

CHILD PROTECTION POLICY

Introduction:

Happydayz Nursery is committed to providing a safe and secure environment for all children in our care in line with the procedures of the Northamptonshire Safeguarding Children Partnership. All procedures are in direct coalition with the Childcare Act 1989 and 2002. We recognise our responsibility to safeguard and promote the welfare of children and to work together with parents and other agencies to ensure the safety and well-being of every child. This policy outlines the procedures and practices that the nursery follows to ensure the protection of children.

The Safeguarding Children Partnership is responsible for producing Safeguarding procedures based on national guidelines set out in Working Together to safeguard children (Dept. of Education and Skills). It monitors the effectiveness of the procedures systematically and amends them as it becomes necessary.

Policy Statement

Happydayz Nursery is committed to:

1. Ensure the welfare and safety of all children in our care.
2. Providing a safe and secure environment for children to learn and develop.
3. Working in partnership with parents and other agencies to safeguard and promote the welfare of children.
4. Implementing robust procedures to prevent the abuse of children and to respond effectively to any concerns about a child's welfare.

Steps taken to ensure a safe environment for all children:

1. Recruiting and Training:
 - All staff and volunteers undergo thorough background checks, including a Disclosure and Barring Service (DBS) check, before commencing employment
 - Staff are provided with regular training on child protection and safeguarding procedures.
2. Designated Safeguarding Lead:
 - The designated safeguarding lead appointed is Ellen Morrissey. She takes responsibility for child protection issues and liaise with the Local authority and other agencies as necessary.
 - The designated safeguarding lead receives regular training to keep abreast of current child protection issues and legislation.
3. Recognising and Responding to Concerns:
 - All staff are trained to recognise the signs of abuse and neglect and know how to respond appropriately.
 - Any concerns about a child's welfare are reported to the designated safeguarding lead, who will follow the nursery's procedures for reporting and recording as seen in our procedures section.
4. Information Sharing and Communication:
 - The nursery works in partnership with parents and respects the need for confidentiality.
 - Information sharing with other professionals and agencies is conducted in accordance with relevant legislation and guidance.
5. Record Keeping:
 - Accurate and confidential records of concerns and actions taken are maintained in a secure location.
 - All records are stored in accordance with Data protection regulations.

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6. Safe Recruitment:
 - The nursery follows safer recruitment practices to ensure that all staff and volunteers are suitable to work with children.
7. Training & Support:
 - All staff receive regular training on child protection issues and are provided with support to enable them to fulfil their safeguarding responsibilities.
8. Monitoring Progress:
 - This policy is regularly reviewed to ensure it reflects current legislation, guidance and best practice.
 - The effectiveness of the policy and procedures is monitored and evaluated on an ongoing basis.

Procedure

All staff **Must** understand the procedure for reporting any concerns in the setting. Staff must make the Designated Lead and the Manager aware of any concerns they have about the welfare of a child in the setting. They will need to monitor any child they feel may be at risk, make sure they let the Designated Lead know what they are concerned about and what they have witnessed, then they must complete a referral form and bring this to the Designate Lead upon completion. The Designated Safeguarding Lead will then proceed with the referral or a discussion with the MASH Team (Multi Agency Safeguarding hub). The Designated Safeguarding Lead must make sure they do a referral even if MASH is doing this for them, we need to be kept in the loop. Any more concerns that staff may have **Must** be reported as soon as possible even if a referral has already been submitted.

All information can be found on the walls of the Nursery, these have been prepared by the Manager and are relevant to the procedures that all staff need to be aware of and understand.

The Manager will keep a factual record of concerns and will ask the parent/carer for an explanation, and signature on the same day without delay to minimise any risk to the child. Unless there is a belief it may place the child at risk., then the Manager will advise the parent/carer of an intent to make a referral.

The manager must notify Ofsted of any allegations and any actions taken in respect of the accusation of abuse that is alleged to have taken place while the child is on the premises or elsewhere. Notifications to Ofsted will be made as soon as reasonably practicable, but at least within 14 days of the allegations being made.

If a child discloses to a member of staff that they are being abused, you **MUST** Show that we have heard what they are saying and that we take their allegations seriously. Encourage the child to talk, but we will not prompt them or ask them leading questions, we will not interrupt the child when they are recalling significant events and will not make the child repeat their account. Explain what actions we must take in a way that is appropriate to the age and child's understanding. Staff will write down everything that had been told by the child using the exact words where possible. Make a note of the date, time, place and people who were present during the discussion. Then we will report this to the Designated Officer (LADO) and to MASH immediately.

Emergencies:

If a child is in immediate danger, left alone, or missing you should contact the police directly and/or an ambulance using 999/112

Non-Emergencies

If there is no immediate danger but you are concerned about a child's welfare, contact the following telephone number:

Telephone – 0300 126 7000 (Option 1)

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If we or the carer believe a child is suffering from a mental condition that inhibits their daily life, then the following procedure is in place for immediate help to ensure that the child receives the appropriate department.

CAHMS – Child & young people services

A referral form is to be completed and then sent through.

Emails: referral forms too: cyprmc.northants@nus.net

Post: Castle Unit
Isebrook Hospital
Irthingborough Road
Wellingborough

Code of Practice

All staff **Must** attend Safeguarding training on a yearly basis through the Northamptonshire Children Safeguarding Partnership. They **MUST** be aware of the signs and symptoms of child abuse, physical, emotional, sexual, and neglect, and understand the next step pm what to do in the event of a child showing signs of abuse. Staff **Must** also be aware of inappropriate adult behaviour that may constitute the grooming or conditioning of children for the purpose of an abusive interaction. They keep up to date with child protection issues and relevant legislation by taking regular training courses and regularly checking the latest version of the relevant course procedures by going online. This helps them to be aware of signs of abuse or neglect and what they have to do if they have a concern. The setting is registered with the Northamptonshire Safeguarding Children Partnership to receive email alerts informing us of any changes. We have regard to the government statutory guidance “Working together to safeguard children” and the Designated Safeguarding Lead is Eileen Morrissey (Manager)

In Conclusion:

Happydayz Nursery is committed to promoting the welfare and protection of all children in our care. This policy provides the framework for our practices and procedures, and we are dedicated to ensuring that all staff are aware of their responsibilities and are equipped to safeguard and protect children from harm.

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Related Policies and Documentation

- Referral form for any concerns
- Safeguarding Policy
- Private Fostering Policy
- Allegations of abuse against me or a member of staff
- Radicalisation Policy
- Whistleblowing Policy
- Sexual Exploitation Policy
- Breast Ironing Policy
- Domestic Abuse Policy
- Terrorist attack or national emergency Policy
- Other adults in the setting Policy
- Role of the Designated Lead Policy
- Prevent Duty Policy
- Information Sharing Policy
- County Lines Policy
- FGM Policy
- Fabricated or Induced Illness Policy
- ICO
- Safer Recruitment Practices

Policy approved and adopted by

on

(Manager of Happydayz Nursery)

Review date