

Safeguarding: Child Protection Policy

What is Safeguarding?

Safeguarding is an umbrella term for what we do in order to ensure children are safe from harm.

At St Vincent's Nursery our first priority is to safeguard and promote the welfare of the children in our care. If we have any cause for concern we will report it, following the Hillingdon Safeguarding Children's Partnership procedures.

Working together to safeguard children 2018 defines safeguarding as:

- Protecting children from maltreatment
- Preventing impairment of children's health and development
- Ensuring that children are growing up in circumstances consistent with the provision of safe and effective care
- Taking actions to ensure children have the best outcomes

We understand that child abuse can be physical, sexual, emotional and neglectful, or a mixture of all these. Though we recognise all children are vulnerable to abuse we also recognise there are children who may be particularly vulnerable within the 4 vulnerable categories, Parental, Environment, Child-SEN and Child Neglect.

We have accessed training which has raised our awareness of FGM (Female Genital Mutilation), Honour based Marriage, Trafficking, Peer on Peer abuse, Private Fostering, County Lines, Fabricated Illness, Breast Ironing, Domestic Abuse, E-Safety . (See appendices) these documents are available on request.

Procedure (how we put the statement into practice)

We keep up to date with child protection and safeguarding issues and relevant legislation, by ensuring it is a continuous agenda item at team meetings, by taking part in regular training courses and by reading relevant publications e.g. the "what to do if you are concerned" document, accessing Hillingdon Safeguarding Children Partnership web page and circulars sent by Hillingdon's Early Years Quality Team. This ensures we are aware of the signs of abuse or neglect and what to do if we have a concern, and any changes of policy we need to action.

All investigations and referrals will be made by the Designated Safeguarding Leads (**Maria Carroll, Cheryl Haynes, Shereen Chandley, Nicola O' Beirne and Hayley Watson**)(one of whom will be on duty at all times) who will be responsible for taking the lead for any cause for concerns that could identify a member of staff or other professional. If concerns about a child's welfare, the designated lead will contact the local authority MASH (Multi Agency Safeguarding Hub) who will support the DSL on the next steps to be taken, and will inform Ofsted within 14 days. Child Protection concerns that could identify a particular child are kept confidential and only shared with people who need to know this information.

The DSL will inform the LADO of any allegations that may have been made against a member of staff or other professional- Statutory Framework 2017.

Parents must notify staff of any concerns they have about their child and any accidents, incidents or injuries affecting the child, which will be recorded by the key person or designated lead. Staff must also be notified if the child has involvement with any other agencies or professionals so we may work together to get the best outcomes for the child. We will work together with our parents to ensure the care of the child is consistent- please refer to our Parent Partnership Policy.

Signs that may cause concern

If a practitioner notices:

- Significant changes in children's behaviour unexpected bruising or Marks or signs of possible abuse, or unsubstantiated illnesses
- Any comments made which give cause for concern
- Deterioration in general wellbeing which causes concern
- Signs of neglect

- We are aware that children with additional needs and babies maybe particularly vulnerable.

The designated safeguarding lead (DSL) will be responsible thereafter to implement the Hillingdon Safeguarding Children's Partnership procedures without delay to minimise any risk to the child. The DSL will be responsible for insuring that all the evidence and documentation is in place for any further information that may be required. The DSL will contact MASH (Multi Agency Safeguarding Hub), to report concerns about a child at risk of harm. This will be followed up with a completed interagency report form within 48 hours. Reports will be a factual record of the concern, and be aware for the need to remain confidential.

It is important that children learn to identify and manage risks so we will ensure that we support the children- age appropriate, in taking acceptable risks in play, learn where to get help if needed e.g. community police, an adult with a child, dial 999 in an emergency, teach them about safety on line – e.g. reminding them to always use a password when in play on the computer etc. When we are out and about we ensure the children have straps and hold hands and know the rudiments of road safety. To encourage parents to share NSCPP 'underpants rule' document with their children. We will ensure the children gain confidence choosing healthy options in their diet by introducing healthy snacks and meals. Help the children gain confidence in their own bodies and enjoy being physically active, by offering a wide variety of physical activities and games that we hope they will take interest in and carry on with them into adulthood.

