

Bishopdown Farm Community Pre-School and Farm Friends  
Greentrees Primary School  
Sycamore Drive  
Bishopdown  
SALISBURY  
SP1 3GZ

Charity No. 1076227



## **SAFEGUARDING CHILDREN AND CHILD PROTECTION POLICY**

**(Including managing allegations of abuse against a member of staff)**

### **Policy Statement**

Our setting will work with children, parents and the community to ensure the rights and safety of children and to give them the very best start in life.

### **EYFS Key themes and commitments**

A Unique Child	Positive Relationships	Enabling Environments	Learning and Development
1.3 Keeping safe	2.1 Respecting each other 2.2 Parents as partners	3.4 The wider context	4.4 Personal, social and emotional development

### **Procedures**

- Our designated person (a member of staff) who coordinates child protection issues is **NICOLA EDWARDS**. Our Deputy Safeguarding officer is MARIE RYAN. On the committee, our designated Safeguarding contact is Gemma Goodsman, with Sally Pocock as Deputy.
- We ensure all staff and parents are made aware of our safeguarding policies and procedures.

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Date to be reviewed: February 2019

- We provide adequate and appropriate staffing resources to meet the needs of children.
- Applicants for posts within the setting are clearly informed that the positions are exempt from the Rehabilitation of Offenders Act 1974.
- Candidates are informed of the need to carry out 'enhanced disclosure' checks with the Disclosure & Barring Service before posts can be confirmed.
- Where applications are rejected because of information that has been disclosed, applicants have the right to know and to challenge incorrect information.
- We abide by Ofsted requirements in respect of references and DBS checks for staff and volunteers to ensure that no disqualified person or unsuitable person works at the setting or has access to the children.
- Volunteers do not work unsupervised.
- We have procedures for recording the details of visitors to the setting.
- We take security steps to ensure that we have control over who comes into the setting so that no unauthorised person has unsupervised access to the children.

#### **Responding to suspicions of abuse**

- We acknowledge that abuse of children can take different forms - physical, emotional and sexual, as well as neglect.
- When children are suffering from physical, sexual or emotional abuse, or may be experiencing neglect, this may be demonstrated through the things they say (direct or indirect disclosure) or through changes in their appearance, their behaviour, or their play.
- Where such evidence is apparent, the child's key person makes a dated record of the details of the concern and discusses what to do with the designated person. The information is stored in the child protection file.
- We refer concerns to the local authority children's social care department and co-operate fully in any subsequent investigation. *NB. in some case this may mean police or another agency identified by the Local Safeguarding Children's Board.*
- We take care not to influence the outcome, either through the way we speak to children, or by asking questions of children.

#### **Recording suspicions of abuse and disclosures**

Where a child makes comments to a member of staff that gives cause for concern (disclosure), observes signs or signals that gives cause for concern, such as significant

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changes in behaviour, deterioration in general well-being; unexplained bruising, marks or signs or possible abuse or neglect that member of staff:

- Listens to the child, offers reassurance and gives assurance that she or he will take action;
- Does not question the child;
- Makes a written record that forms an objective record of the observation or disclosure that includes:
  - The date and time of the observation or disclosure;
  - The exact words spoken by the child as far as possible;
  - The name of the person to whom the concern was reported, with date and time;
  - The names of any other person present at the time.

These records are signed and dated and kept in the child protection file which is kept securely and confidentially.

#### **Making a referral to the Children's Services Team**

- We keep a copy of all referrals and follow the detailed guidelines given.

#### **Informing Parents**

- Parents are normally the first point of contact.
- If a suspicion of abuse is recorded, parents are informed at the same time as the report is made, except where the guidance of the Local Safeguarding Children Board does not allow this.
  - This will usually be the case where the parent is the likely abuser. In these cases the investigating officer will inform parents.

#### **Liaison with other agencies**

- We work within the Local Safeguarding Children Board guidelines.
- We have a copy of 'What to do if you're worried a child is being abused' for parents and staff and all staff are familiar with what to do if they have concerns.
- We have procedures for contacting the local authority on child protection issues.
- We notify the registration authority (Ofsted) of any incident or accident and any changes in our arrangements which may affect the wellbeing of children.
- If a referral is to be made to the local authority social care department, we act within the area's Safeguarding Children and Child Protection guidance in deciding whether we must inform the child's parents at the same time.

