



Safeguarding and Child Protection Policy

Crondall Preschool acknowledges its responsibility to ensure the safety of the children placed in its care, to comply with the welfare requirements of the Early Years Foundation Stage (EYFS) and to work with parents, carers and all other relevant organisations to protect all children from harm.

This policy covers Safeguarding, taken to be the processes and activities undertaken to keep children safe in general, and Child Protection, taken to be the processes put in place to identify children at risk of harm, and the responses required to address such concerns if and when they arise.

Crondall Preschool assigns specific responsibility in relation to Safeguarding & Child Protection to specific members of staff. Staff who are Safeguarding Officers will have training to match their level of responsibility. Safeguarding & Child Protection procedures are based around staff using those named officers for support, guidance and decision making. The current named officers are:

- Rhiannon Wirth, Lead Designated Safeguarding Officer
- Claire Brant, Designated Safeguarding Officer
- ◦ Michelle Mizzi, Designated Safeguarding Officer

Safeguarding

The Health & Safety Policy sets out the steps Crondall Preschool takes to ensure the health and physical safety of children in its care.

The Recruitment Policy sets out the process by which staff are assessed for their suitability to work with children. Although the steps in this policy are detailed and rigorous, it is acknowledged that no recruitment process can totally protect children from adults who wish to do them harm.

Staff at Crondall Preschool are expected to work on the basis of 'professional

Crondall Preschool



mistrust', never becoming complacent or assuming that no-one they work with would want to harm children. Management will support staff to develop this attitude in a way which can remain conducive to a friendly, supportive work environment. However, the safety and well-being of children in Crondall Preschool's care remains the priority.

The physical space available for the use of children meets the statutory requirements.

A maximum of 36 children will be present at Crondall Preschool at any one time. Of these children, up to 0 will be aged under 2 years old, up to 15 children will be 2 years old and up to 21 will be aged 3 or over.

Crondall Preschool has its own outdoor play area which is used daily for outdoor activities

local.varData.var17 acknowledges its responsibility to inform OFSTED immediately of any changes to these arrangements which could affect its registration to care for children.

The internal design of Crondall Preschool, including to the layout of furniture and resources, ensures that children can be supervised at all times. To allow children to learn and develop their personal and social skills, there are more secluded areas to allow children to learn and explore with a feeling of independence. These areas are closely monitored from an appropriate distance. At all times, children are monitored visually and/or audibly.

Staff are able to rest in the Staff Room, an area which is not used by children. Separate adult toilet facilities are also available to staff, with an adequate number of toilets and hand basins made available for the use of children. Children's nappies are changed in the nappy change area.

Crondall Preschool always operates with enough staff to to meet the adult:child ratios as set out in the Early Years Foundation Stage.

Crondall Preschool



The deployment of staff members around the setting, including decisions about the leadership of teams in different areas, will be made by the manager based on the relevant qualifications and experience of each team member.

Staff are forbidden to carry mobile telephones or any other device capable of taking images or recording footage on their person when at work. If personal devices are brought to the premises, they must be placed directly into a personal locker which is kept in the staff room. Staff are expected to be vigilant to any colleagues carrying or attempting to remove any such devices from the staff room.

Devices provided by Crondall Preschool for use at work will be programmed with suitable safeguards to prevent misuse, and may be used around children. These devices are still forbidden in any toilet, changing, or sleeping areas of the setting.

Individual staff are not permitted to accept gifts from parents / carers. Parents / carers are encouraged to share examples of outstanding work by a member of staff with the manager directly who is able to use internal reward procedures. Gifts to the staff team as a whole are acceptable on occasion, and with valid context, such as a box of chocolates at Christmas.

When returning children to the care of their parents / carers or designated adults, staff must be satisfied that children will remain safe in the care of the person collecting them. In line with the Collection Policy, children will never be returned to the care of a person not known to staff, or anyone who is not pre-approved to collect the child.

