



Safeguarding and Child Protection Policy

Based on Statutory Framework for the Early Years
Foundation Stage 2023 and Keeping Children Safe In
Education DfE Guidance 2023

Daisychains Nursery
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This is a core policy that forms part of the induction for all staff. It is a requirement that all members of staff have access to this policy and sign to say they have read and understood its contents

Key Safeguarding Personnel For Daisychains Nursery

Designated Safeguarding Lead: Michelle Morley, Nursery Manager

Deputy Designated Safeguarding Lead: Alice Greenstreet, Assistant Manager
Hayley Jacobs, Blossom Room Supervisor

What To Do If You Have A Welfare Concern In Daisychains Nursery

Why are you concerned?

For example

- Allegation or Disclosure
 - Child or adult shares a concern
- Indicators of abuse or neglect
 - Child's Appearance - unexplained marks or bruises, clothes, hygiene
 - Change in behaviour, presentation, attendance, progress and attainment
 - Behaviour which causes concern, indicates risk/vulnerability

Immediately record your concerns

Follow the Daisychains Nursery procedure

- Clarify concerns if necessary (**TED**: **T**ell, **E**xplain, **D**escribe)
- Reassure the child
- Complete a green concerns form
- Use child's own words
- Sign and date your records

Inform the Designated Safeguarding Lead (Michelle Morley) or Deputy DSL (Alice Greenstreet or Hayley Jacobs) or Refer if Appropriate

Designated Safeguarding Lead

- Consider whether the child is at immediate risk of harm e.g. unsafe to go home
- Access the KSCMP Threshold document and procedures: www.kscmp.org.uk
- If the child is **at imminent risk of harm** a referral will be made to the Integrated Front Door - 03000 411111
- If the child is **NOT** at imminent risk then further guidance will be sought from the Education Safeguarding Support Officer (Rebecca Avery - 03000 415797) and if necessary a referral will be made
- If unsure then consult with Education Safeguarding Support Officer (Rebecca Avery - 03000 415797) without giving the child's details.

Record decision making and action taken in the pupil's Child Protection/safeguarding file

If you are unhappy with the response

Staff:

- Follow local escalation procedures
- Seek advice from the Education Safeguarding Service
- Follow Whistleblowing procedures

Parents:

- Follow nursery complaints procedures

Monitor - Be clear about:

- What action you have taken at the time of reporting the concerns.
- What you are monitoring e.g. behaviour trends, appearance etc.
- How long you will monitor for
- Where, how and to whom you will feedback and how you will record

Review and request further support (if necessary)

At all stages the child's circumstances will be kept under review
The DSL/Staff will request further support if required to ensure the **child's safety is paramount**

Introduction

"Safeguarding and promoting the welfare of children is everyone's responsibility. Everyone who comes into contact with children and their families and carers has a role to play in safeguarding children. In order to fulfil this responsibility effectively, all practitioners should make sure their approach is child centred. This means that they should consider, at all times, what is in the best interests of the child.

*No single practitioner can have a full picture of a child's needs and circumstances. If children and families are to receive the right help at the right time, everyone who comes into contact with them has a role to play in identifying concerns, sharing information and taking prompt action."*¹

Daisychains Nursery's Safeguarding and Child Protection Policy has been developed in accordance with the principles established by the Children Acts 1989 and 2004 and related guidance. This includes:

- Working Together to Safeguard Children (HMG, 2018)
- What to do if you're Worried a Child is Being Abused (HMG, 2015)
- Framework for the Assessment of Children in Need and their Families (DoH 2000)
- The Common Assessment Framework for Children and Young People: A Guide for Practitioners (CWDC 2010)
- Statutory guidance on making arrangements to safeguard and promote the welfare of children under section 11 of the Children Act 2004 (HMG 2008)
- Hidden Harm - Responding to the Needs of Children of Problem Drug Users (ACMD, 2003)
- Information Sharing: Advice for Practitioners providing Safeguarding Services (DfE 2018)
- Disclosure and Barring Service: www.gov.uk/disclosure-barring-service-check
- Revised Prevent Duty Guidance for England and Wales (HMG, 2015)
- Ofsted: Education Inspection Framework' (2019)
- Safeguarding Children (Pre-school Learning Alliance 2013)
- Safeguarding through Effective Supervision (Pre-school Learning Alliance 2013)
- Early Years and Foundation Stage Framework 2017
- The New Early Years Employee Handbook (Pre-school Learning Alliance 2016)
- People Management in the Early Years (Pre-school Learning Alliance 2016)
- Keeping Children Safe in Education (DfE 2023)
- Female Genital Mutilation Act 2003
- Kent and Medway Online Safeguarding Children Procedures

¹ Keeping Children Safe In Education 2023

Definitions

Within this document the following definitions apply:

- **Safeguarding:** Working Together to Safeguard Children, 2018, defines safeguarding as:
 - Protecting children from maltreatment
 - Preventing impairment of children's health or development
 - Ensuring that children are growing up in circumstances consistent with the provision of safe and effective care, and
 - Taking action to enable all children to have the best outcomes.

It also reminds us that safeguarding "is **everyone's responsibility**". Everyone who comes in to contact with children and families has a role to play. Everyone should consider wider environmental factors in a child's life that may be threat

- **Child Protection** is an aspect of safeguarding but is focused on how we respond to children who have been significantly harmed or are at risk of significant harm.
- **Staff** applies to all those working for or on behalf of the nursery, full or part time, in either a paid or voluntary capacity. It also includes directors and committee members.
- **Child** refers to all young people who have not yet reached their 18th birthday or Looked After Children and children and young people with Special Educational Needs or Disabilities who have not yet reached their 25th birthday.
- **Parent** refers to the birth parents and other adults in a parenting role for example adoptive parents, stepparents and foster carers.
- **Abuse** could mean neglect, physical, emotional or sexual abuse or any combination of these. Parents, carers and other people can harm children either by direct acts and/or failure to provide proper care. Explanations of these are given within the document and the appendices.

Context

Daisychains Nursery acknowledges that this policy will incorporate a range of specific safeguarding issues including (but not limited to):

- Bullying (including cyberbullying)
- Children and the court system
- Children Missing in Education (CME)
- Children with family members in prison
- Child missing from home or care
- Child Sexual Exploitation (CSE)
- Child criminal exploitation (County Lines)
- Domestic Abuse
- Homelessness
- Drugs and alcohol misuse
- Fabricated or induced illness
- Faith abuse
- Female Genital Mutilation (FGM)
- Forced marriage
- Gangs and youth violence
- Gender based abuse and violence against women and girls
- Hate
- Honour based abuse
- Mental health
- Missing children and adults
- Online safety
- Peer on Peer abuse
- Prevent Duty (radicalisation and extremism)
- Private fostering
- Relationship abuse
- Sexual violence and sexual harassment between children
- Human trafficking and modern slavery
- Sexual Violence and Sexual Harassment
- 'Upskirting'
- Youth produced sexual imagery or "Sexting"

Ethos

*"Every child deserves the best possible start in life and the support that enables them to fulfil their potential. Children develop quickly in the early years and a child's experiences between birth and age five have a major impact on their future life chances. A secure, safe and happy childhood is important in its own right."*²

The Directors and Committee of Daisychains Nursery believe that all those directly involved with our setting have an essential role to play in making it safe and secure. Our setting aims to create the safest environment within which every child has the opportunity to achieve their full potential and we take seriously our responsibility to promote the welfare and safeguard all the children and young people entrusted to our care.

