Child Protection and Safeguarding Policy

Policy Statement

We are fully committed to safeguarding and promoting the welfare of all children in our care. Children's welfare is paramount, and every child—regardless of age, ability, gender, race, religion or belief, sexual orientation, or background—has the right to be protected from harm.

Our duty is to respond appropriately to any concerns about a child's welfare in line with the Statutory Framework for the Early Years Foundation Stage (EYFS 2025) and safeguarding guidance from:

– Surrey Safeguarding Children Partnership (SSCP)
– Croydon Safeguarding Children Partnership (CSCP) (where applicable for children residing in the Croydon borough)

Useful links:
– https://www.surreyscp.org.uk
– https://www.croydon.gov.uk/children-young-people-families/safeguarding-children

Policy Aims

This policy ensures we:
– Keep children safe from harm, abuse, and neglect.
– Respond swiftly and appropriately to child protection concerns.
– Provide staff with clear guidance on recognising and responding to safeguarding issues.
– Build a culture of openness and trust where children and families feel supported and heard.
– Work in partnership with parents, carers, and safeguarding agencies.

Listening to Children

We are committed to creating an environment where children feel confident to express their feelings and experiences. Staff are trained in Active Listening attentively and take all disclosures seriously, no matter how minor they may seem. Children are supported to understand their rights and know who they can talk to if they feel unsafe or worried.

Designated Safeguarding Lead (DSL)

Our setting has at least one named Designated Safeguarding Lead (DSL) who has overall responsibility for safeguarding and child protection.

DSL Responsibilities:

– Ensuring all staff understand their safeguarding responsibilities.
– Liaising with Surrey C–SPA or Croydon MASH as appropriate.
– Making referrals where there are safeguarding concerns.
– Maintaining secure and accurate records of concerns and actions.
– Attending DSL training every two years (minimum) and updating knowledge regularly.
– Being available during setting opening hours (or via deputy DSL if absent).

Local Safeguarding Contacts

Surrey C–SPA (Children's Single Point of Access):

– Telephone: 0300 470 9100
– Out of Hours: 01483 517 898
– Email: cspa@surreycc.gov.uk

Croydon MASH (Multi–Agency Safeguarding Hub):

– Telephone: 020 8726 6464
– Out of Hours: 020 8726 6400
– Email: mash@croydon.gov.uk

Types of Abuse

All staff are trained to recognise signs of the four main categories of abuse:

– Physical abuse
– Emotional abuse

– Sexual abuse
– Neglect

Additional areas covered include:
– Domestic abuse
– Female Genital Mutilation (FGM)
– Radicalisation and extremism (Prevent Duty)
– County lines and child exploitation
– Online safety risks
– Child–on–child abuse (peer–on–peer abuse), including biting, bullying, inappropriate sexualised behavior, and physical aggression.

All such behaviours are recorded, assessed, and addressed according to safeguarding procedures.

Responding to Child–on–Child (Peer–on–Peer) Abuse

If an incident of child–on–child abuse occurs (including physical aggression, biting, bullying, exclusion, or inappropriate sexualised behaviour), staff respond immediately to ensure safety.
The DSL must be informed as soon as possible and a Safeguarding Concern Form completed if necessary.
We support both:

- The child who has been harmed, and
- The child who has caused harm

We assess what led to the behaviour and implement appropriate actions, which may include individual behaviour plans, emotional regulation support, environmental changes, or external support where needed.
Parents will be informed unless doing so places a child at increased risk. Patterns are monitored to prevent recurrence.

Prevent Duty

We are legally required under the *Counter Terrorism and Security Act (2015)* to have due regard to preventing people from being drawn into terrorism.
This is known as the Prevent Duty.

Children in early years are not expected to understand terrorism but may be vulnerable to exposure to extremist influences through family members, online activity, or community environments.