Should staff feel that the safety of a child may be compromised by returning them to the care of the person who arrives to collect them, regardless of who that person is, they will continue to keep the child in the care of the setting. Such circumstances could include, but are not limited to:

- a parent / carer or designated adult appearing to be under the influence of alcohol or drugs
- a parent / carer or designated adult behaving in an inappropriate or aggressive way towards a child

Crondall Preschool



Such circumstances would be considered a child protection issue, and the appropriate action would be followed in accordance with this policy.

local.varData.var22 believes that a key element in the safeguarding of children is to equip them to protect themselves. To this end, Crondall Preschool will:

- Maintain an environment which encourages children to develop a positive self-image, regardless of race, language, religion, culture or home background, which is firmly rooted in self-confidence
- Help children to develop and sustain appropriate and satisfying relationships within their families, with peers, and with other adults
- Encourage children to develop a sense of autonomy and independence, and to learn to take measured risks
- Enable children to have the self-confidence and the age-appropriate vocabulary to resist inappropriate approaches
- Work with parents and carers to build their understanding of and commitment to the welfare of all our children.

Child Protection

local.varData.var25 acknowledges that the abuse of a child can take different forms - physical, emotional, sexual and through neglect. It is also acknowledged that anyone may be, or seek to be, a child abuser regardless of race, gender, relationship to the child in question or age.

Crondall Preschool staff are trained and expected to be vigilant in identifying signs of abuse including, but not limited to:

- unusual or unexplained physical marks or injuries
- changes in a child's behaviour or play
- changes in the health of a child
- the continuance or repetition of concerning behaviour on the part of a parent.

Crondall Preschool



Where a member of staff observes something which causes them to be concerned for the safety or well-being of a child they will record this observation in writing, and may use a body map or other diagrams to aid in the accurate presentation of the concern they have observed.

This record is completed by the member of staff who makes the observation but must be shared with, and counter signed by, a Designated Safeguarding Officer (DSO).

Where a child speaks to member of staff and discloses information which represents a concern for their safety or well-being, details of this disclosure will be recorded in writing.

The child will be comforted by the member of staff and reassured that sharing is the right thing to do, and that they will be kept safe (if this is an age-appropriate response). The child must be allowed to disclose in their own words, and staff must not ask leading questions which could distort the accuracy of what the child has understood to have taken place.

The exact words spoken by the child will be carefully recorded as well as details about where, when, and how the disclosure was made.

This record is completed by the member of staff who makes the observation but must be shared with, and counter signed by, a Designated Safeguarding Officer (DSO).

The DSO will discuss the concern with the member of staff and will also check the child's records for any existing records of concerns which have been completed in relation to the same child, or a sibling. The DSO will also be aware of any existing relationship between the child, their family, and the local Social Services team, such as an existing Child Protection Plan.

Based on the severity of the concern, and contextual factors such as previous concerns, the DSO will decide on the next course of action. Potential next steps include:

- Discussion of the concern with the child's parent / carer to seek an explanation

Crondall Preschool



and / or to explain why the observation is of concern. For example, if a child is brought to Crondall Preschool on a cold winter's day wearing a t-shirt and shorts only and is visibly cold, the DSO would likely discuss this with the child's parent /carer.

- A conversation with the Lead Designated Safeguarding Officer (LDSO) to seek guidance.
- A telephone call to the local Multi-Agency Safeguarding Hub to inform them of the concern so that it is recorded and can be considered in conjunction with reports from other agencies. For example, if when changing a child's nappy marks consistent with being smacked on the thighs are clearly evident, a DSO would likely make a telephone referral to the Multi-Agency Safeguarding Hub.
- A telephone call to a specific Social Worker because the child involved is already subject to a Child Protection Plan.
- Dialling 999 in order that a Police Officer can exercise their power to remove a child from immediate harm. For example, if a child has injuries which are clearly consistent with having been sexually abused a DSO would ring 999.

In all cases, the action taken and the times, dates, and participants in all conversations in relation to the concern are recorded. This record will be kept in the child's confidential file indefinitely.

In most cases, the DSO will speak to the parents / carers of the child involved to explain any action which has been taken, including a referral to Social Services. This will not happen where it is felt that such a conversation could put the child at greater harm / prejudice other investigations. Awkwardness, unpleasantness or concerns about upsetting a customer are not valid reasons for such a conversation not to take place.