Daisychains Nursery recognises the importance of creating and maintaining a safeguarding culture that will help all pupils to feel safe, secure and respected. We encourage children to talk openly and enable them to feel confident that they will be listened to. We are committed to providing an environment where children can play, learn, develop and achieve and where they are safeguarded and enabled to disclose if they are being harmed in some way. We are alert to the signs of abuse and neglect and follow our procedures to ensure that all children and their families receive effective support, protection and justice.

Daisychains Nursery recognises that some children may be especially vulnerable to abuse. We understand that children who are abused or neglected may find it difficult to develop a sense of self-worth and to view the world in a positive way. Whilst at nursery, behaviour may be challenging and they may exhibit concerning behaviours which at times may impact on other children either directly or indirectly. We will always take a considered and sensitive approach and will work with children, parents and the community to ensure the rights and safety of all children, young people and vulnerable adults.

As part of the safeguarding ethos of the setting we are committed to:

- Maintaining children's welfare as our paramount concern
- Providing an environment and culture in which children feel safe, secure, valued and respected, confident to talk openly and sure of being listened to
- Developing appropriate and positive relationships between children and the adults that care for them
- Providing suitable support and guidance so that children have a range of appropriate adults who they feel confident to approach if they are in difficulties
- Using learning opportunities to increase self-awareness, self-esteem, assertiveness and decision making. This is so that young children develop a range of contact and strategies to ensure their own protection and understand the importance of protecting others
- Working with parents/carers to build an understanding of the setting's responsibility to ensure the welfare of all children including the need for referral to other agencies in some situations

² Early Years Foundation Stage 2017

- Ensuring all staff have regular and appropriate training (including induction) to enable them to recognise the signs and symptoms of abuse and ensure they are aware of the setting's procedures and reporting mechanisms
- Monitoring children who have been identified as 'in need' including the need for protection, keeping confidential records which are stored securely and shared appropriately with other professionals.
- Developing effective and supportive liaison with other agencies.

Daisychains Nursery adheres to the KSCMP Safeguarding Children Procedures. The full KSCMP procedures document and additional guidance relating to specific safeguarding issues can be found on the KSCMP website: www.kscmp.org.uk

Daisychains Nursery Core Safeguarding Principles

Our core safeguarding principles are:

- That schools and nurseries are an important part of the wider safeguarding system for children and vulnerable young people.
- That it is the responsibility of the whole nursery, to safeguard and promote the welfare of children and vulnerable young people.
- That all children and vulnerable young people have equal rights to protection regardless of age, gender, ability, culture, race, language, religion or sexual identity.
- That all children and vulnerable young people have a right to be heard and to have their wishes and feelings considered.
- That all staff understand safe professional practice and adhere to the nursery's code of conduct and policies.
- That all staff have a responsibility to recognise vulnerability in children and young people and to act on any concern immediately in accordance with this guidance.

Related Safeguarding Policies

Daisychains Nursery is aware that safeguarding is fundamental to the welfare of all children in our care. This policy is therefore one of a series in the settings integrated safeguarding portfolio and should be read in conjunction with the policies listed below:

- Promoting Positive Behaviour
- E-Safety Policy
- Data Protection and Information Sharing
- Photographic Images
- Toilet Use and Nappy Changing
- Health and Safety
- Risk Assessments (eg trips, use of technology)
- First Aid
- Administration of Medicines
- Managing Children Who Are Sick, Infectious or With Allergies
- Managing Allegations Against Staff

- Code of Conduct for Staff (including Acceptable Use of Technology)
- Safer Recruitment
- Whistle-blowing

Supporting Guidance (to be read and followed alongside this document)

- Safeguarding Disabled Children - Practice Guidance (DOH 2009)
- Guidance for Safer Working Practice for Adults who Work with Children and Young People in Education Settings, (Safer Recruitment Consortium 2015)
- What to do if you are worried a child is being abused (DfE 2015)
- KSCB document: Safe Practice with Technology - Guidance for Adults who Work with Children and Young People
- KCC Safeguarding Children and Child Protection - Induction Leaflet Guidelines for Early Years Staff
- KCC Advice Notes - Dealing with Disclosures
- Early Years Foundation Staff 2017 Welfare Requirements

Roles and Responsibilities

The Early Years Foundation Stage 2017 requires providers 'to take all necessary steps to keep children safe and well' and accordingly everyone involved in the care of young children has a role to play in their protection.

All members of staff in Daisychains Nursery are part of the wider safeguarding system for children and are in a unique position to observe any changes in a child's behaviour or appearance.

All staff working for or on behalf of the nursery, full or part time, in either a paid or voluntary capacity, including managers, practitioners, teachers, admin staff, directors, committee members, domestic staff, volunteers and staff employed working on site by other agencies have a statutory responsibility to safeguard and promote the welfare of children and vulnerable adults. All staff must have access to, and be fully conversant with, this policy and follow the nursery's procedures and guidance at all times.

The Committee

The Committee of Daisychains Nursery has overall responsibility for the child protection and safeguarding functions of the nursery and will ensure that the Nursery Manager and Designated Safeguarding Lead (DSL) are properly supported in their roles.

The committee are responsible for ensuring that the nursery follows safer recruitment procedures that help to deter, reject or identify people who might abuse children.

The committee have responsibility for ensuring that the nursery has an effective safeguarding and child protection policy which interlinks with other related policies; that locally agreed procedures are in place

and are followed and that the policy and procedures supporting safeguarding children are reviewed at least annually.

The committee members have read and will follow the latest Keeping Children Safe in Education guidance.

Nursery Manager

The nursery manager is responsible for ensuring that:

- The Safeguarding and Child Protection Policy and other relevant policies and procedures approved by the committee are fully implemented and followed by all staff.
- Sufficient resources and time are available for the DSL and Deputy DSL to carry out their duties and to take part in any discussions/meetings which contribute to the safeguarding and protection of children.
- All concerns about poor or unsafe practice will be addressed sensitively and in a timely manner in accordance with the nursery's whistle blowing policy.
- There are robust systems in place to cover for the DSL's planned and unplanned absences from the nursery including having a Deputy DSL who has the role added to their job description.

Designated Safeguarding Lead (DSL)

- Our Designated Safeguarding Lead (DSL) who co-ordinates child, young person and vulnerable adult protection issues is **Michelle Morley, Nursery Manager**.
- The nursery also has two Deputy DSL's, **Alice Greenstreet, Assistant Manager** and **Hayley Jacobs, Blossom Room Supervisor**.
- The DSL has overall responsibility for the day to day safeguarding and child protection systems in the nursery. These responsibilities include:
 - Liaising with other professionals in all agencies, including social services, police and health colleagues
 - Keeping apprised of any updates in policy and practice as agreed by Kent Safeguarding Children Board (via the Education Safeguarding Service)
 - Being the central point of contact and source support of support, advice and guidance for all staff, both paid and voluntary, on an ongoing basis and on any specific safeguarding issue as required.
 - Co-ordinating child protection action within the setting, including managing child protection referrals
 - Maintaining a confidential recording system for safeguarding and child protection concerns
 - Ensuring all staff, visitors and volunteers are aware of the setting's policies and procedures and their responsibilities in relation to safeguarding children
 - Ensuring all staff, both paid and voluntary, have received appropriate and up to date child protection training, at least every 3 years (as stipulated by the KSCB) and provide them with appropriate annual updates.
 - Ensuring their own training is kept up to date by attending appropriate Designated Safeguarding Lead training every 2 years (as stipulated by the KSCB) and accessing updates, at least annually, to keep up with any developments relevant to their role

- Representing the setting at inter-agency meetings in particular strategy discussions, child protection conferences and core groups
 - Managing and monitoring the setting's role in early help, child in need and child protection plans.
- Whilst it would be expected that the DSL or Deputy DSL would be available in person in exceptional circumstances, when the site is open but neither the DSL or Deputy DSL are on site, the DSL will be available via telephone or other communication mediums.
 - **The welfare and safety of children is the responsibility of ALL staff in the setting and ANY concern for a child's welfare MUST be reported to the DSL immediately.**

