



Wildlings

Safeguarding Policy

Policy statement

Wildlings fully recognises its responsibilities for safeguarding children. The Designated Safeguarding Person (DSP) for Wildlings is **Kate Nutbourne**. The Deputy Safeguarding Person (DSP) for Wildlings is **Joanna Tipton**.

Safeguarding is the action taken to promote the welfare of children and protect them from harm. Safeguarding means:

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

Statement of intent

Our setting will work with children, parents and the community to ensure the safety of children in our care and to give them the very best start in life.

The key commitments of this policy for safeguarding children:

1. We are committed to building a 'culture of safety' in which children are protected from abuse and harm in all areas of our service delivery.
2. We are committed to responding promptly and appropriately to all incidents or concerns of abuse that may occur and to work with statutory agencies in accordance with the procedures that are set down in 'What to do if you are worried a child is being abused'. March 2015.
3. We are committed to promoting awareness of child abuse issues through staff training. We are also committed to empowering young children, through the early childhood curriculum, promoting their right to be strong, resilient and listened to.
4. We wish to see our staff use and make the most of benefits of modern technology to support children's learning and development, whilst ensuring children are kept safe.

Aims

Our aims are to meet the key commitments of this Policy by:

- promoting children's right to be strong, resilient and listened to by creating an environment in our setting that encourages children to develop a positive self-image,

which includes their heritage arising from their colour and ethnicity, their languages spoken at home, their religious beliefs, cultural traditions and home background;

- promoting children's right to be strong, resilient and listened to by encouraging children to develop a sense of autonomy and independence;
- promoting children's right to be strong, resilient and listened to by enabling children to have the self-confidence and the vocabulary to resist inappropriate approaches;
- helping children to establish and sustain satisfying relationships within their families, with peers, and with other adults; and
- working with parents to build their understanding of and commitment to the principles of safeguarding all our children.

Primary legislation

The legal framework for this work is:

- The Children Act 1989
- The Children Act 2004 (Every Child Matters)
- Children and Young Persons Act 2001
- Children and Social Work Act 2017

Guidance

- What to Do if You are Worried a Child is Being Abuse - 2015
- Working Together to Safeguard Children – 2018
- Keeping Children Safe in Education (KCSIE)

Method to meet Key Commitments

- To ensure there is a Designated Safeguarding Person and that all staff and volunteers know the names of the designated officers and their roles;
- To ensure that all staff and volunteers understand the nature of abuse, and the correct procedures, should concern over a child in our care arise;
- To provide a safe environment for the children to learn and develop;
- To identify children who are suffering or likely to suffer significant harm, and take appropriate action with the aim of making sure they are kept safe both at home and at Wildlings;
- To support children who have been abused in accordance with their agreed child protection plan;
- To prevent unsuitable people working with children at Wildlings.

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Designated Safeguarding Person - DSP

The DSP for Wildlings is **Kate Nutbourne** and our Deputy DSP is **Joanna Tipton**. Both have undertaken Designated Safeguarding Lead Person training. Safeguarding training for the DSPs and all staff is updated through external training at least bi-annually.

Responsibilities of the DSP

- Arranging training for all staff in accordance with inspecting safeguarding guidance, volunteers and members of staff as part of their induction training;
- Producing and updating Wildlings' Safeguarding Policy and Procedures;
- Keeping all staff and volunteers updated with current procedure through induction training and annual refresher training carried out in staff meetings;
- Providing support and advice for staff and volunteers;
- Maintaining accurate and secure child protection records;
- Remediating any deficiencies or weaknesses in safeguarding arrangements without delay;
- To report to the Disclosure and Barring Service (DBS), within one month of leaving the setting any person (whether employed, contracted, a volunteer or a student) whose services are no longer used because he or she is considered unsuitable to work with children.

