**Safeguarding Ethos**

As an Early Years setting, we aim to keep children safe by adopting the highest possible standards and taking all reasonable steps to promote children’s welfare, prevent impairment of children’s mental and physical health and protect children from harm.

All parents and carers are asked to read this document carefully, prior to a child being placed.

The purpose of this Child Protection Policy is to set a clear protocol of action and a framework of our responsibilities and legal duties in relation to your child’s welfare. As such, it complies with all relevant legislation and other guidance and advice from [Haringey Safeguarding Children Partnership](http://www.chscb.org.uk) (HSCP) and the [London Child Protection Procedures](http://www.londoncp.co.uk/).

All staff, volunteers and students are expected to abide by this policy and any other connected to it.

We aim to put children’s needs first at all times. We hope to encourage children to be confident and assertive, and to develop a trusting and respectful relationship with the children in our care, so that they know they will be listened to and believed.

The [Statutory Framework for the Early Years Foundation Stage](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/974907/EYFS_framework_-_March_2021.pdf) (EYFS) states “A practitioner must be designated to take lead responsibility for safeguarding children in every setting. The lead practitioner is responsible for liaison with local statutory children’s services agencies. They must provide support, advice and guidance to any other staff on an ongoing basis, and on any specific safeguarding issue as required. The lead practitioner must attend a child protection training course that enables them to identify, understand and respond appropriately to signs of possible abuse and neglect.” A Designated Lead for Safeguarding & Child Protection (DCPL) will be available at all times the setting is open, for staff to discuss any concerns.

In accordance with the EYFS, as providers, we will have regard to the Government’s statutory guidance [Working Together to Safeguard Children 2018](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/729914/Working_Together_to_Safeguard_Children-2018.pdf) and to the [Prevent duty guidance](https://www.gov.uk/government/publications/prevent-duty-guidance) *.* We may also refer to Keeping Children Safe in Education 2022 statutory guidance for schools.

As providers, if we have concerns about children’s safety or welfare, we must notify agencies with statutory responsibility without delay.The hope is to ensure a reliable and effective response in the event of any concern for your child’s welfare, and to support your child and your family.

This policy adheres to the following concepts from the United Nations Convention on The Rights of the Child:

***Non-discrimination*** - All the rights apply to all children equally regardless of their race, sex, religion, language, disability, opinion or family background. (Article 2)  
***Best interests of child*** - When adults or organisations make decisions which affect children, they must always think first about what is best for the child. (Article 3)  
***The child’s view*** - Children have the right to say what they think about anything which affects them. When courts or official organisations make decisions which affect children, they must listen to what children want and feel. (Article 12)

**Parents’ & Carers’ Responsibilities**

The best way to ensure the highest care for your child is to develop a good partnership and to ensure a continuity of care between your home and our care.

We can do this together by **sharing information** **regularly** about your child.

If your child has any health problems or has suffered an accidental injury away from our care, you must inform us when you leave a child in our care so that we can keep a record of it. We will both sign and date this record.

Likewise, if your child suffers an injury in our care, we will record it and we will both sign and date this record.

**Definition of Abuse**

A form of maltreatment. Someone may abuse or neglect a child by inflicting harm or by failing to act to prevent harm. Children may be abused in a family or in an institutional or community setting by those known to them or, more rarely, by others. Abuse can take place wholly online, or technology may be used to facilitate offline abuse. Children can be abused by an adult or adults, or another child or children.

Children’s Social Care will be notified if any professional suspects that a child is either suffering or at risk of suffering significant harm. Significant harm may constitute a single traumatic event or a build-up of concerns or a series of incidents over time.

There may be additional barriers to recognising signs of abuse and neglect of children who have additional needs and/or disabilities. We aim to be aware of any potential vulnerabilities of the children in our care and of their families.

The law recognises the following categories of abuse under the Children Act (1989):

**Responsibilities**

**Responsibilities (continued...)**

*Attendance*

*Prevent*

**Information Sharing**

Effective sharing of information is essential for early identification of need, assessment and service provision to keep children safe. The Data Protection Act 2018 and the General Data Protection Regulation allows for storage and sharing of information for safeguarding purposes, including information which is sensitive and personal, which should be treated as ‘special category personal data’. Practitioners are allowed to share information without consent, if it is not possible to gain consent, it cannot be reasonably expected that a practitioner gains consent, or if to gain consent would place a child at risk.