Staff and Volunteers

- Due to their day to day contact with children, staff in the nursery are well placed to observe possible signs of abuse in children.
- All staff are trained to understand our safeguarding policies and procedures and ensure that parents are made aware of them too.
- All staff understand that safeguarding is their responsibility.
- ***It is not the role nor responsibility of those working children in the nursery to assess, diagnose or investigate whether a child is at risk of or suffering harm or abuse but to recognise and refer any concerns to the DSL as a matter of priority.***
- All staff and volunteers take individual responsibility for knowing what to do if a child discloses, or if they have any concerns about abuse or neglect.
- All staff have an up-to-date knowledge of safeguarding issues, are alert to potential indicators and signs of abuse and neglect and understand their professional duty to ensure safeguarding and child protection concerns are reported to the local authority children's social care team or the NSPCC. They receive updates on safeguarding at least annually.
- All staff are confident to ask questions in relation to any safeguarding concerns and know not to just take things at face value but can be respectfully sceptical.
- All staff understand the principles of early help (as defined in Working Together to Safeguard Children, 2018) and are able to identify those children and families who may be in need of early help and enable them to access it.
- All staff understand the thresholds of significant harm and understand how to access services for families, including for those families who are below the threshold for significant harm, according to arrangements published by the LSPs.
- All staff understand their responsibilities under the General Data Protection Regulation and the Data Protection Act 2018 and know how to maintain an appropriate level of confidentiality whilst at the same time liaising with relevant professionals such as the DSL.
- All staff understand relevant safeguarding legislation, statutory requirements and local safeguarding partner requirements and ensure that any information they may share about parents and their children with other agencies is shared appropriately and lawfully.
- All members of staff know that they must never promise a child that they will not tell anyone about a concern or allegation as this may ultimately not be in the best interests of the child.
- All staff understand how to escalate their concerns in the event that they feel either the local authority and/or their own organisation has not acted adequately to safeguard and know how to follow local safeguarding procedures to resolve professional disputes between staff and organisations.

- All staff understand what the organisation expects of them in terms of their required behaviour and conduct, and follow our policies and procedures on positive behaviour, e-safety (including use of cameras and mobile phones), whistleblowing and dignity at work.
- All staff understand our policy on promoting positive behaviour and follow it in relation to children showing aggression towards other children.

Volunteers

- Volunteers must:
 - be aged 17 or over;
 - be considered competent and responsible;
 - receive a robust induction, including a volunteer handbook
 - receive regular supervisory meetings;
 - be familiar with all the settings policies and procedures;
 - be fully checked for suitability if they are to have unsupervised access to the children at any time.

When new staff, volunteers or regular visitors join our nursery they are informed of the safeguarding arrangements in place, the name of the DSL and how to share concerns with them.

Any member of staff, volunteer or visitor to the nursery who receives a disclosure of allegation of abuse, or suspects that abuse may have occurred **must** report it immediately to the DSL (or in their absence, the Deputy DSL).

Parents and Carers

Parents and carers have a responsibility to:

- Discuss safeguarding issues with their children, support the nursery in their safeguarding approaches and reinforce appropriate safe behaviours at home
- Identify changes in behaviour which could indicate that their child is at risk of harm
- Seek help and support from the nursery or other appropriate agencies if they or their child have any safeguarding concerns
- Contribute to the development of the nursery's safeguarding policies.
- Parents can obtain a copy of the nursery Safeguarding and Child Protection Policy and other related policies on request or view them on the nursery website www.daisychainsnursery.org.uk

Recognition and Categories of Abuse

- All staff in the setting are aware of the definitions and signs and symptoms of abuse. There are four categories of abuse:
 - Physical abuse
 - Sexual abuse
 - Emotional abuse
 - Neglect
- The most up to date definitions and possible indicators and signs of abuse are found in Appendix 1. Staff should also refer to Part 1 and Annex A within 'Keeping children safe in education' 2023 and 'What to do if you are worried a child is being abused' 2015.
- All members of staff are aware that abuse, neglect and safeguarding issues are rarely standalone events that can be covered by one definition or label; in most cases multiple issues will overlap with one another.
- Members of staff are aware that child welfare concerns may arise in many different contexts and can vary greatly in terms of their nature and seriousness. For example, children may be abused in a family, in an institutional or community setting, by those known to them or by a stranger. They may be abused by an adult or adults, or another child or children. Children may be abused via the internet by their peers, family members or by unknown or in some cases unidentifiable individuals. In the case of honour-based abuse, including forced marriage and female genital mutilation, children may be taken out of the country to be abused. An abused child may often experience more than one type of abuse, as well as other difficulties in their lives.
- Abuse and neglect can happen over a period of time, however, can also be a one-off event. This can have major long-term impacts on all aspects of a child's health, development and well-being.
- The warning signs and symptoms of child abuse and neglect can vary from child to child. Children also develop and mature at different rates, so what appears to be worrying behaviour for a younger child might be normal for an older child. Parental behaviours may also indicate child abuse or neglect, so staff should also be alert to parent-child interactions or concerning parental behaviours; this could include parents who are under the influence of drugs or alcohol or if there is a sudden change in their mental health.
- By understanding the warning signs, we can respond to problems as early as possible and provide the right support and services for the child and their family. It is important to recognise that a warning sign doesn't automatically mean a child is being abused.

Procedures

Daisychains Nursery adheres to the KSCB Safeguarding Children Procedures and its Safeguarding and Child Protection Policy is based on the three key commitments of the Early Years Alliance Safeguarding Children Policy. The full KSCMP procedures document and additional guidance relating to specific safeguarding issues can be found on the KSCMP website www.kscmp.org.uk.

Additional guidance includes:

- What to do if you are Worried About a Child Being Abused (DfE 2015)
- Information Sharing Advice for Safeguarding Practitioners (2015)
- Kent and Medway Inter-Agency Threshold Criteria for Children in Need
- The Assessment Framework for Children in Need and their Families (2000)

These documents provide guidance for professionals including when to make a referral to Specialist Children's Services and can be found in the Staff Room.

We carry out the following procedures to ensure we meet the three key commitments of the Alliance Safeguarding Children Policy, which incorporates responding to child protection concerns.

Key commitment 1 - Building a 'Culture of Safety'

We are committed to building a 'culture of safety' in which children, young people and vulnerable adults are protected from abuse and harm in all areas of our service delivery.

- We will support families to receive appropriate early help by sharing information with other agencies in accordance with statutory requirements and legislation.
- We will share information lawfully with safeguarding partners and other agencies where there are safeguarding concerns.
- We will be transparent about how we lawfully process data.
- Children have a key person to build a relationship with, and are supported to articulate any worries, concerns or complaints that they may have in an age appropriate way.
- Adequate and appropriate staffing resources are provided to meet the needs of children.
- Applicants for posts within the setting are clearly informed that the positions are exempt from the Rehabilitation of Offenders Act 1974.
- Enhanced criminal records and barred lists checks and other suitability checks are carried out for staff and volunteers prior to their post being confirmed, to ensure that no disqualified person or unsuitable person works at the setting or has access to the children.
- Where applications are rejected based on information disclosed, applicants have the right to know and to challenge incorrect information.
- Enhanced criminal records and barred lists checks are carried out on anyone living or working on the premises.
- Information is recorded about staff qualifications, and the identity checks and vetting processes that have been completed including:

- the criminal records disclosure reference number;
 - certificate of good conduct or equivalent where a UK DBS check is not appropriate;
 - the date the disclosure was obtained; and
 - details of who obtained it.
- All staff and volunteers are informed that they are expected to disclose any convictions, cautions, court orders or reprimands and warnings which may affect their suitability to work with children (whether received before or during their employment with us).
 - From 31 August 2018, staff and volunteers in childcare settings that are not based on domestic premises are **not** required to notify their line manager if anyone in their household (including family members, lodgers, partners etc.) has any relevant convictions, cautions, court orders, reprimands or warnings or has been barred from, or had registration refused or cancelled in relation to any childcare provision or have had orders made in relation to care of their children.
 - Staff receive regular supervision, which includes discussion of any safeguarding issues, and their performance and learning needs are reviewed regularly.
 - In addition to induction and supervision, staff are provided with clear expectations in relation to their behaviour.
 - We notify the Disclosure and Barring Service of any person who is dismissed from our employment or resigns in circumstances that would otherwise have led to dismissal for reasons of a child protection concern.
 - Procedures are in place to record the details of visitors to the setting.
 - Security steps are taken to ensure that we have control over who comes into the setting so that no unauthorised person has unsupervised access to the children.
 - Steps are taken to ensure children are not photographed or filmed on video for any other purpose than to record their development or their participation in events organised by us. Parents sign a consent form and have access to records holding visual images of their child.
 - Staff do not use personal cameras or filming equipment to record images.
 - Personal mobile phones are not used where children are present.
 - The designated person in the setting has responsibility for ensuring that there is an adequate online safety (e-safety) policy in place.
 - We keep a written record of all complaints and concerns including details of how they were responded to.
 - We ensure that robust risk assessments are completed, that they are seen and signed by all relevant staff and that they are regularly reviewed and updated, in line with our health and safety policy.
 - The committee will support the DSL to undertake their role adequately.
 - Staff will inform the DSL at the first opportunity of every safeguarding concern however this should not delay any referrals being made to children's social care, or where appropriate, the LADO, Ofsted or RIDDOR.

Safer Recruitment, Suitable People and Disqualification

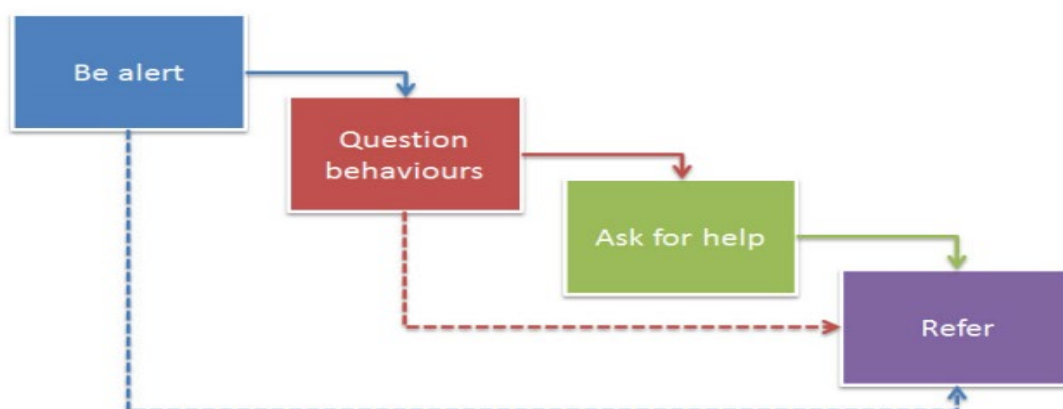
- Daisychains Nursery is committed to ensure that all steps are taken to recruit staff and volunteers who are suitable to fulfil the requirements of their roles, are safe to work with our children and have their welfare and protection as the highest priority.
- The Committee of Daisychains Nursery are responsible for ensuring that the setting follows safe recruitment processes outlined within guidance, including accurate maintenance of the staff records/Single Central Record (SCR). The SCR is a list of staff, volunteers and proprietor/trustees/committee members and includes appropriate information which may include:
 - Dates of recruitment;
 - References;
 - Identity checks;
 - Criminal records check reference number, including date check was obtained and details of who obtained it;
 - Eligibility to work in the UK checks;
 - Other essential key data.
- The setting will obtain an enhanced criminal records check in respect of every person aged 16 and over (including for unsupervised volunteers, and supervised volunteers who provide personal care) who:
 - works directly with children;
 - lives on the premises on which the childcare is provided and/or;
 - works on the premises on which the childcare is provided (unless they do not work on the part of the premises where the childcare takes place, or do not work there at times when children are present).
- An additional criminal records check (or checks if more than one country) will also be made for anyone who has lived or worked abroad.
- The Committee of Daisychains Nursery is responsible for ensuring that the setting adopts an application, vetting and recruitment process which places safeguarding at its centre, regardless of employee or voluntary role.
- The Committee of Daisychains Nursery will ensure that the manager, other senior staff responsible for recruitment and one member of the Governing Body complete accredited Safer Recruitment Training in line with government requirements.
- The Committee of Daisychains Nursery is aware of the requirements to make appropriate checks regarding the disqualification status of all staff, including volunteers and temporary staff.
- We advise all staff to disclose any reason that may affect their suitability to work with children including convictions, cautions, court orders, cautions, reprimands and warnings.

Key commitment 2 - Responding to Incidents, Allegations or Concerns

We are committed to responding promptly and appropriately to all incidents, allegations 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're worried a child is being abused' (HMG, 2015) and the Care Act 2014.

Responding to suspicions of abuse

- What to do if you are worried about a child being abused' (DfE 2015) identifies that there are four key steps for professionals to follow to help identify and respond appropriately to possible abuse and/or neglect. All members of staff are expected to be aware of and follow this approach:



- It may not always be appropriate to go through all four stages sequentially and if a child is in immediate danger or is at risk of harm a referral should be made immediately to Children Social Work Service and/or the Police.
- It is the responsibility of the DSL to receive and collate information regarding individual children, to make immediate and ongoing assessment of potential risk and to decide actions necessary (with parents/carers in most cases). This includes the need to make referrals to partner agencies and services.
 - To help with this decision the DSL may choose to consult with the Area Education Safeguarding Advisor from the Education Safeguarding Service and/or the Education Safeguarding Advisor (Online Protection) for online safety concerns.
 - Advice may also be sought from the Front Door Service.
 - Issues discussed during consultations may include the urgency and gravity of concerns for a child or young person and the extent to which parents/carers are made aware of these.
- We ensure that all staff have an understanding of the additional vulnerabilities that arise from special educational needs and/or disabilities, plus inequalities of race, gender, language, religion, sexual orientation or culture, and that these receive full consideration in relation to child, young person or vulnerable adult protection.
- When children are suffering from physical, sexual or emotional abuse, or experiencing neglect, this may be demonstrated through:
 - significant changes in their behaviour;
 - deterioration in their general well-being;
 - their comments which may give cause for concern, or the things they say (direct or indirect disclosure);