Staffing at Wildlings

Wildlings operate safe recruitment procedures. In order to minimise the risk of employing or engaging an individual who poses any risk to the children at Wildlings, the following procedures are followed (please also refer to Wildlings' Safer Recruitment Policy):

- Wildlings apply to the Disclosure and Barring Service (DBS) check for all staff, including members of the committee and regular volunteers (including parents) to verify their declaration concerning any convictions, cautions or bind overs, which they have incurred. If a disclosure comes back the DSP will assess whether the disclosure will affect the role the applicant has applied for.
- Staff identity is checked by seeing the applicant's passport, or if unavailable, other photographic identification;
- References are always taken up and are always obtained directly from the referee. Two written references are followed up, one of which includes the last employer. The referee is asked to comment on the applicant's suitability to work with children and to give any details of disciplinary procedures the applicant has been subject to;

- Assurances are obtained from external organisations that appropriate safeguarding checks have been carried out on any staff working with Wildlings' children on any trips or visits;
- Adequate supervision at all times within the setting;
- Constant supervision of the children when outside the setting or on trips;
- Supervision of children is by DBS checked members of staff. Any parental volunteers will undergo DBS checks and contract workers are never left unsupervised with the children. DBS checks are obtained for any adult who could potentially have unsupervised access to the children throughout the day;
- A staff induction policy, which includes information and training on safeguarding;
- Weekly meetings among staff are held

The Prevent Duty

Wildlings is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. From 1st July 2015 all schools, registered early years childcare providers and registered later years childcare providers are subject to a duty under section 26 of the Counter-Terrorism and Security Act 2015, in the exercise of their functions, to have "due regard to the need to prevent people from being drawn into terrorism". This duty is known as the Prevent duty and to ensure that we adhere to and achieve the Prevent duty we will;

- Provide appropriate training for staff as soon as possible. Part of this training will enable staff to identify children who may be at risk of radicalisation
- We will build the children's resilience to radicalisation by assisting their personal, social and emotional development and understanding of the world through the statutory framework for the EYFS, which sets standards for learning, development and care for children from 0-5.
- We will ensure that our staff understands the risks so that they can respond in an appropriate and proportionate way.
- We will be aware of the online risk of radicalisation through the use of social media and the internet by children and families.
- As with managing other safeguarding risks, our staff will be alert to changes in children's behaviour, which could indicate that they may be in need of help or protection (children at risk of radicalisation may display different signs or seek to hide their views). The Key Person approach means we already know our key children well and so we will notice any changes in behaviour, demeanour or personality quickly.
- We will not carry out unnecessary intrusion into family life but we will take action when we observe behaviour of concern. The key person approach means that we already have a

rapport with our families so we will notice any changes in behaviour, demeanour or personality quickly.

- We will work in partnership with Derbyshire Safeguarding Children Board & Early Help Team for guidance and support.
- We will build up an effective engagement with parents/carers and families. (This is important as they are in a key position to spot signs of radicalisation)
- We will assist and advise families who raise concerns with us. We recognise how important it is to assist and advise families who raise concerns and be able to point them to the right support mechanisms.
- We will ensure that our staff will undertake Prevent awareness training bi-annually (as a minimum).
- We will ensure that any resources used in the setting are age appropriate for the children in our care and that our staff have the knowledge and confidence to use the resources effectively.

Staff Responsibilities

- All practitioners must be able to identify children who may be vulnerable to radicalisation.
- There is no single way of identifying an individual who is likely to be susceptible to a terrorist ideology, but staff should be alert to changes in children's behaviour, including even very young children, which could indicate they may be in need of help or protection.
- These behaviours can be evident during circle time, Role play activities and quiet times. Quiet times with key children may be a time when children make disclosures as the children may feel safe to do so in such circumstances.
- People from any walks of life can be drawn into radicalisation and not necessarily from a particular religion or ethnicity. Terrorism is not promoted by any religion.

The Prevent duty does not require childcare providers to carry out unnecessary intrusion into family life but we are required to take action when observe behaviour of concern. People dress codes like hijabs, nikabs, abayas and jilbabs are not indicative factors that they are at risk of being radicalised.

What to do if you suspect that children are at the risk of radicalisation.

- Follow the setting normal Safeguarding Procedures including discussing with the DSP, and where deemed necessary, with children's social care through Starting Point.
- The DSP can also contact the local police force or dial 101 (the non-emergency number). They will then talk in confidence about the concerns and help to access support and advice.

Signs of Child Abuse and Neglect

- What is abuse and neglect?

Abuse and neglect are forms of maltreatment of a child. Somebody 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 a stranger. They may be abused by an adult or adults or another child or children.

- Physical Abuse

Physical abuse may involve hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating, or otherwise causing physical harm to a child. Physical harm may also be caused when a parent or carer fabricates the symptoms of, or deliberately induces illness in a child.