Disclosures:

If a child tells a practitioner that they or another child is being abused, they will:

- Show they have heard what they are saying, and that they take allegations seriously
- Encourage the child to talk, but not prompt them or ask them leading questions. Not interrupt when a child is recalling significant events and will not make a child repeat their account
- Explain what actions must be taken, in a way that is appropriate to the age and understanding of the child.
- Write down what has been told using exact words where possible
- Make a note of the date, time, place and people who were present at discussion
- Then report the concerns immediately to the duty designated lead that has the experience and responsibility to make an assessment of the situation.

Mobile Phones and Cameras

Mobile phones are locked in the office and visitors are asked to leave their phones in safety in the office. Parents are asked to not greet their child with their phones- but a smile.

We have a mobile phone (without a camera) for outings to answer calls or make emergency calls if necessary. Only the nursery number is stored on the phone.

We use a camera/iPad to track a child's development and to build a learning story of their time with us. All photos will be deleted as soon as we have recorded them in the child's folder, and the camera will be locked away when not in use.

Social Network

- There are now a variety of different internet based social networks, for example, Facebook, WhatsApp and Twitter. Whilst these provide excellent means for communicating and sharing of information, they can also be used to bully, intimidate and cause distress. We introduce The adventures of Smartie the Penguin to the children (Please feel free to ask the management team for more information).

We are regular users of some networks however it is important that confidentiality is maintained at all times, so staff must not add parents or family business on their accounts.

In order to achieve this we have established the following guidelines:

- We will not put photos or personal information of families on the internet
- We will not discuss families personal information that might be used by others to identify them
- We will, with your permission, send photos of your child at activities during the day via your blossom app
- We ask parent to respect this policy and not share information or photos of children in your care or indeed our staff team.

If you have any concerns regards these policies please do not hesitate to contact the management team.

Local Social Services Duty Desk Triage MASH	01895 556 633
LADO-Local Authority Designated Officer (Allegations against myself or family) Robert Wratten	01895 250 975
Local Police Station	0208 246 1903
NSPCC child protection helpline- 24-hour helpline for People worried about a child Families concerned about radicalisation	0808 800 5000
Local Early Years Team- for support	01895 250 516
Prevent referrals to MASH	01895 277 930
Ofsted	0800 123 1231

We will ensure our practice is kept updated by regular training and regularly accessing the Hillingdon Child Safeguarding Partnership Web Page

If an allegation is made against a staff member or the management team please see the appendices

We will follow the lead of the LADO while investigating the situation.

Prevent – Anti Radicalisation

We are committed to Safeguarding and Promoting the welfare of children that attend our setting. We recognise that safeguarding against radicalisation is no different from safeguarding children from any other of the abuses, and the children who may be vulnerable will show signs and behaviours that may include, graphic drawings, excessive gun play change of friendship groups and excessive travel and absences. To underpin the Prevent Duty we will uphold and promote the fundamental principles of British Values (Democracy, The Rule of Law, Individual Liberty and Mutual respect and tolerance of those with different faiths and believes), all of which are supported by the EYFS, development matters. We will rely on our Safeguarding and equalities policy to support our practice to ensure the children in our care are protected from negative influences. Our positive approach of “Be Kind: Be Safe: Be Caring”, is a commitment to all children and parents attending our setting.

In line with Ofsted guidance, we will continue to make phone calls to families if their child does not attend nursery on their allotted days, and we have not heard otherwise, to check their well-being, and offer any support necessary?

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Female genital mutilation (FGM)

FGM is a partial or total removal of external female genitalia for non-medical reasons. It's also known as female circumcision, cutting or Sunna. There are four types which are all illegal and have serious health risks. It is nearly always carried out on minors (between infancy and age 15). Religious, social or cultural reasons are sometimes given for FGM. However, FGM is abuse, it's dangerous and a criminal offence. There are no medical reasons to carry out FGM, it does not enhance fertility and it does not make child birth safer, it can cause infertility and have long-lasting damage both the physical and emotional health. FGM has been a criminal offence in the UK since 1985 and in 2003 it also became a criminal offence for UK nationals or permanent residents to take their child abroad to have any kind of female genital mutilation procedure done. Staff will be aware of the signs and indicators of FGM and their legal duty to report any known cases or any suspicions to the Designated Safeguarding Lead immediately who will then contact both the police and MASH.