- changes in their appearance, their behaviour, or their play;
 - unexplained bruising, marks or signs of possible abuse or neglect; and
 - any reason to suspect neglect or abuse outside the setting.
- The warning signs and symptoms of child abuse and neglect can vary from child to child. Children also develop and mature at different rates, so what appears to be worrying behaviour a younger child might be normal for an older child.
 - Parental behaviours' may also indicate child abuse or neglect so staff are alert to parent-child interactions or concerning parental behaviour's; this could include parents under the influence of drugs or alcohol or if there is a sudden change in their mental health.
 - We understand how to identify children who may be in need of early help, how to access services for them
 - By understanding the warning signs, our nursery can respond to problems as early as possible and provide the right support and services for the child and their family.
 - It is important to recognise that a warning sign doesn't automatically mean a child is being abused.
 - We understand that we should refer a child who meets the s17 Children Act 1989 child in need definition to local authority children's social work services
 - We understand that we should refer any child who may be at risk of significant harm to local authority children's social work services.
 - We are aware of the 'hidden harm' agenda concerning parents with drug and alcohol problems and consider other factors affecting parental capacity and risk, such as social exclusion, domestic violence, radicalisation, mental or physical illness and parent's learning disability.
 - We are aware that children's vulnerability is potentially increased when they are privately fostered and when we know that a child is being cared for under a private fostering arrangement, we inform our local authority children's social care team.
 - We are prepared to take action if we have concerns about the welfare of a child who fails to arrive at a session when expected. The designated person will take immediate action to contact the child's parent to seek an explanation for the child's absence and be assured that the child is safe and well. If no contact is made with the child's parents and the designated person has reason to believe that the child is at risk of significant harm, the relevant professionals are contacted immediately and LSPs procedures are followed. If the child has current involvement with social care the social worker is notified on the day of the unexplained absence.
 - We are aware of other factors that affect children's vulnerability that may affect, or may have affected, children and young people using our provision, such as abuse of children who have special educational needs and/or disabilities; fabricated or induced illness; child abuse linked to beliefs in spirit possession; sexual exploitation of children, including through internet abuse; Female Genital Mutilation (FGM) and radicalisation or extremism.
 - In relation to radicalisation and extremism, we follow the Prevent Duty guidance for England and Wales published by the Home Office and LSPs procedures on responding to radicalisation.
 - The designated person completes online Channel training and attends local WRAP training where available to ensure they are familiar with the local protocol and procedures for responding to concerns about radicalisation.
 - All staff complete online Prevent training.
 - We are aware of the mandatory duty that applies to teachers, and health workers to report cases of FGM to the police. We are also aware that early years practitioners should follow local authority

published safeguarding procedures to respond to FGM and other safeguarding issues, which involves contacting police if a crime of FGM has been or may be about to be committed.

- We also make ourselves aware that some children and young people are affected by gang activity, by complex, multiple or organised abuse, through forced marriage or honour based violence or may be victims of child trafficking. While this may be less likely to affect young children in our care, we may become aware of any of these factors affecting older children and young people who we may come into contact with.
- If we become concerned that a child may be a victim of modern slavery or human trafficking we will refer to the National Referral Mechanism, as soon as possible and refer and/or seek advice to the local authority children's social work service and/or police.
- We will be alert to the threats children may face from outside their families, such as that posed by organised crime groups such as county lines and child sexual exploitation, online use and from within peer groups and the wider community.
- Where we believe that a child in our care or that is known to us may be affected by any of these factors we follow the procedures below for reporting child protection and child in need concerns and follow the local procedures as published by the local safeguarding partners.
- Where such indicators are apparent, the child's key person makes a dated record of the details of the concern and discusses what to do with the member of staff who is acting as the designated person. The information is stored on the child's personal file.
- In the event that a staff member or volunteer is unhappy with the decision made of the designated person in relation to whether to make a safeguarding referral they must follow escalation procedures.
- We refer concerns about children's welfare to the local authority children's social care team and co-operate fully in any subsequent investigation. NB In some cases this may mean the police or another agency identified by the local safeguarding partners.
- We respond to any disclosures sensitively and appropriately and take care not to influence the outcome either through the way we speak to children or by asking questions of children (although we may check out/clarify the details of what we think they have told us with them).
- We take account of the need to protect young people aged 16-19 as defined by the Children Act 1989. This may include students or school children on work placement, young employees or young parents. Where abuse or neglect is suspected we follow the procedure for reporting any other child protection concerns. The views of the young person will always be taken into account in an age appropriate way, but the setting may override the young person's refusal to consent to share information if it feels that it is necessary to prevent a crime from being committed or intervene where one may have been, or to prevent harm to a child or adult. Sharing confidential information without consent is done only where not sharing it could be worse than the outcome of having shared it.
- All staff are also aware that adults can also be vulnerable and know how to refer adults who are in need of community care services.
- All staff know that they can contact the NSPCC whistleblowing helpline if they feel that our organisation and the local authority have not taken appropriate action to safeguard a child and this has not been addressed satisfactorily through organisational escalation and professional challenge procedures.
- We have a Whistleblowing Policy in place.

- Staff/volunteers know they can contact the organisation Public Concern at Work for advice relating to whistleblowing dilemmas.

Recording suspicions of abuse and disclosures

- Where a child makes comments to a member of staff that give cause for concern (disclosure), or a member of staff observes signs or signals that give cause for concern, such as significant changes in behaviour; deterioration in general well-being; unexplained bruising, marks or signs of possible abuse or neglect; that member of staff:
 - listens to the child, offers reassurance and gives assurance that she or he will take action;
 - does not question the child, although it is OK to ask questions for the purposes of clarification;
 - **Tell me**
 - **Explain to me**
 - **Describe to me**
 - makes a written record that forms an objective record of the observation or disclosure that includes: the date and time of the observation or the disclosure; the exact words spoken by the child as far as possible; the name of the person to whom the concern was reported, with the date and time; and the names of any other person present at the time.
- These records are signed and dated and kept in the child's personal file, which is kept securely and confidentially.
- The member of staff acting as the designated person is informed of the issue at the earliest opportunity, and always within one working day.
- If a member of staff is in any doubt about recording requirements they should discuss their concerns with the DSL.
- Safeguarding records are kept for individual children and are maintained separately from all other records relating to the child in the setting. Safeguarding records are kept in accordance with data protection legislation and are retained centrally and securely by the DSL.
- Safeguarding records are shared with staff on a 'need to know' basis only.
- The Chair of the Committee of Daisychains Nursery will be kept informed of any significant issues by the DSL.

Making a referral to the local authority children's social care team

- *Safeguarding Children* (Pre-school Learning Alliance 2013) contains procedures to help in making a referral to the local children's social care team, as well as template forms for recording concerns and to assist with making a referral.
- We keep a copy of this document alongside the procedures for recording and reporting set down by our local safeguarding partners, which we follow where local procedures differ from those of the Early Years Alliance.

Escalation process

- On occasion, staff may pass information about a child to the DSL but remain anxious about action subsequently taken. Staff should feel about to check the progress of a case with the DSL so that they can reassure themselves the child is safe and their welfare is being considered.

- If following this process, the staff member remains concerned that appropriate action is not being taken, it is the responsibility of that staff member to seek further direct consultation from either a member of the Education Safeguarding Service of Specialist Children's Services Team who may be able to discuss the concern and provide advice on appropriate action to be taken.
- If after a referral is made, the child's situation does not appear to be improving, the DSL will request reconsideration to ensure that the settings concerns have been addressed and, most importantly, that the child's situation improves.
- Professional disagreements (escalation) will be responded to in line with the KSCB procedures and DSL's may request support via the Education Safeguarding Service.
- We will ensure that staff are aware of how to escalate concerns.

Informing parents

- Parents are normally the first point of contact. Concerns are normally discussed with parents to gain their view of events, unless it is felt that this may put the child or other person at risk, or may interfere with the course of a police investigation, or may unduly delay the referral, or unless it is otherwise unreasonable to seek consent. Advice will be sought from social care, or in some circumstances police, where necessary.
- Parents are informed when we make a record of concerns in their child's file and that we also make a note of any discussion we have with them regarding a concern.
- If a suspicion of abuse warrants referral to social care, parents are informed at the same time that the referral will be made, except where the procedures of the local safeguarding partners does not allow this, for example, where it is believed that the child may be placed at risk.
- This will usually be the case where the parent is the likely abuser or where sexual abuse may have occurred.
- If there is a possibility that advising a parent beforehand may place a child at greater risk (or interfere with a police response) the designated person should consider seeking advice from children's social care, about whether or not to advise parents beforehand, and should record and follow the advice given.

