



Safeguarding & Child Protection Policy

Setting Name: Golden Acorns

Designated Safeguarding Lead (DSL): Samantha Waters

Deputy DSL: Nikola Tubb or Tracy Tubb

1. Statement of Intent

We are committed to safeguarding and promoting the welfare of all children in our care. We recognise our responsibility to provide a safe, secure and supportive environment in which children are protected from harm, abuse and neglect and feel valued and respected. Safeguarding is everyone's responsibility and all staff have a duty to act in the best interests of children at all times.

We aim to create a strong safeguarding culture in which concerns are identified early, responded to appropriately and children's safety and wellbeing are central to all practice. We work in partnership with parents and relevant agencies to protect children and support families.

2. Legal Framework

This policy is based on current safeguarding legislation and statutory guidance, including:

- Early Years Foundation Stage (EYFS) Statutory Framework
- Working Together to Safeguard Children
- Keeping Children Safe in Education (where applicable)
- Prevent Duty Guidance
- Children Acts 1989 and 2004
- Counter-Terrorism and Security Act 2015
- Domestic Abuse Act 2021



- Data Protection Act 2018

The setting follows local safeguarding partnership procedures and national safeguarding requirements.

3. Definition of Safeguarding

Safeguarding and promoting the welfare of children means:

- protecting children from maltreatment
- preventing impairment of children's health or development
- ensuring children grow up in safe and effective care
- taking action to enable children to have the best outcomes

Child protection refers to activity undertaken to protect specific children who are suffering, or likely to suffer, significant harm.

4. Roles and Responsibilities

Safeguarding is the responsibility of all staff, students and volunteers working within the setting. All adults must remain vigilant to signs of abuse or neglect and follow safeguarding procedures at all times.

Management is responsible for ensuring safeguarding policies and procedures are implemented effectively, staff are trained appropriately and safer recruitment processes are followed.

5. Designated Safeguarding Lead (DSL)

The setting has an appointed Designated Safeguarding Lead (DSL) who has overall responsibility for safeguarding and child protection.

The DSL will:

- act as the main point of contact for safeguarding concerns
- ensure safeguarding procedures are followed
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- provide advice and support to staff
- liaise with children's social care and other agencies
- make referrals where required
- maintain accurate safeguarding records
- ensure staff safeguarding training is up to date
- monitor safeguarding practice within the setting

A deputy DSL is appointed to support this role and ensure cover at all times.

6. Recognising Safeguarding Concerns

Staff are trained to recognise possible indicators of abuse and neglect, including physical, emotional and sexual abuse and neglect. Concerns may arise from:

- injuries or unexplained marks
- changes in behaviour or emotional wellbeing
- concerning disclosures by a child
- concerns about parenting or home environment
- exposure to domestic abuse or substance misuse
- risks such as exploitation or radicalisation

Staff understand that safeguarding concerns may present gradually or suddenly and that all concerns must be taken seriously.

7. Responding to Concerns and Disclosures

If a child makes a disclosure, staff will listen calmly and sensitively, reassure the child they have been heard and avoid asking leading questions. Staff will not promise confidentiality and will explain that information must be shared to keep the child safe.

All concerns must be reported immediately to the DSL and recorded factually. Records must include dates, observations and the child's words where possible.

The DSL will assess the concern and take appropriate action in line with safeguarding procedures, including consultation or referral to children's social care where required.



8. Allegations Against Staff

Any allegation or concern regarding the conduct of a staff member, volunteer or visitor that may indicate a child has been harmed or placed at risk must be reported immediately to management and the DSL.

The Local Authority Designated Officer (LADO) will be contacted in accordance with safeguarding procedures. Confidentiality will be maintained while ensuring children's safety remains paramount.

9. Safer Recruitment

The setting follows safer recruitment procedures to ensure all adults working with children are suitable. This includes:

- enhanced DBS checks
- identity verification
- references
- qualification checks
- suitability declarations
- safeguarding-focused interviews

Staff are not left unsupervised with children until suitability checks are completed.

10. Low-Level Concerns

The setting promotes a culture of openness and transparency in which concerns about professional conduct can be shared. A low-level concern may involve behaviour that does not meet the threshold for harm but is inconsistent with professional expectations.

All low-level concerns must be reported to the DSL and recorded. Patterns of behaviour will be monitored to ensure children remain safe.

11. Confidentiality and Record Keeping

Safeguarding records are accurate, factual, dated and stored securely with restricted access. Information is shared only with relevant professionals on a need-to-know basis to protect children.



Confidentiality will never override

the duty to safeguard children.

12. Partnership with Parents

We work in partnership with parents to promote children's safety and wellbeing. Safeguarding policies are shared with parents and concerns will normally be discussed with them unless doing so may place the child at risk.

13. Staff Training

All staff receive safeguarding training appropriate to their role. The DSL receives advanced safeguarding training and regular updates. Staff receive safeguarding updates through meetings, supervision and training to maintain awareness and vigilance.

14. Types of Abuse

Types and Indicators of Abuse

Staff understand the four main categories of abuse: physical, emotional, sexual abuse and neglect. Staff are aware that indicators may include unexplained injuries, changes in behaviour or emotional wellbeing, developmental concerns, inappropriate sexual knowledge or persistent neglect of basic needs. Staff recognise that indicators may present gradually and that any concern must be reported in line with safeguarding procedures.

Wider Safeguarding Risks

Staff recognise that safeguarding risks may also arise from wider factors including domestic abuse, child exploitation, radicalisation, online safety risks and contextual safeguarding concerns. The setting works with parents and relevant agencies to identify and respond to these risks to ensure children remain safe.



15. Contextual Safeguarding

Children may be vulnerable to harm outside the home, including within peer groups, the community or online. The setting works with parents and agencies to respond to contextual safeguarding risks and protect children.

16. Reporting Procedures

All safeguarding concerns must be reported immediately to the DSL. The DSL will record, assess and refer concerns to children's social care where required.

If a child is in immediate danger, emergency services will be contacted.

Staff must escalate concerns if they believe appropriate action has not been taken.

17. Reporting to External Safeguarding Agencies

The Designated Safeguarding Lead will refer concerns about a child's safety or welfare to the local authority children's social care services in line with local safeguarding partnership procedures. This may include referral to the Multi-Agency Safeguarding Hub (MASH) or equivalent local safeguarding team.

Concerns relating to allegations against adults working with children will be reported to the Local Authority Designated Officer (LADO) for advice and guidance in accordance with statutory safeguarding procedures.

18. Monitoring and Review

Safeguarding practice is monitored through supervision, training review and policy evaluation. This policy is reviewed annually or sooner in response to legislative changes or safeguarding incidents.