Signs which might suggest FGM

- A child may talk about a special procedure or ceremony that is going to take place
- Prolonged absences from the setting
- Change in behaviour on return
- Damage to the genital area and/or adjacent tissues
- Pain or difficulty in sitting
- Bleeding or infection
- Urine retention
- Fracture or dislocation as a result of restraint
- Psychological damage, including depression, anxiety, and sexual dysfunction
- More information regarding FGM can be found on the London Safeguarding Children Board website.

Breast Ironing: Girls aged between 9 and 15 have hot stones or other implements rubbed on their developing breast to stop them growing further. In the vast majority of cases breast ironing is carried out by mothers and grandmothers under the "misguided intention" of protecting her from the likelihood of pregnancy and risk of sexual harassment, rape, forced marriage and kidnapping. As well as extreme pain and psychological damage, the practice puts the young woman at risk of developing cysts, infection and even cancer.

Signs which might suggest breast ironing:

- Unusual behaviour after a absence from school, including depression, anxiety, aggression, becoming withdrawn
- Reluctance in undergoing medical examinations
- Some girls may ask for help, but may not be explicit about the problem due to embarrassment or fear
- Fear of changing for physical activities due to scars showing or bandages being visible

Fabricated Illness

This is where a child is presented with an illness that is fabricated by the adult carer. The carer may seek out unnecessary medical treatment or investigation. This is also a type of physical abuse.

The signs may include a carer exaggerating a real illness or symptoms a child may have, induce more symptoms to their child through poisoning, starvation, and inappropriate diets. This may also include a parent/carer to make false allegations of abuse or encouraging the child to appear disabled or ill to obtain unnecessary treatment or specialist support.

Terrorism and Radicalisation- Prevent Duty

See separate policy

The nursery has a duty under the statutory guidance issued under Section 29 of the Counter Terrorism and Security Act 2015 to be alert to any safeguarding and child protection issues at home or elsewhere. We must and will take action to protect children from harmful behaviour by any adults in the child's life with regard to being drawn into terrorism, radicalisation and extremist views. All our staff complete online training (Channel Training) and British Values Training. Prevent Duty is under pinned by British Values, which is recognised as being implicit in the inclusive practices of the EYFS.

Currently within Hillingdon we have seen an increase in extremism on the far right. All staff to ensure they are fully aware of what this means by reading relevant policies and procedures

Help and support for parents re radicalisation: 0808800 500 Callers can remain anonymous.
NSPCC (National Society for the Prevention of Cruelty to Children): 079415714438
Contact: Fiona Gibbs (LADO- Prevent Duty) community manager: 01895 277035/07946714637
fgibbs@hillingsdon.gov.uk

Prevent Referrals to MASH (Multi Agency Safeguarding Hub) 01895 556644
Referral and Assessment Team Hillingdon MASH.
- out of hours 01895 277 226
- email ratduty@hillingsdon.gov.uk

E-Safety

See separate policy

We do recognise the exciting opportunities technology offers to all children and staff in our setting and we have invested in age appropriate resources to support this belief. Whilst recognising the benefits we are also mindful that practitioners have a duty of care to ensure that children are protected from potential harmful online material and that appropriate filtering and monitoring systems are in place. Children are not able to access the internet as the computer in the pre school rooms; it only allows them to access the painting programme and other child friendly programmes that we have installed. Children have leap pads at their disposal and can only access appropriate programmes that have been installed and the adults are there to supervise. Staff has access to the internet only from the computer in the office under strict supervision and only for educational purposes not for personal use.

Staff are encouraged to inform the children, when switching on the computer that they have to enter their password and when children use toy phones just to say "Remember to enter your password" Displays have been put up to make parents and carers aware of E-Safety.