Liaison with other agencies and multi-agency working

- Daisychains Nursery recognises and is committed to its responsibility to work with other professionals and agencies both to ensure children's needs are met and to protect them from harm.
- All staff will endeavour to identify those children and families who may benefit from the intervention and support of external professionals and will seek to enable referrals, in discussion with parents/carers as appropriate.
- We recognise that Daisychains Nursery is not the investigating agency when child protection concerns arise and will therefore pass all relevant cases to statutory agencies. We will however contribute to the investigation and assessment processes are required and recognise that the setting plays a crucial part in supporting the child while these take place.
- Daisychains Nursery recognises the importance of multi-agency working and will ensure that staff are enabled to attend relevant safeguarding meetings, including Child Protection Conferences, Core Groups, Strategy Meetings, Child in Need meetings and Early Help meetings.
- The committee and DSL will work to establish strong and co-operative relationships with relevant professionals in other agencies.

- The current version of 'What to do if you're worried a child is being abused' is available for parents and staff and all staff are familiar with what they need to do if they have concerns.
- We have procedures for contacting the local authority regarding child protection issues and concerns about children's welfare, including maintaining a list of names, addresses and telephone numbers of social workers, to ensure that it is easy, in any emergency, for the setting and children's social care to work well together.
- We notify Ofsted of any incident or accident and any changes in our arrangements which may affect the well-being of children or where an allegation of abuse is made against a member of staff (whether the allegations relate to harm or abuse committed on our premises or elsewhere). Notifications to Ofsted are made as soon as is reasonably practicable, but at the latest within 14 days of the allegations being made.
- Contact details for the local National Society for the Prevention of Cruelty to Children (NSPCC) are also kept.

Key commitment 3 - Promoting Awareness

We are committed to promoting awareness of child abuse issues throughout our training and learning programmes for adults. We are also committed to empowering children through our early childhood curriculum, promoting their right to be strong, resilient and listened to.

Training

- All members of staff are required to read and sign to confirm their understanding of the latest version of Keeping Children Safe in Education.
- All staff members (including volunteers and temporary staff) will receive appropriate safeguarding and child protection training which will enable them to:
 - **Recognise** potential safeguarding and child protection concerns involving children and adults (colleagues, other professionals and parents/carers)
 - **Respond** appropriately to safeguarding issues and take action in line with this policy
 - **Record** concerns in line with the settings policies
 - **Refer** concerns to the DSL and be able to seek support external to the setting if required
- All new staff and volunteers receive appropriate training to ensure they are aware of a range of safeguarding issues. This training will enable staff to identify signs of possible abuse and neglect at the earliest opportunity and to respond in a timely and appropriate way. This 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 or that a girl may have been subjected to (or is at risk of) Female Genital Mutilation
 - 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, or inappropriate sharing of images.

- The staff training will include the nursery's responsibilities, the nursery's child protection procedures, online safety (e-safety), safe working practice and external reporting mechanisms.
- As a minimum all staff undertake online training in safeguarding, child protection and Prevent Duty.
- Training opportunities also cover extra familial threats such as online risks, radicalisation and grooming, and how to identify and respond to families who may be in need of early help, and organisational safeguarding procedures.
- DSL's and Deputy DSL's receive appropriate training, as recommended by the local safeguarding partners, every two years and refresh their knowledge and skills at least annually.
- All staff know the procedures for reporting and recording any concerns they may have about the provision.
- All staff receive updates on safeguarding via emails, newsletters, online training and/or discussion at staff meetings at least once a year.
- All staff members (including temporary staff) will be made aware of the nursery's expectations regarding safe and professional practice via the Staff Code of Conduct and Acceptable Use Policy which is provided and discussed as part of the induction process.

Support to families

- We believe in building trusting and supportive relationships with families, staff and volunteers.
- We make clear to parents our role and responsibilities in relation to child protection, such as for the reporting of concerns, information sharing, monitoring of the child, and liaising at all times with the local children's social care team.
- We will continue to welcome the child and the family whilst investigations are being made in relation to any alleged abuse.
- We follow the Child Protection Plan as set by the child's social worker in relation to the setting's designated role and tasks in supporting that child and their family, subsequent to any investigation.
- We will engage with any child in need plan or early help plan as agreed.
- Confidential records kept on a child are shared with the child's parents or those who have parental responsibility for the child in accordance with the Confidentiality and Client Access to Records procedure, and only if appropriate under the guidance of the local safeguarding partners.

Curriculum

- Our nursery recognises our essential role in helping children to understand and identify the parameters of what is appropriate child and adult behaviour; what is 'safe'; to recognise when they and others close to them are not safe; and how to seek advice and support when they are concerned.
- We introduce key elements of keeping children safe into our programme to promote the personal, social and emotional development of all children, so that they may grow to be strong, resilient and listened to and so that they develop an understanding of why and how to keep safe.
- We create within the setting a culture of value and respect for individuals, having positive regard for children's heritage arising from their colour, ethnicity, languages spoken at home, cultural and social background.
- We ensure that this is carried out in a way that is developmentally appropriate for the children.
- We provide age appropriate educational programmes and opportunities to enable early years children to develop self-awareness, self-esteem, social and emotional understanding, assertiveness and decision making so that they have a range of contacts and strategies to ensure their own protection and understand the importance of protecting others, including online.

- Systems have been established to support the empowerment of children to talk to a range of staff. Children at Daisychains Nursery will be listened to and heard and their concerns will be taken seriously and acted upon as appropriate.

Confidentiality and Information Sharing

- We recognise that all matters relating to child protection are confidential. The DSL will only disclose information about a child to other members of staff on a need to know basis.
- All staff are aware that they have a professional responsibility to share information with other agencies in order to safeguard children. Any information is shared under the guidance of the local safeguarding partners and in line with the GDPR, Data Protection Act 2018, and Working Together 2018.
- All staff must be aware that they cannot promise a child to keep secrets which might compromise the child's safety or wellbeing.
- If the setting is made aware of any safeguarding concerns which they feel need to be shared with the wider community (including other local settings) then advice will be sought from the Education Safeguarding Service to ensure that the integrity of any subsequent investigations is maintained and that all members of the community are safeguarded.

The Prevent Duty and Promoting British Values

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. Here at Daisychains Nursery we take Safeguarding very seriously, therefore, 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
- build the children's resilience to radicalisation by promoting fundamental British values and enabling them to challenge extremist views (for early years providers the statutory framework for the EYFS sets standards for learning, development and care for children from 0-5, thereby assisting their personal, social and emotional development and understanding of the world)
- assess the risk, by means of a formal risk assessment, of children being drawn into terrorism, including support for extremist ideas that are part of terrorist ideology
- ensure that our staff understand the risks so that they can respond in an appropriate and proportionate way
- be aware of the online risk of radicalisation through the use of social media and the internet
- 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). Our Key Person approach means we already know our key children well so we will notice any changes in behaviour, demeanour or personality quickly

- not carry out unnecessary intrusion into family life but we will take action when we observe behaviour of concern. Our 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
- work in partnership with our LSCB for guidance and support
- 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)
- assist and advise families who raise concerns with us. It is important to assist and advise families who raise concerns and be able to point them to the right support mechanisms
- ensure that all our staff undertake Prevent awareness training
- ensure that any resources used in the nursery are age appropriate for the children in our care and that our staff have the knowledge and confidence to use the resources effectively.

