



The Butterfly Rooms (Incorporating Woodlands) LTD

Tank Hill Road | Purfleet | Essex | RM19 1TA

Registered Charity Number: 1148068 | Ofsted Number: 453859 | Company Number: 7984150 | *Limited by Guarantee*

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Professional Curiosity Policy and Procedure

Policy Statement

The Butterfly Rooms is committed to safeguarding and promoting the welfare of all children. Professional curiosity is a key safeguarding responsibility and supports staff in identifying concerns, understanding children's lived experiences, and ensuring that children receive the help and protection they need.

Professional curiosity involves respectfully seeking clarity, asking questions, observing carefully, and exploring concerns rather than accepting information at face value. It requires practitioners to remain inquisitive, challenge assumptions, and act in the best interests of the child at all times.

Purpose

The purpose of this policy is to:

- Promote a culture where safeguarding is everyone's responsibility.
- Encourage staff to remain alert to signs that a child may be at risk.
- Support staff to ask appropriate questions when concerns arise.
- Ensure concerns are explored fully and not overlooked.
- Improve outcomes for children through effective information gathering and professional challenge.
- Support compliance with safeguarding and welfare requirements.

What is Professional Curiosity?

Professional curiosity is the willingness and ability to:

- Observe carefully.
- Listen actively.
- Ask questions.
- Verify information.
- Explore concerns.
- Challenge assumptions respectfully.
- Seek evidence rather than relying on explanations alone.

Professional curiosity helps practitioners understand what life is like for a child and whether they are safe, healthy, and receiving appropriate care.

Principles

At The Butterfly Rooms, staff will:

- Put the child's welfare first.
- Maintain an open and questioning mindset.
- Avoid making assumptions.
- Remain respectful and non-judgemental.
- Recognise that families may face complex challenges.
- Seek support and guidance where needed.
- Share safeguarding concerns promptly.
- Challenge professional decisions where necessary.

Why Professional Curiosity is Important

Some children may be unable or unwilling to communicate concerns directly.

Professional curiosity helps staff identify:

- Neglect.
- Physical abuse.

- Emotional abuse.
- Domestic abuse within the home.
- Child exploitation.
- Mental health concerns.
- Substance misuse affecting parenting.
- Attendance concerns.
- Unmet medical needs.
- Hidden harm or safeguarding risks.

Without professional curiosity, significant safeguarding concerns may go unnoticed.

Signs That May Require Professional Curiosity

Staff should consider asking further questions and gathering more information when they notice:

Child Indicators

- Frequent unexplained injuries.
- Poor hygiene.
- Persistent hunger.
- Repeated tiredness.
- Significant behavioural changes.
- Anxiety or withdrawn behaviour.
- Developmental concerns.
- Regular absences.
- Inappropriate knowledge or language for their age.
- Reluctance to go home.

Family Indicators

- Conflicting explanations.
- Repeated missed appointments.
- Lack of engagement with professionals.
- Frequent changes in circumstances.
- Concerns regarding parental wellbeing.
- Inconsistent information from different family members.
- Concerns raised by other agencies.

Professional Curiosity in Practice

Staff should:

Observe

- Notice changes in children's behaviour, appearance or presentation.
- Observe interactions between children and caregivers.
- Record factual observations.

Ask

Examples of questions may include:

- "Can you help me understand what happened?"
- "How are things at home at the moment?"
- "Is there anything we can support you with?"
- "Can you tell me more about that?"

Questions should be open, respectful and non-leading.

Verify

Where concerns exist, staff should:

- Check information received.
- Review previous records.
- Consult colleagues where appropriate.
- Discuss concerns with the Designated Safeguarding Lead (DSL).

Record

All concerns, observations and conversations must be:

- Accurate.
- Factual.
- Dated and signed.
- Stored securely.

Professional Challenge

Professional curiosity may require staff to professionally challenge decisions, information or explanations where a child's welfare may be at risk.

Staff should:

- Raise concerns respectfully.
- Seek clarification where information is unclear.
- Escalate concerns if they remain unresolved.
- Follow safeguarding procedures at all times.

Professional challenge should always focus on achieving the best outcomes for children.

Responsibilities

Nursery Manager

The Manager will:

- Promote a culture of safeguarding and curiosity.
- Ensure staff feel confident to raise concerns.
- Provide appropriate training and supervision.
- Support staff in exercising professional challenge.
- Monitor safeguarding practices.

Designated Safeguarding Lead (DSL)

The DSL will:

- Support staff who have safeguarding concerns.
- Review information gathered.
- Determine appropriate action.
- Make referrals where necessary.
- Maintain safeguarding records.

Staff

All staff are responsible for:

- Remaining professionally curious.
- Recording concerns accurately.
- Reporting safeguarding concerns promptly.
- Seeking advice when unsure.
- Attending safeguarding training.

Information Sharing

The Butterfly Rooms recognises that effective safeguarding may require information sharing with relevant agencies.

Information will be shared:

- Where a child is at risk of harm.
- In accordance with safeguarding procedures.
- In line with data protection legislation.
- On a need-to-know basis.

The safety and welfare of the child will always take precedence.

Training

All staff will receive training and support to develop:

- Professional curiosity.
- Safeguarding awareness.
- Information sharing practices.
- Professional challenge skills.
- Recording and reporting concerns.

Professional curiosity will also be discussed during:

- Induction.
- Supervision meetings.
- Safeguarding updates.
- Staff meetings.

Whistleblowing

Where a member of staff feels that concerns are not being appropriately addressed, they have a duty to follow the Whistleblowing Policy.

Staff will be supported to raise concerns without fear of discrimination or unfair treatment.

Monitoring and Review

The Manager will monitor implementation of this policy through:

- Safeguarding audits.
- Supervisions.
- Incident reviews.
- Staff discussions.
- Training records.

This policy will be reviewed annually or sooner following changes to legislation, safeguarding guidance, Ofsted requirements or EYFS requirements.

This policy was adopted by	The Butterfly Rooms Ltd
On	24 th July 2026
Date to be reviewed	24 th July 2027
Signed on behalf of the Management committee	
Name of signatory	Miss Aimee Thompson