

[Safeguarding and child protection policy](#)  
[Child protection](#)

Safeguarding and promoting the welfare of children, in relation to this policy is defined as:

- Protecting children from maltreatment
- Preventing the impairment of children's health and development
- Ensuring that children are growing up in circumstances consistent with the provision of safe and effective care.
- Safeguarding Vulnerable Groups Act 2006
- Taking action to enable all children to have the best outcomes.

*HM Government document 'Working together to safeguard children 2018) Working **together to safeguard children 2018.'***

*Update to Working Together to Safeguard Children 2018 reflects recent changes to legislation, including:*

- *Integrated Care Boards: from 1 July 2022, integrated care boards have replaced clinical commissioning groups because of the Health and Care Act 2022*
- *Public Health England: has now been replaced by the UK Health Security Agency and the Office for Health Improvement and Disparities (OHID), which is part of the Department of Health and Social Care, and by the UK Health Security Agency. The Chief Public Health Nurse role has transferred to OHID.*
- *Domestic Abuse Act 2021: references to the Domestic Abuse Bill should be read as the Domestic Abuse Act 2021*
- *UK GDPR: references to the GDPR should be read as the UK GDPR. The UK GDPR is the retained EU law version of the GDPR. The UK GDPR sits alongside the Data Protection Act 2018*

Safeguarding includes everything an organisation can do to keep children and young people safe, including minimising the risk of harm and accidents and taking action to tackle safety concerns. The purpose of this Safeguarding Policy is to set a clear protocol of action and a framework for our responsibilities and legal duties in relation to each child's welfare. The hope is to ensure a reliable and effective response in the event of any concern for a child's welfare, and to support each child and each family.

We aim to always put children's needs first. We hope to encourage children to be confident and assertive. We aim to develop a trusting and respectful relationship with the children in our care, so that they know they will be listened to and believed. This Policy complies with all relevant legislation and other guidance or advice from the Multi-Agency Safeguarding Partners.

This policy works alongside these other specific policies to cover all aspects of child protection:

- Online safety
- Human Trafficking and Modern Slavery
- Prevent Duty and Radicalisation
- Domestic Violence, Honour Based Violence (HBV) and Forced Marriages
- Looked After Children
- Monitoring staff behaviour
- Social networking
- Mobile phone and electronic device use
- Safe recruitment of staff
- Disciplinary
- Grievance
- Promoting positive behaviour
- Whistle blowing policy.

### **Allegations against staff:**

If an allegation is made against a member of staff, we will report it to OFSTED and the Local Authority Designated Officer (LADO) and follow the safeguarding procedures.

At Twinkle Toes Day Nursery, the named personnel with designated responsibility for safeguarding and allegations against staff are:

- **Sumaya Ahmed (Manager and DSL)**
- **Denise Fossati (Assistant manager and DSL)**

At Twinkle Toes Day Nursery, staff will:

- Complete safeguarding training that enables them to recognise signs of potential abuse and neglect; and will have a practitioner who is designated to take lead responsibility for safeguarding children within each early year's nursery and who will liaise with local statutory children's services agencies as appropriate. This lead will also complete child protection training.
- Through their day-to-day contact with children and direct work with families, staff at our nursery have a crucial role to play in noticing indicators of possible abuse or neglect and referring them to Children's Services.

### **How to report a concern:**

Referral information is clearly displayed on the nursery entrance board. If staff feel that senior management has not taken appropriate action, they are able to report themselves (also refer to whistleblowing policy). There is always a DSL available on the premises. During staff induction, staff are made aware of the nurseries safeguarding/whistleblowing policy and are made aware of the nurseries DSL (Sumaya Ahmed & Denise Fossati). **All concerns must be reported to the DSL.**

A record will be kept, containing information on what has been noticed and what next steps will be taken. This record will be kept in the nursery office, secure. Staff has been informed to give as much detail as possible but do not ask children any leading questions. DSL will take appropriate action and may require the staff member (who reported concern) to support.

1. **Identify**
2. **Record**
3. **Report**

<b>Designated Safeguarding Person</b>	<b>Deputy Designated Safeguarding Person</b>
<b>Sumaya Ahmed</b>	<b>Denise Fossati</b>

### **Who the policy applies to:**

This policy applies to all staff, volunteers, helpers, and students who are working at Twinkle Toes Day Nursery. To safeguard children and promote their welfare we will:

- Create an environment to encourage children to develop a positive self-image.
- Provide positive role models and develop a safe culture where staffs are confident to raise concerns about professional conduct.
- Support staff to notice the softer signs of abuse and know what action to take.
- Encourage children to develop a sense of independence and autonomy in a way that is appropriate to their age and stage of development.
- Provide a safe and secure environment for all children.
- Promote tolerance and acceptance of different beliefs, cultures, and communities.
- Help children to understand how they can influence and participate in decision-making and how to promote British values through play, discussion, and role modelling.
- Always listen to children.

