

1. Listen carefully.
2. Remain calm.
3. Reassure the child.
4. Not promise confidentiality.
5. Avoid leading questions.
6. Record information promptly.
7. Report to the DSL immediately.

Recording Concerns and Disclosures

Records include:

- Child’s name and age.
- Date and time.
- Details of concern.
- Exact words used.
- Body map (if required).

- Actions taken.
- Signatures.
- Review dates.

Records are stored securely and confidentially.

Referral Procedures

Where a child is at risk:

- The DSL contacts Children's Social Care.
- Referrals are followed up in writing.
- The setting cooperates with investigations.
- Police are contacted in emergencies.

Informing Parents

Parents are informed unless:

- Doing so places the child at further risk.
- Advised otherwise by safeguarding agencies.

Mobile Phones, Cameras, and Technology

Personal devices are not used in childcare areas.

Mobile phones are stored securely during working hours.

Only approved nursery devices may be used for photographs.

Working with Other Agencies

We:

- Follow LSCP guidance.
- Work with social care, health, police, and education.
- Notify Ofsted of serious incidents and allegations.
- Maintain contact with NSPCC and local services.

Managing Allegations Against Staff

All allegations are taken seriously.

If an allegation is made:

- The staff member is not left unsupervised.
- The DSL contacts the LADO immediately.
- Ofsted is informed.
- Suspension may be considered.
- Confidential records are kept.

The LADO is contacted when staff:

- Have harmed a child.
- May have committed an offence.
- Are unsuitable to work with children.

Pre-Existing Injuries

All injuries noticed on arrival are:

- Recorded.
- Discussed with parents.
- Signed.
- Monitored.

For non-mobile babies, any bruising is reported to the professional line.

Private Fostering

We inform the local authority if a child is under private fostering arrangements.

Duty of Care and Whistleblowing

We:

- Refer staff to DBS where necessary.
- Encourage staff to raise concerns.
- Protect whistleblowers.

Prevent Duty and British Values

We comply with the Counterterrorism and Security Act.

We promote:

- Democracy.
- Rule of law.
- Individual liberty.
- Mutual respect.
- Tolerance.

Concerns about radicalisation are reported to the professional line.

Environment and Supervision

- Rooms allow clear visibility.
- Children are always supervised.
- No unsupervised one-to-one situations occur.

Curriculum and Safeguarding

We teach children to:

- Recognise unsafe situations.
- Express feelings.
- Seek help.
- Respect others.

Activities are developmentally appropriate.

Safeguarding Information

Safeguarding posters and contact numbers are displayed in the nursery.

Legal Framework and Guidance

This policy is based on:

- Children Act 1989 & 2004
- Working Together to Safeguard Children
- Keeping Children Safe in Education
- EYFS Framework
- Prevent Duty Guidance
- Information Sharing Guidance

Key Contacts

Ofsted: 0300 123 1231
LADO: 01962 876364
Hants Direct: 0300 555 1373
Professional Line: 01329 225379
Police (Non-Emergency): 101

Policy Review

This policy is reviewed annually and following legislative changes or serious incidents.

Policy Adoption

Setting: **Little Monsters Day Nursery**
Date:
Signed: _____
Role: **Manager**