- Emotional abuse

Emotional abuse is the persistent emotional maltreatment of a child such as to cause severe and persistent adverse effects on the child's emotional development. It may involve conveying to children that they are worthless or unloved, inadequate, or valued only insofar as they meet the needs of another person. It may feature age or developmentally inappropriate expectations being imposed on children. These may include interactions that are beyond the child's developmental capability, as well as overprotection and limitation of exploration and learning, or preventing the child participating in normal social interaction. It may involve seeing or hearing the ill-treatment of another including domestic violence. It may involve serious bullying, including on-line bullying, causing children frequently to feel frightened or in danger, or the exploitation, sexual or non-sexual or corruption of children. Some level of emotional abuse is involved in all types of maltreatment of a child, though it may occur alone.

- Sexual Abuse

Sexual abuse involves forcing or enticing a child or young person to take part in sexual activities, including prostitution, whether or not the child is aware of what is happening. The activities may involve physical contact, including penetrative (e.g. rape, buggery or oral sex) or non-penetrative acts. They may include non-contact activities, such as involving children in looking at, or in the production of, pornographic material or watching sexual activities, or encouraging children to behave in sexually inappropriate ways.

- Neglect

Neglect is the persistent failure to meet a child's basic physical and/or psychological needs, likely to result in the serious impairment of the child's health or development. Neglect may occur during pregnancy as a result of maternal substance abuse. Once a child is born, neglect may involve a parent or carer failing to provide adequate food and clothing, shelter including exclusion from home or abandonment, failing to protect a child from physical and emotional harm or danger, failure to ensure adequate supervision including the use of inadequate care-takers, or the failure to ensure access to appropriate medical care or treatment. It may also include neglect of, or unresponsiveness to, a child's basic emotional needs.

- Female Genital Mutilation (FGM)

Female Genital Mutilation (FGM) is illegal in England and Wales under the FGM Act 2019. It is a form of child abuse and violence against women. FGM comprises of all procedures involving partial or total removal of the external female genitalia for non-medical reasons.

It is not an acceptable practice and is a form of child abuse under UK law.

Responding to Suspicions and Evidence of Child Abuse

Once a part of Wildlings, members of staff have an important role, which includes: daily contact with the children, observing the children's work, drawings, watching them play and noticing changes in their behaviour. Through conversation alone the child may disclose information to someone they trust. This may be a practitioner or volunteer, and therefore all staff and volunteers need to be aware of the appropriate action, should any indications become apparent.

Staff and volunteers must be careful to take note of anything which may give cause for concern, irrespective of how trivial it may seem at the time. Note keeping enables Wildlings to build up a rounded picture and a context within which to assess anything that concerns us about a particular child. Note taking should take into account the date, time, place, people present and what was said and should be given to the DSP or Deputy DSP immediately. If a child arrives at the setting with an existing injury this is discussed with the parents and all staff are informed. The existing injury is recorded on the existing injury form and these are then kept in the child's file. Existing injury forms are regularly reviewed to identify any emerging patterns or concerns.

Following up on an allegation

1. The DSP will assess the situation and decide whether the information needs to be shared with other professionals via [Derbyshire Starting Point](#) tel: 01629 533190 or LADO tel: 01629 533190 if the allegation is against a member of staff;
2. The DSP will lead the processing of referring a child via Starting Point within 24 hours of a disclosure or suspicion of abuse.
3. A referral will be followed up in writing within 48 hours. Where possible, concerns will be discussed with the parents and agreement sought for a referral to be made, unless this may place the child at harm. If the parents are not informed, the DSP will record reasons for this. The Early Help Team may also be consulted for advice without naming the child.

Wildlings' primary concern at all times is to safeguard the child's welfare.

Urgent referrals should be made if anyone suspects actual physical injury, disclosure of abuse, or clear evidence of neglect. It is vital that members of staff do not seek to take on the role of investigators and that Wildlings procedures are followed strictly.

Allegations against Wildlings members of Staff and volunteers (on premises or elsewhere)

If any allegation of abuse is made against a member of staff or volunteer, whether the allegations relate to harm or abuse committed on the premises or elsewhere, the Local Borough's Safeguarding Children Board Procedures will be followed and we shall regard the guidelines on

practice and procedure found in 'Safeguarding Children and Safer Recruitment in Education' (DfES publication).