- Provide an environment where practitioners are confident to identify where children and families may need intervention and seek the help they need.
- Share information with other agencies as appropriate.

Staff at the nursery is aware that abuse does occur in our society, and we are vigilant in identifying signs of abuse and reporting concerns. Our practitioners have a duty to protect and promote the welfare of children. Due to the many hours of care, we are providing, staff may often be the first people to identify that there may be a problem. They may well be the first people in whom children confide information that may suggest abuse or to spot changes in a child's behaviour which may indicate abuse.

We have a duty to the children, parents, and staff to act quickly and responsibly in any instance that may come to our attention. This includes sharing information with any relevant agencies such as local authority services for children's social care, family support, and health professionals including health visitors or the police. All staff will work with other agencies in the best interest of the child, including as part of a multi-agency team, where needed.

The nursery aims to:

- Keep the child at the centre of all we do, providing sensitive interactions that develops and builds children's well-being, confidence, and resilience.
- We will support children to develop awareness of how to keep themselves safe, healthy and have positive relationships.
- We will ensure staff are trained right from induction to understand the child protection and safeguarding policy and procedures, are able to identify signs of abuse (including the 'softer signs').
- All staff will demonstrate understanding of what is meant by child protection and will be aware of different ways in which children can be harmed, including by other children (peer on peer abuse) through bullying or discriminating behaviour.
- Be aware of the increased vulnerability of children with Special Educational Needs and Disabilities (SEND) and other vulnerable or isolated families and vulnerabilities in families, including the impact of toxic trio on children and Adverse Childhood Experiences (ACE's).
- Ensure that all staff feel confident and supported to act in the best interest of the child; maintaining professional curiosity around welfare of children and share information and seek the help that the child may need at the earliest opportunity.
- Ensure that all staff are familiar and updated regularly with child protection training and procedures and kept informed of changes to local/national procedures, including thorough annual safeguarding newsletters and updates.
- Make any child protection referrals in a timely way, sharing relevant information as necessary in line with procedures set out by Newham Council.
- Ensure that information is shared only with those people who need to know to protect the child and act in their best interest.
- Keep the setting safe online using appropriate filters, checks and safeguards, monitoring access always and maintaining safeguards around the use of technology by staff, parents, and visitors in the nursery.
- Ensure that children are never placed at risk while in the charge of nursery staff.
- Identify changes in staff behaviour and act on these as per the Staff Behaviour Policy.
- Take any appropriate action relating to allegations of serious harm or abuse against any person working with children or living or working on the nursery premises including reporting such allegations to Ofsted and other relevant authorities including the local authority.
- Ensure parents are fully aware of child protection policies and procedures when they register with the nursery and are kept informed of all updates when they occur.
- Regularly review and update this policy with staff and parents where appropriate and make sure it complies with any legal requirements and any guidance or procedures issued by Newham Council.
- We will support children by offering reassurance, comfort, and sensitive interactions.
- We will devise activities according to individual circumstances to enable children to develop confidence and self-esteem within their peer group and support them to learn how to keep themselves safe.

### **Mobile phones and Cameras:**

Staff are made aware that mobile phones must be switched off and stored away according to our mobile phone policy. The nursery has signs displayed saying no mobile phones allowed. Ipad's are password always protected and remain on the premises. Use of iPad activity is regularly monitored by the manager and children do not have access to Ipad's. The nursery has ICO cover in place. No other cameras are allowed on the premises. There are CCTV cameras operating on the premises, please refer to CCT policy.

### **Local External Contacts**

<b>Child Line</b>	<b>0800 1111</b>
<b>Newham Local authority Designated Officers (LADO)</b>	<b>020 3373 4600 (9:00am-5: 15pm)</b>
	<b>020 8430 2000 (any other time)</b>
<b>NCPCC</b>	<b>0800 800 5000</b>
<b>Multi- Agency safeguarding hub (MASH)</b>	<b>020 3373 4600</b>
<b>LADO</b>	<b>020 373 3803</b>

Policy reviewed by: Sumaya Ahmed (Manager)

Date: December 2023

Next review: December 2024