If an allegation of abuse or a concern about the behaviour of a member of staff, apprentice or volunteer is made, it should be brought directly to the Lead Designated Safeguarding Officer (LDSO).

If the concern or allegation relates to the LDSO then another Designated Safeguarding Officer should be informed instead.

Crondall Preschool



The Safeguarding Officer will immediately inform the Local Authority Designated Officer (LADO) and OFSTED of the allegation and will take all further action at the direction of the LADO. This procedure must be followed in all cases of an allegation being made, even those that Crondall Preschool believes to be unfounded or malicious in nature.

A copy of this policy will be made readily available for staff to refer to as necessary.

Prevent Strategy

local.varData.var30 accepts its duty to have due regard to the need to prevent people from being drawn into terrorism, in line with the national Prevent strategy.

In complying with this duty, Crondall Preschool will:

- Demonstrate an awareness and understanding of the risk of radicalisation. This risk can change rapidly; and staff will be briefed by local security agencies whenever relevant;
- Ensure staff are capable of identifying and dealing with the risk by providing all relevant training, including (for all staff) the online Channel general awareness training module and for DSOs a Workshop to Raise Awareness of Prevent (WRAP);
- Ensure staff implement the duty effectively by providing an annual refresher training session on the importance of the Prevent strategy.

Prevent work depends on effective partnership. local.varData.var33 commits to working with local Prevent co-ordinators, the police and local authorities, and co-ordinating through existing multi-agency forums, for example Community Safety Partnerships.

All staff working at local.varData.var35 will understand what radicalisation means and why people may be vulnerable to being drawn into terrorism as a consequence of it. They will be aware of what the Prevent strategy means by the term “extremism” and the relationship between extremism and terrorism.

The Prevent strategy deals with all forms of terrorism and with non-violent

Crondall Preschool



extremism, which can create an atmosphere conducive to terrorism and can popularise views which terrorists then exploit. It also makes clear that preventing people becoming terrorists or supporting terrorism requires challenge to extremist ideas where they are used to legitimise terrorism and are shared by terrorist groups.

The strategy also means intervening to stop people moving from extremist (albeit legal) groups into terrorist-related activity.

The Prevent strategy's work is intended to deal with all kinds of terrorist threats to the UK. The most significant of these threats is, at the time of issue, identified as Islamic State in Iraq and the Levant (ISIL) and Al Qaida associated groups. Terrorists associated with the extreme right and left are also identified as posing a continued threat to safety and security.

As with managing other safeguarding risks, staff will be alert to changes in children's behaviour which could indicate that they may be in need of help or protection. Children at risk of radicalisation may display different signs or seek to hide their views. Staff will use their professional judgement in identifying children who might be at risk of radicalisation.

Should a staff member identify a child at risk of radicalisation, details will be recorded in writing. This must be shared with, and counter signed by, a DSO. This form will be kept in the child's confidential file indefinitely.

The DSO will discuss the concern with the member of staff and will also check the child's records for any existing records which have been completed in relation to the same child, or a sibling. The DSO will also be aware of any existing relationship between the child, their family and the local Social Services team or Prevent agencies.

Based on the severity of the concern, and contextual factors such as previous concerns, the DSO will decide on the next course of action. Possible next steps include:

- Discussion of the concern with the child's parent /carer to seek an explanation and / or to explain why the observation is of concern.

Crondall Preschool



- A conversation with the Lead Designated Safeguarding Officer (LDSO) to seek guidance.
- A referral to the Channel programme, through the local Multi-Agency Safeguarding Hub. Channel is a programme which focuses on providing support at an early stage to people who are identified as being vulnerable to being drawn into terrorism.

In line with the EYFS, Crondall Preschool will work to build children's resilience to radicalisation by providing a safe environment for debating controversial issues and helping them to understand how they can influence and participate in decision-making.

Crondall Preschool will promote the spiritual, moral, social and cultural development of children and, within this, fundamental British values. Every child will be encouraged to learn and develop without prejudice and Britain's multicultural society will be explored and celebrated through the activities and displays at Crondall Preschool. For example, diversity will be explored through food, music, books, role play, trips and community engagement and children will be encouraged to form positive attitudes towards those who are different from themselves.