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### **Allegations against Staff**

- Parents are aware of how to complain about the behaviour or actions of staff or volunteers within the setting, which may include an allegation of abuse.
- We follow the guidance of the Local Authority Designated Officer when responding to any complaint that a member of staff, or volunteer within the setting has abused a child.
- We respond to any disclosure by children or staff that abuse by a member of staff or volunteer within the setting may have taken place, by first recording the details of any such alleged incident.
- We refer any such complaint immediately to the local authority's children's services department to investigate. We also report any such alleged incident to Ofsted and what measures we have taken. We are aware that it is in offence not to do this.
- We co-operate entirely with any investigation carried out by children's social care in conjunction with the police.
- Where the management committee and children's social care agree it is appropriate in the circumstances, the chairperson will suspend the member of staff on full pay, or the volunteer, for the duration of the investigation. This is not an indication of admission that the alleged incident has taken place, but is to protect the staff as well as children and families throughout the process.

### **Disciplinary Action**

- Where a member of staff or volunteer has been dismissed due to engaging in activities that caused concern for the safeguarding of children or vulnerable adults, we will notify the Disclosure & Barring Authority of relevant information so that individuals who pose a threat to children (and vulnerable groups) can be identified and barred from working with these groups.

### **Training**

- We seek out training opportunities for all staff involved in the setting to ensure that they are able to recognise the signs and signals of possible physical abuse, emotional abuse, sexual abuse and neglect and that they are aware of the local authority guidelines for making referrals.
- We ensure that all staff know the procedures for reporting and recording their concerns in the setting.

### **Planning**

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- The layout of the rooms allows for constant supervision.

### **Curriculum**

- We introduce key elements of keeping children safe into our programme to promote the personal, social and emotional development of all children, so that they may grow to be strong, resilient and listened to and that they develop an understanding of why and how to keep safe.
- We create within the setting a culture of value and respect for the individual, having positive regard for children's heritage arising from their colour, ethnicity, languages spoken at home, cultural and social background.
- We ensure that this is carried out in a way that is developmentally appropriate for the children.

### **Confidentiality**

- All suspicions and investigations are kept confidential and shared only with those who need to know. Any information is shared under the guidance of the Local Authority Designated Officer.

### **Support to Families**

- We believe in building trusting and supporting relationships with families, staff and volunteers in the group.
- We make clear to parents our role and responsibility in relation to child protection, such as for the reporting of concerns, providing information, monitoring of the child, and liaising at all times with the local children's social care team.
- We will continue to welcome the child and the family whilst investigations are being made in relation to any alleged abuse.
- We follow the Child Protection Plan as set by the child's social care worker in relation to the settings' designated role and tasks in supporting that child and their family, subsequent to any investigation.
- Confidential records kept on a child are shared with the child's parents or those who have parental responsibility for the child in accordance with the Confidentiality and Client Access to Records procedure and only if appropriate under the guidance of the Local Authority Children's Services Team.

### **Legal framework**

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### **Primary legislation**

- Children Act (1989 s47)
- Protection of Children Act (1999)
- Data Protection Act (1998)
- The Children Act (Every Child Matters) (2004)
- Safeguarding Vulnerable Groups Act (2006)

### **Secondary legislation**

- Female Genital Mutilation Act (2003)
- Sexual Offences Act (2003)
- Criminal Justice and Court Services Act (2000)
- Human Rights Act (1999)
- Race Relations (Amendment) Act 2000
- Race Relations (Amendment) Act (1976) Regulations
- Equalities Act (2006)
- Data Protection Act (1998) Non Statutory Guidance Further Guidance Working Together to Safeguard Children (revised HMG 2006)
- What to do if you're Worried a Child is Being Abused (HMG 2006)
- Framework for the Assessment of Children in Need and their Families (DoH 2000)
- The Common Assessment Framework (2006)
- Statutory guidance on making arrangements to safeguard and promote the welfare of children under section 11 of the Children Act 2004 (HMG 2007)
- Information Sharing: Practitioners' Guide (HMG 2006)
- Independent Safeguarding Authority: [www.isa-gov.org.uk](http://www.isa-gov.org.uk)

### **Also see:**

- Achieving Positive Behaviour
- Attendance
- Administering medicines
- Staff and Volunteer Anti Bullying
- Confidentiality
- Complaints
- Dropping Off and Collecting
- Employment, Staff and Students
- Equal Opportunities
- E-safety

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- Health and Safety
- ICT and Tapestry
- First Aid
- Missing Child
- Parental Involvement
- Prevent & Promoting British values
- Staff Training and Development
- Supporting children with SEN
- Supervision of children on outings and visits
- Working in partnership with other agencies

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