Domestic Abuse

The cross- government definition of domestic abuse is 'any incident or pattern of incidents of controlling, coercive, threatening behaviour, violence or abuse displayed by a current or previous partner or family member. Domestic abuse can be aimed at anyone over the age of 16 regardless of gender or sexuality. The abuse can encompass, but is not limited to:

- psychological
- physical
- sexual
- financial
- emotional

Staff must understand what is required of them if children are members of the household where domestic abuse is known or suspected to be taking place. Our policy includes action to be taken regarding referrals to the police and children and young people's services and any action to be taken where a member of staff is the alleged perpetrator or victim of domestic abuse. At St Vincent's Nursery we will follow our safeguarding policy and report any suspected concerns regarding domestic abuse to the relevant agency.

Private Fostering

The Children Act of 1989 defines Private Fostering as occurring when a child under 16 (18 if disabled) is placed for 28 days or more in the care of an adult who is not their close relative. Close relatives are step parents, grandparents, brothers/sisters, aunts or uncles.

The Government responded with several new policies after the Victoria Climbié Enquiry recommended that the Government take further steps to strengthen Private Fostering arrangements and it clearly made a case that private fostering is a Safeguarding issue. (The Children Act 2004 (s44), Children (Private arrangements for Fostering) Regulations 2005, Every Child Matters as well as National Standards for Private Fostering).

At St Vincent's Nursery we are aware that it is our mandatory duty to inform the local authority of children in such arrangements, staff to report concerns to the Designated Safeguarding LEAD. To notify the Local Authority of a private fostering arrangement please contact the Hillingdon Multi Agency Safeguarding Hub (MASH).

Email: lbhmash@hillingdon.gov.uk

Tel: 01895 556 633

For more information staff can read up on Private Fostering: **better information, better understanding (OFSTED)**.

Child Trafficking and Exploitation

Child trafficking/exploitation is defined as the "recruitment, transportation, transfer, harbouring or receipt "of a child for the purpose of exploitation.

Essentially, Child Trafficking and Exploitation is child abuse and should be treated within a child protection context. It is also a crime and abuse of an individual's Human Rights.

Child Sexual Exploitation (CSE) and Trafficking Definition of Child Sexual Exploitation (as detailed in the Government Consultation Response – 16 February 2016): Child sexual exploitation is a form of child sexual abuse.

It occurs where an individual or group takes advantage of an imbalance of power to coerce, manipulate or deceive a child or young person under the age of 18 into sexual activity,

(a) In exchange for something the victim needs or wants, and/or

(b) For the financial advantage or increased status of the perpetrator or facilitator.

The victim may have been sexually exploited even if the sexual activity appears consensual.

Child sexual exploitation does not always involve physical contact; it can also occur through the use of technology.

SEXUAL EXPLOITATION IS – "THE RECRUITMENT, TRANSPORTATION, TRANSFER, HARBOURING OR RECEIPT OF A CHILD, FOR THE PURPOSE OF EXPLOITATION." The trafficking process has several distinct phases. This includes the following aspects:

- Recruitment or grooming
 - Travel/transportation
 - Arrival
 - Exploitation
 - Rescue/escape
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- Return and rehabilitation. In the event of concerns or disclosures with regards to CSE or trafficking the following steps will be taken:
 - Reported/ discussed with the Designated Safeguarding Leads
 - Follow up with Social Care if immediate risk of harm is likely and make a referral to Hillingdon's Children's Social Care Triage MASH & Assessment Team on 01895 558641
- Staff can also access information about CSE and Child Trafficking from the following document: Child Sexual Exploitation: - Definition and Guide for practitioners (February 2017)

Domestic Servitude

Domestic servitude involves the victim being forced to work in private households. Their movement will often be restricted, and they will be forced to perform household tasks such as childcare and housekeeping over long hours and for little, if any, pay.

Forced Labour

Forced labour involves victims being compelled to work very long hours, often in arduous conditions, and to relinquish the majority, if not all, of their wages. Identity documents are retained by the traffickers, meaning the young people cannot leave or prove their identity.

