

Allegations Against Nursery Staff Procedure

The nursery will reduce the risk of allegations by following the 'Safeguarding Guidelines and Good Practice' from the local councils Safeguarding Children Policy which include:

- Having a shared vision/philosophy where the child and the family are central to the preschool service delivery.
- Ensuring that child protection policies and procedures are regularly reviewed and updated.
- Having an open and transparent approach to team working
- Developing a culture where children, parents/carers, members of the immediate community and practitioners can share information and concerns without prejudice
- Evaluating and reviewing standards of professional practice, including any modification as required

Where an allegation is made against a staff member the Safeguarding Children Designated Person will ensure that it is taken seriously.

As a nursery practitioner, if you witness abuse of a child or poor professional practice that is harmful to the wellbeing of a child or children, you should consult with the Designated Person (if the allegation is against the Designate person, the Registered Person should be informed)

The Designated Person will inform the child's parent/carer of the allegation as necessary and appropriate, unless it is believed that the parent/carer might be involved in the alleged abuse in some way.

The Designated Person will obtain written details of concern which includes times, location, potential witnesses. This should be signed and dated.

The Designated Person will gather relevant information in order to determine any necessary further action.

Where an allegation appears likely, the matter will be referred to the local councils LADO who will have overall responsibility for the management of the investigation.

Ofsted will also be informed that a referral has been made.