Safe Working Practice

- All members of staff (including temporary staff and volunteers) are required to work within clear guidelines on Safe Working Practice and the nursery's staff behaviour policy - Code of Conduct.
- Staff understand that children may make allegations against staff in situations where they feel vulnerable or where they perceive there to be a possible risk to their welfare. As such all staff should take care not to place themselves in a vulnerable position regarding child protection or potential allegations.
- The layout of the rooms allows for constant supervision.
- No child is left alone with staff or volunteers in a one-to-one situation without being within sight and/or hearing of other staff or volunteers.
- Physical intervention should only be used when the child is endangering himself or others and such events should be recorded and signed by a witness. Staff should be aware of the nursery's behaviour management policy - Promoting Positive Behaviour. Any physical interventions must be in line with the agreed policy and procedure and appropriate training should be provided.
- Staff are made aware of the professional risks associated with the use of social media and electronic communication (email, mobile phones, texting, social network sites etc) and should familiarise themselves with advise and professional expectations outlined in 'Guidance for Safer Working Practise for Adults who Work with Children and Young People in Education Settings', the nursery's 'E-Safety Policy' and 'Acceptable Use Policy'.

Supervision and Support

- Daisychains Nursery will ensure that members of staff are provided with appropriate supervision in accordance with the statutory requirements of Early Years Foundation Stage 2017.
- The Committee of Daisychains Nursery recognise regular, planned and accountable supervision, which is a two-way process, offers support and develops the knowledge, skills and values of an individual, group or team. We see its purpose is to monitor the progress of professional practice and to help staff to improve the quality of the work they do, thus improving outcomes for children as well as achieving agreed objectives. Supervision also provides an opportunity to discuss sensitive issues

including the safeguarding of children and any concerns raised about an individual or colleague's practice.

- All staff and volunteers will receive regular and planned supervision sessions. Uninterrupted time will be set aside to ensure any supervision sessions are effective for both the practitioner and the setting.

Allegations against staff and persons in position of trust

- Daisychains Nursery recognises that it is possible for staff and volunteers to behave in a way that might cause harm to children and takes seriously any allegation received.
- Daisychains Nursery has a Complaints Procedure available to parents/carers and members of staff who wish to report concerns. This can be found in the staff room and on the nursery website.
- We ensure that all parents know how to complain about the behaviour or actions of staff or volunteers within the setting, or anyone living or working on the premises occupied by the setting, which may include an allegation of abuse.
- We ensure that all staff volunteers and anyone else working in the setting knows how to raise concerns that they may have about the conduct or behaviour of other people including staff/colleagues.
- All reported concerns will be taken seriously and considered with the relevant and appropriate process. Anything that constitutes an allegation against a member of staff or volunteer will be dealt with under the specific 'Procedures for Managing Allegations against Staff Policy' which can be found in the staff room.
- As a registered provider we are aware of our duty to inform Ofsted of any allegations of serious harm or abuse by any person living, working or looking after children at the premises (whether the allegations relate to harm or abuse committed on the premises or elsewhere). We will also notify Ofsted of the action taken in respect of the allegations. Notifications will be made as soon as is reasonably practicable, but at the latest within 14 days of the allegations being made and are aware that to not do so would be an offence.
- We differentiate between allegations, and concerns about the quality of care or practice and complaints and have a separate process for responding to complaints.
- We respond to any inappropriate behaviour displayed by members of staff, volunteer or any other person living or working on the premises, which includes:
 - inappropriate sexual comments;
 - excessive one-to-one attention beyond the requirements of their usual role and responsibilities, or inappropriate sharing of images
- We will recognise and respond to allegations that a person who works with children has:
 - behaved in a way that has harmed a child, or may have harmed a child
 - possibly committed a criminal offence against or related to a child
 - behaved towards a child or children in a way that indicates they may pose a risk of harm to children
- We respond to any concerns raised by staff and volunteers who know how to escalate their concerns if they are not satisfied with our response

- We respond to any disclosure by children or staff that abuse by a member of staff or volunteer within the setting, or anyone living or working on the premises occupied by the setting, may have taken, or is taking place, by first recording the details of any such alleged incident.
- We refer any such complaint immediately to a senior manager within the organisation and the Local Authority Designated Officer (LADO) as necessary to investigate and/or offer advice - **LADO Team 03000 410888**.
- We co-operate entirely with any investigation carried out by children's social care in conjunction with the police.
- Where the management team and children's social care agree it is appropriate in the circumstances, the member of staff or volunteer will be suspended for the duration of the investigation. 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 it is appropriate and practical and agreed with LADO, we will seek to offer an alternative to suspension for the duration of the investigation, if an alternative is available that will safeguard children and not place the affected staff or volunteer at risk.
- All member of staff are made aware of the nursery's Whistle-blowing Policy and that it is a disciplinary offence not to report concerns about the conduct of a colleague that could place a child at risk.
- Members of staff can also access the NSPCC whistleblowing helpline if they do not feel able to raise concerns regarding child protection failures internally.

Disciplinary action

Where a member of staff or volunteer has been dismissed due to engaging in activities that caused concern for the safeguarding of children or vulnerable adults, (or would have been, had the person not left the setting first), we will notify the Disclosure and Barring Service of relevant information, so that individuals who pose a threat to children and vulnerable groups can be identified and barred from working with these groups.

Child on Child Abuse

- All members of staff at Daisychains Nursery recognise that children are capable of abusing their peers. Peer on peer abuse can take many forms, including (but not limited to) bullying, cyberbullying, gender-based abuse, hazing (initiation type violence), sexually harmful behaviour and violence and 'sexting'. The setting is mindful that some potential issues may be affected by the gender, age, ability and culture of those involved.
- Daisychains Nursery believes that abuse is abuse and it will never be tolerated, dismissed or minimised. Any incidents of peer on peer abuse will be managed in the same way as any other child protection concern and will follow the same procedures, as outlined in Section 12, above and in accordance with Kent Safeguarding Children Board procedures.
- The setting will respond to cases of "sexting" (or Youth Produced Sexual Imagery) in line with the UKCCIS "[Sexting in Schools and Colleges](#)" guidance and [KSCMP guidance](#).

- Further information in relation to the settings approach to "sexting" can be found in the nursery's E-Safety Policy.
- Daisychains Nursery is aware of and will follow the KSCMP procedures (www.kscmp.org.uk) for supporting children who are at risk of harm as a result of their own behaviour.

Safeguarding Children with Special Educational Needs and Disabilities

- Daisychains Nursery acknowledges that children with special educational needs (SEN) and disabilities can face additional safeguarding challenges as they may have an impaired capacity to resist or avoid abuse. They may have speech, language and communication needs which may make it difficult to tell others what is happening.
- Daisychains Nursery will ensure that children with SEN and disabilities, specifically those with communication difficulties will be supported to ensure that their voice is heard and acted upon.
- Members of staff are encouraged to be aware that children with SEN and disabilities can be disproportionately impacted by safeguarding concerns such as bullying. All members of staff will be encouraged to appropriately explore possible indicators of abuse such as behaviour/mood change or injuries and not to assume that they are related to the child's disability and be aware that children with SEN and disabilities may not always outwardly display indicators of abuse.