Staff are trained to be alert to early indicators, which may include:

- Sudden changes in behaviour or language
- Isolation from peers
- Repeating extremist phrases they do not understand
- Increased anger, secrecy, or negative stereotyping of others
- Signs of influence from older individuals or family members

If staff have any concerns:

1. They record the concern and report it to the **DSL immediately**.
2. The DSL will assess the concern and, if required, seek advice from:
    - **Surrey Prevent Team:** prevent@surrey.pnn.police.uk
    - **Anti-Terrorism Hotline:** 0800 789 321
3. Concerns may be referred to the Safeguarding Partnership or **Channel Panel** for early intervention support.
4. All actions and decisions are recorded securely.

Promoting British Values

We actively promote the **Fundamental British Values** as part of the Early Years curriculum:

- **Democracy** – encouraging children to make choices and express their views.
- **Rule of Law** – supporting understanding of boundaries and fair behaviour.
- **Individual Liberty** – helping children to develop confidence and independence.
- **Mutual Respect and Tolerance** – learning about similarities, differences, and respecting others.

We do this through:

- Play-based learning
- Circle time and storytelling
- Multicultural and inclusive resources
- Positive role-modelling

This ensures that children learn to value and respect themselves and others, forming a strong foundation for safe and respectful relationships.

Staff Training

– All staff complete safeguarding training on induction.
– Annual refresher training is mandatory. Level 1 and 2, online training on FGM and prevent
– Training includes statutory topics and emerging safeguarding concerns.
– DSLs attend enhanced training every two years.

Procedure for Reporting Concerns

If a child discloses abuse or a safeguarding concern arises:

1. Staff Must:
– Listen calmly and carefully.
– Not promise confidentiality.
– Reassure the child they've done the right thing.
– Record the facts clearly on a safeguarding concern form.
– Report immediately to the DSL.

2. The DSL Will:
– Review and assess the concern.
– Consult Surrey C–SPA or Croydon MASH as appropriate.
– Make referrals and share information lawfully.
– Record all actions and decisions taken.
– Inform Ofsted within 14 days if a significant incident occurs.

Allegations Against Staff

Any allegation against a staff member or volunteer must be reported immediately to the DSL, who will:
– Contact the Local Authority Designated Officer (LADO) within one working day.
– Follow the relevant LADO procedure (Surrey or Croydon).
– Notify Ofsted within 14 days where required.

LADO Contacts:
– Surrey: 0300 123 1650 | LADO@surreycc.gov.uk
– Croydon: 020 8726 6000 ext. 24817 | lado@croydon.gov.uk

Whistleblowing

Please see whistle blowing policy

We promote a culture of openness and transparency. Staff are encouraged to report concerns about colleagues or management through our Whistleblowing Policy. If necessary, concerns may also be reported directly to Ofsted or the LADO.

Ofsted Whistleblowing Hotline: 0300 123 1231

Safer Recruitment

Please see policy

We implement robust safer recruitment practices:
– Enhanced DBS checks for all staff and volunteers. Also placed on to the update service
– Two verified references. With follow–up phone calls
– Identity and qualification verification.
– Ongoing staff suitability checks.

Mobile Phone and Camera Use

– Staff are prohibited from using personal phones in areas where children are present.
– Only setting–authorised devices may be used for observations or learning journals.
– Images are stored securely in line with our GDPR and data protection policy.

Confidentiality and Record Keeping

– Safeguarding records are stored securely and separately from other records.
– Information is shared on a need–to–know basis, in line with GDPR and the Data Protection Act 2018.
– Consent is not required to share information where there is a risk of significant

harm.

– All concerns, discussions, and decisions are dated and signed.

Policy Monitoring and Review

This policy is reviewed annually or following updates to relevant legislation or safeguarding guidance.

Related Legislation and Guidance

– Statutory Framework for the EYFS (2025)
– Working Together to Safeguard Children (2023)
– Keeping Children Safe in Education (2024)
– Children Act 1989 & 2004
– The Prevent Duty (2015)
– Female Genital Mutilation Act (2003)
– What to Do if You're Worried a Child Is Being Abused (2015)
– SSCP and CSCP safeguarding procedures

Signed: _____

Position: Manager

Date: _____