**Seven Golden Rules for Information Sharing** ([*Information Sharing,* 2018](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/721581/Information_sharing_advice_practitioners_safeguarding_services.pdf))

1. Remember that the GDPR and Data Protection Act are not barriers to justified information sharing
2. Be open and honest
3. Seek advice if you are in any doubt
4. Share information with consent, where appropriate
5. Consider safety and well-being
6. Necessary, proportionate, relevant, accurate, timely & secure: ensure that the information you share is necessary for the purpose for which you are sharing it, is only shared with people who need to have it, is accurate and up-to-date, is shared in a timely fashion, and is securely shared
7. Keep a record of your decision and reasons for it – whether to share information or not

**Record Keeping**

Records will be kept whenever there are any concerns that might indicate possible abuse or neglect. This includes physical presentations on the child’s body, change in moods or behaviour, statements or drawings from the child, and any concerns around parental behaviour or non-attendance.

Records will include specific and objective accounts, the date and time of the incident, the name, date of birth and address of the child, action taken, who information has been shared with and a stated opinion or interpretation of the facts.

When a child leaves the setting, any Child Protection records should be sent to the new setting, addressed to their Designated Professional Lead for Safeguarding. The setting will keep copies of these records.

**Safer Recruitment**

As early years practitioners, it is vital that we adopt recruitment and selection procedures that help deter, detect, and reject people who might harm children, or are otherwise considered unsuitable to work with them. We are committed to ensuring that all staff members are vetted, qualifications and identity checked, subject to Disclosure and Barring Service checks and written references are taken up, with one from the most recent employer. We will adhere to the Haringey Safeguarding Children Partnership’s Safe Recruitment guidelines.

**Domestic Abuse**

Seeing, hearing or knowing of a parent being abused is traumatic for children and can have long-term damaging emotional and psychological effects. Wherever domestic abuse is suspected in a home where a child is resident, we have a duty under the [*London Child Protection Procedures*](https://www.londoncp.co.uk/index.html)*,* to refer this information to Social Care services.

**Child Protection Procedures**

**Early Help - The Haringey Early Help Service - for children and families with support needs**

Mostly we work with children who have additional needs before they meet the acute threshold that demands a child protection referral. As an Early Years setting, we can support these children by working with other relevant professionals, using the [***Haringey Early Help Service***](https://drive.google.com/file/d/1-H_N2p1-i8KdGMsjLhUU3jxRFx7CHnoo/view) This framework focuses upon the needs and risk to children and families within their family environment or extra-familial context. It is designed to equip professionals to know how to respond when they have a concern about a child, by supporting discussion about levels of harm and attempting to give an indication of what might be an appropriate response to the needs of a child, family or context by defining four levels: **Universal needs (Prevention)** – Children with no additional needs or emerging needs that can be met by universal services.

**Low level needs (Early help)** – Children with some additional needs, who may benefit from additional support via a multi-agency network working alongside their parents/carers.

**Complex needs (Child in need) –** Children who are disabled and/or for whom specialist support is needed to promote their safety and welfare.

**Acute needs (Child protection)** – Children who are at risk of significant harm.

Some of the targeted services that can support universal services include children’s centres, family support services, SEN, behaviour & educational support, speech & language therapy, short breaks & transition, and voluntary & community services.

When needs are numerous or sufficiently intense to require a low level response, this will often require a written early help plan, so that the family and all workers involved are aware of the outcomes we hope to achieve, who is responsible for the actions to achieve them and how we will know when we are successful.

When children, families or contexts have complex or acute needs or are high risk, specialist support will sometimes be provided by statutory social work services or through multi-agency partnerships. These are often situations where the child is at risk because of issues in parenting or carer capacity or risks outside the family home.

It is important to build on family strengths and resources. Parents/carers have the right to be told when a professional is worried about their child’s safety or wellbeing, have their consent obtained when someone makes a request for support on their behalf and to be at the centre of any plan to keep their child safe and well. Consent for referral is not required if it is felt that the child may be at risk of serious harm.