We ensure that all parents and members of staff know how to complain about staff or volunteer action within the setting, which may include an allegation of abuse;

Allegations may involve behaving in a way that has harmed or may have harmed a child; possibly committing a criminal offence against or related to a child; or behaving towards a child or children in a way that indicates s/he is unsuitable to work with children. The following procedures are followed:

- We respond to any disclosure by children, parents, volunteers or staff that abuse by a member of staff or volunteer may have taken, or is taking place, by first recording the details of any such alleged incident;
- A member of staff or volunteer receiving an allegation of abuse should report this immediately to the DSP, unless the DSP is the one against whom the allegation is made, which should be reported to the Deputy DSP;
- Where an allegation of abuse is made against any member of the Wildlings Committee any staff member or volunteer should report the allegation immediately to DSP who will contact LADO directly.
- Reports will be in the strictest confidence so that information can be given freely and without fear of victimisation and in a way that protects the child, facilitates the enquiries, manages disciplinary/complaints aspects and protects the rights of the alleged perpetrator.

Action:

- The DSP (or owner) will contact the following within **4 hours** of the allegation being made (Monday to Friday 9:00am to 5pm):
- We refer any such complaint immediately to Starting Point and/or LADO

Starting Point: 01629 533 190 starting.point@derbyshire.gov.uk

<https://www.derbyshire.gov.uk/social-health/children-and-families/support-for-families/starting-point-referral-form/starting-point-request-for-support-form.aspx>

LADO: 01629 533190 Professional.Allegations@derbyshire.gov.uk

Out of Hours: Call Derbyshire Tel: 01629 532 600

- Contact Ofsted: 0300 123 1231 / 08456 404040 (as soon as possible and within 14 days of the allegation being made). The registered person (Chair of Committee) MUST make the referral to Ofsted to comply with the statutory framework. They will assess whether the allegation reaches the threshold for referral to Police / Children's Social

Services and advise accordingly regarding further action to be taken in respect of the child and the member of staff.

Escalation process

- If we feel that a referral made has not been dealt with properly or that concerns are not being addressed or responded to, we will follow the Derbyshire Safeguarding Children Board escalation process.
- We will ensure that staff are aware of how to escalate concerns.
 - **The Wildlings DSP will not investigate the allegation** however will record any information and follow instructions as directed by Starting Point and/or LADO
 - Where a referral is made because the child has suffered or is likely to suffer significant harm or the alleged abuse is a criminal offence the appropriate procedure will be followed. We co-operate entirely with any investigation carried out by the Local Authority in conjunction with the police;

Disciplinary Action Against a Member of Staff

The 'alleged' person may be suspended on full pay, after careful consideration if this is deemed the best course of action until the allegation is resolved. This is not an indication of admission that the alleged incident has taken place, but is to protect the staff as well as children and families throughout the process;

Where an allegation is proved to be without foundation DSP will decide whether disciplinary actions are required. Child protection enquiries take priority over disciplinary investigations and the disciplinary process must be clearly separated from the child protection enquiries.

Where a member of staff or a volunteer is dismissed from the setting or internally disciplined because of misconduct from the setting or internally disciplined because of the misconduct relating to the child, we notify the DBS to provide information about individuals working with children or vulnerable adults where we consider them to have caused harm or pose a risk of harm.

Safeguarding Staff Training

All staff are trained to understand the safeguarding policy and procedures, this training is updated regularly. This enables staff to identify signs of possible abuse and neglect at the earliest opportunity, and to respond in a timely and appropriate way. These may include:

- Significant changes in children's behaviour;
- Deterioration in children's general well-being;
- Unexplained bruising, marks or signs of possible abuse or neglect;
- Children's comments which give cause for concern;
- Any reasons to suspect neglect or abuse outside the setting, for example in the child's home; and/or

- Inappropriate behaviour displayed by other members of staff, or any other person working with the children. For example, inappropriate sexual comments; excessive one-to-one attention beyond the requirements of their usual role and responsibilities; inappropriate sharing of images.

Mobile phones and cameras

Wildlings have a strict policy regarding the use of mobile phones and cameras which has been formulated with the absolute objective to safeguard children. The policy applies to staff members, parents and other visitors to the setting.

See mobile phone and camera policy for further details.

Liaison with other bodies

We will notify the registration authority (Ofsted) of any incident or accident and any changes in our arrangements which may affect the well-being of children.

Ofsted will be informed of any allegations of serious harm or abuse by any person working or looking after children at the nursery premises and of the action taken in respect of these allegations within 14 days.

Details of the local National Society for The Preservation of Cruelty to Children (NSPCC) contacts are also kept.

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