Forced Criminality

Forced Criminality can be understood as the exploitation of a person to commit a crime, such as pick-pocketing, shoplifting, cannabis cultivation, drug trafficking and other similar activities that are subject to penalties and imply financial gain for the trafficker.

Organ Harvesting

Kidneys are in the greatest demand and are the only major organs that can be transplanted with relatively few risks to the life of the donor.

Forced Begging

Children, including babies and young children, can be used as tools for begging.

Children may also be forced to beg alone, with the money handed to adults and gangs controlling.

Benefit Fraud

Benefit fraud commonly involves adults who exploit children to facilitate fraudulent claims of Child Benefit and Working Tax Credits.

Forced Marriages

Forced marriages is a marriage in which one or both parties do not (or in some cases people with learning disabilities, cannot) consent to a marriage, often pressure, coercion or abuse is used. A forced marriage is different to an arranged marriage where a person fully consents to their parents, a friend or a third party (such as a match maker) identifying a spouse (who is also in agreement to the marriage) and makes arrangements for a marriage between the two people to take place.

Vulnerable Children (SEND)

We at St Vincent's acknowledge that children with special educational needs and disabilities can face additional safeguarding challenges. We are aware that additional barriers can exist when recognising abuse and neglect in this group of children. This can include assumptions that indicators of possible abuse such as behaviour, mood and injury relate to the child's disability without further exploration, children with SEND can be disproportionately impact by things like bullying- without outwardly showing any signs, and communication barriers and difficulties in overcoming these barriers. Concerns about children with SEND will be treated the same as children without.

Peer on Peer Abuse

It is part of our duty to ensure children are protected from harm from other children. In an early years setting with children under the age of five years, biting, pushing, scratching and hitting may all occur at times. Please refer to the Behaviour Policy for managing these incidents. It is very important that if you think a child is targeting another child, you raise this issue with the Designated Safeguarding Lead or Deputies, immediately. In recording and reporting incidents it is very important that the identity of the child who hurt the other child is not disclosed. This is part of duty of confidentiality to all children and families. If a parent asks who has hurt their child, please show your understanding of their upset, anger, or pain, but explain that we are not able to share this information. Refer to the nursery manager if necessary

Behaviour Code for staff (Code of Conduct)

At St Vincent's Nursery we expect all members of staff to follow out Staff Behaviour Policy, which sets clear guidance on the standards of behaviour required from our staff. The guidance aims to encourage staff to reach the highest possible standards of conduct. Early Years staff is in a position of trust and influence as role models for the children in their care, and as such must demonstrate behaviour that sets a good example to all users of the setting. St Vincent's Nursery

staff also has a responsibility to maintain their reputation and that of the nurseries, both during and outside of work hours.

Confidentiality

Please read separate policy.

The nursery has the right to share any information regarding child protection with other childcare professionals. All information will be kept confidential.

Policy on County Lines

County Lines is a very serious issue where criminal gangs set up a drug dealing operation in a place outside their usual operating area. Gangs will move their drug dealing from big cities (e.g. London, Manchester, Liverpool etc.), to smaller towns in order to make more money. This can have a really big effect on the community who live there and bring with it serious criminal behaviour.

Some factors that heighten a person's vulnerability and get targeted by gangs are:

- Having prior experiences with neglect, physical and/ or sexual abuse, lack of safe/stable home environment
- Now or in the past (domestic abuse or parental substance misuse, mental health issues or criminality, for example) poverty-homes not a nice places to be in.
- Social isolation or social difficulties
- Economic vulnerability
- Homelessness or insecure accommodation status
- Connection with other people involved in gangs
- Having a physical or learning disability
- Having mental health or substance misuse issues
- Being in care (particularly those in residential care and those with interrupted care histories)
- Being excluded from mainstream education, in particular attending a Pupil Referral Unit.

Staff are made aware that they should inform the Safeguarding Leads Immediately if they think a young person (colleagues) is involved in County Lines or gang activity, and could be at risk of harm, and MASH will be contacted immediately. All staff have had been made aware of County Lines in our Safeguarding training.

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