Professionals should be alert to the likely cumulative effect on children and young people of multiple concerns and consider whether the presence of numerous indicators (about the parenting being provided or within the extra-familial environment) amounts to the child’s needs not being met. Early Years professionals can access support through the area Strategic Children’s Centre which coordinates fortnightly Multi-agency Team (MAT) meetings.

**Allegations**

**All** staff have a legal responsibility to report concerns about professional conduct of colleagues whose behaviour might harm a child. All staff should be aware of how to identify and respond in a timely appropriate way to any inappropriate behaviour displayed by other members of staff, or any other person working with children e.g. inappropriate sexual comments, excessive one-to-one attention or inappropriate sharing of images. Any allegation against a member of staff should be given consistent and fair consideration. An allegation is information or a concern which suggests that an adult working with children and young people has: **All** allegations against staff members should be dealt with fairly, quickly and consistently, in a way that provides effective protection for the child and at the same time supports the person who is the subject of the allegation. See [*London Child Protection Procedures* (2020)](https://www.londoncp.co.uk/index.html) for a thorough outline of allegations procedures.

**Important Contacts**

**If allegation is substantiated & employee is dismissed or resigns; report to DBS**

**References: Relevant Guidance and Legislation**

**Children Act 1989**. (c.41) London: HMSO.

**Children Act 2004**. (c.31) London: HMSO.

**Education Act 2002**. (c.32) London: HMSO.

**Human Rights Act 1989** (c.42). London: HMSO.

**Safeguarding Vulnerable Groups Act 2006**. (c.47) London: HMSO.

DoH (1995) ***Child Protection: Messages from Research****.* London: HMSO.

D ES (2004) ***Safeguarding Children***. London: HMSO.

DfEd (2021***)*** [***Early Years Foundation Stage***](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/974907/EYFS_framework_-_March_2021.pdf)

HM Gov (2015) [***What to Do If You’re Worried a Child is Being Abused***](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/419604/What_to_do_if_you_re_worried_a_child_is_being_abused.pdf)**.** London: HMSO.

HM GOV (2018) [***Working Together to Safeguard Children: A guide to inter-agency working to safeguard and promote the welfare of children***](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/729914/Working_Together_to_Safeguard_Children-2018.pdf)**.** London: HMSO.

London Safeguarding Children Board (2020). [***London Child Protection Procedures***](https://www.londoncp.co.uk/), 6th Ed. London: LSCB.

HM Gov (2018) [***Information Sharing: Guidance for Practitioners and* Managers**](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/721581/Information_sharing_advice_practitioners_safeguarding_services.pdf). London: HMSO.

HM Gov (2022) [***Keeping Children Safe in Education***](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1021914/KCSIE_2021_September_guidance.pdf)

Home Office Domestic Abuse Statutory Guidance (2022) ***https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\_data/file/1089015/Domestic\_Abuse\_Act\_2021\_Statutory\_Guidance.pdf***

HM Gov (2021)[***Prevent duty guidance for England and Wales***.](https://www.gov.uk/government/publications/prevent-duty-guidance/revised-prevent-duty-guidance-for-england-and-wales)

HM Gov (2020) [***Multi-agency Statutory Guidance on FGM*.**](https://www.gov.uk/government/publications/multi-agency-statutory-guidance-on-female-genital-mutilation)

[***Guidance for Safer Working Practice for Those working with Children and Young People in Education Settings* (2022)**](https://c-cluster-110.uploads.documents.cimpress.io/v1/uploads/d71d6fd8-b99e-4327-b8fd-1ac968b768a4~110/original?tenant=vbu-digital)

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**Date: 26th September 2022**

**Date to be reviewed: 25th September 2023**

**Signed on Behalf of Management Committee: Mary-Anne Lovage**

**Role of Signatory: Manager**

***Please sign this page and return to the setting.***

**I confirm that I have read and understood this child protection policy.**

Child’s Name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Parent / Guardian’s Name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Parent / Guardian’s Signature: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**I confirm that I have read and understood this child protection policy Sept 22**

Staff/Volunteer/Student Name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Staff/Volunteer/Student Signature: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_