Online Safety

- It is recognised by Daisychains Nursery that the use of technology presents particular challenges and risks to children and adults both inside and outside of the setting.
- Daisychains Nursery identifies that the issues classified within online safety are considerable, but can be broadly categorised into three areas of risk:
 - **content:** being exposed to illegal, inappropriate or harmful material
 - **contact:** being subjected to harmful online interaction with other users
 - **conduct:** personal online behaviour that increases the likelihood of, or causes, harm
- Members of staff with appropriate skills, interest and expertise regarding online safety are encouraged to help support the DSL, and any deputy DSLs as appropriate, for example when developing curriculum approaches or making technical decisions. However, the DSL is acknowledged as having overall responsibility for online safeguarding within the setting.
- Daisychains Nursery recognises the specific risks that can be posed by mobile phones and cameras, and in accordance with EYFS 2017 has appropriate policies in place that are shared and understood by all members of the community. Further information/reading about the specific approaches relating to this can be found in the nursery's E-Safety Policy, Acceptable Use Policy (AUP) and Image Use Policy which can be found in the staff room and on the Daisychains Nursery Website.
- Daisychains Nursery uses the St George's Primary School Network for staff access to the internet. The Nursery Manager liaises with the St George's Primary School Head Teacher and ICT Manager to ensure that appropriate filtering and monitoring systems are in place when children and staff access systems and internet provision.
- Daisychains Nursery acknowledges that whilst filtering and monitoring is an important part of the nursery's online safety (e-safety) responsibilities, it is only one part of our role. Children and adults

may have access to systems external to the settings control such as tablets, mobile phones and other internet enabled devices and technology. This is covered in more depth within our E-Safety Policy which can be found in the staff room and on the Daisychains Nursery Website.

- Daisychains Nursery will support parents/carers and the wider community (including all members of staff) to become aware and alert to the need to keep children safe online.
- Detailed information about the nursery's response to online safety (e-safety) can be found in the setting's E-Safety Policy and Acceptable Use Policy which can be found in the staff room and on the Daisychains Nursery Website.

Security

- All members of staff have a responsibility for maintaining awareness of buildings and grounds security and for reporting concerns that may come to light. We operate within a whole-setting community ethos and welcome comments from children, parents/carers and others about areas that may need improvement as well as what we are doing well.
- Appropriate checks will be undertaken in respect of visitors and volunteers coming into setting. Visitors will be expected to sign in and out via the office visitors log and to display a visitor's badge whilst on site. Any individual who is not known or identifiable should be challenged for clarification and reassurance.
- The setting will not accept the behaviour of any individual (parent/carer or other) that threatens security or leads others (child or adult) to feel unsafe. Such behaviour will be treated as a serious concern and may result in a decision to refuse access for that individual to the site.

Monitoring and Review

- All setting staff and volunteers will have access to a copy of this policy and will have the opportunity to consider and discuss the contents prior to approval of the proprietor/trustees/committee being formally sought. The policy will also be available to parents/carers.
- This policy has been written to reflect the new guidance and legislation issued in relation to safeguarding children and promoting their welfare.
- The policy forms part of our Nursery development plan and will be reviewed annually.
- All staff should have access to this policy and sign to the effect that they have read and understood its contents.
- The DSL will review the policy following any child protection concerns (including following learning identified from serious case reviews) or allegations against staff to ensure that it reflects appropriate, accurate and up-to-date safeguarding practice.

Local Support

- All members of staff in Daisychains Nursery are made aware of local support available:
 - **Contact details for Area Safeguarding Advisor (Education Safeguarding Service)**
 - www.kelsi.org.uk/support-for-children-and-young-people/child-protection-and-safeguarding/safeguarding-contacts
 - **Contact details for Online Safety within the Education Safeguarding Service**
 - Rebecca Avery, Education Safeguarding Advisor (Online Protection):
 - Ashley Assiter, e-Safety Development Officer
 - 03000 415797
 - esafetyofficer@kent.gov.uk (non-urgent issues only)
 - **Contact details for the LADO**
 - Telephone: 03000 410888
 - Email: kentchildrenslado@kent.gov.uk
 - **Children Social Work Service**
 - Front Door: 03000 411111
 - Out of Hours Number: 03000 419191
 - **Kent Police**
 - 101 (or 999 if there is an immediate risk of harm)
 - **Kent Safeguarding Children Multi-agency Partnership**
 - kscmp@kent.gov.uk
 - 03000 421126

Legal framework

Primary legislation

- Children Act (1989 s47)
- Protection of Children Act (1999)
- The Children Act (2004 s11)
- Children and Social Work Act 2017
- Safeguarding Vulnerable Groups Act (2006)
- Childcare Act (2006)
- Child Safeguarding Practice Review and Relevant Agency (England) Regulations 2018

Secondary legislation

- Sexual Offences Act (2003)
- Criminal Justice and Court Services Act (2000)
- Equality Act (2010)
- General Data Protection Regulations (GDPR) (2018)
- Childcare (Disqualification) Regulations (2009)
- Children and Families Act (2014)
- Care Act (2014)
- Serious Crime Act (2015)
- Counter-Terrorism and Security Act (2015)

Appendix 1: Categories of Abuse

(See Also Appendix A of Keeping Children Safe in Education 2023)

All staff should be aware that abuse, neglect and safeguarding issues are rarely standalone events that can be covered by one definition or label. In most cases multiple issues will overlap with one another.

Abuse: a form 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 by other children or adults, in a family or in an institutional or community setting by those know to them or, more rarely, by others. It should be noted that abuse can be carried out both on and offline and be perpetrated by men, women and children.

Physical abuse: a form of abuse which 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.

Signs that MAY INDICATE physical abuse

- Bruises and abrasions around the face
- Damage or injury around the mouth
- Bi-lateral injuries such as two bruised eyes
- Bruising to soft area of the face such as the cheeks
- Fingertip bruising to the front or back of torso
- Bite marks
- Burns or scalds (unusual patterns and spread of injuries)
- Deep contact burns such as cigarette burns
- Injuries suggesting beatings (strap marks, welts)
- Covering arms and legs even when hot
- Aggressive behaviour or severe temper outbursts.
- Injuries need to be accounted for. Inadequate, inconsistent or excessively plausible explanations or a delay in seeking treatment should signal concern.

Emotional abuse: the persistent emotional maltreatment of a child such as to cause severe and adverse effects on the child's emotional development. It may involve conveying to a child that they are worthless or unloved, inadequate, or valued only insofar as they meet the needs of another person..

It may include not giving the child opportunities to express their views, deliberately silencing them or 'making fun' of what they say or how they communicate. It may feature age or developmentally inappropriate expectations being imposed on children. These may include interactions that are beyond a 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. It may involve serious bullying (including cyberbullying), causing children frequently to feel frightened or in danger, or the exploitation or corruption of children.

Some level of emotional abuse is involved in all types of maltreatment of a child, although it may occur alone.

Signs that MAY INDICATE emotional abuse

- Over reaction to mistakes
- Lack of self-confidence/esteem
- Sudden speech disorders
- Self-harming
- Eating Disorders
- Extremes of passivity and/or aggression
- Compulsive stealing
- Drug, alcohol, solvent abuse
- Fear of parents being contacted
- Unwillingness or inability to play
- Excessive need for approval, attention and affection

Sexual abuse: involves forcing or enticing a child or young person to take part in sexual activities, not necessarily involving a high level of violence, whether or not the child is aware of what is happening. The activities may involve physical contact, including assault by penetration (for example rape or oral sex) or non-penetrative acts such as masturbation, kissing, rubbing and touching outside of clothing. They may also include non-contact activities, such as involving children in looking at, or in the production of, sexual images, watching sexual activities, encouraging children to behave in sexually inappropriate ways, or grooming a child in preparation for abuse. Sexual abuse can take place online, and technology can be used to facilitate offline abuse. Sexual abuse is not solely perpetrated by adult males. Females can also be abusers as can other children. The sexual abuse of children by other children is a specific safeguarding issue (also known as child-on-child abuse) and all staff should be aware of it and their setting's policy and procedures for dealing with it.

Signs that MAY INDICATE Sexual Abuse

- Sudden changes in behaviour and school performance
- Displays of affection which are sexual and age inappropriate
- Self-harm, self-mutilation or attempts at suicide
- Alluding to secrets which they cannot reveal
- Tendency to cling or need constant reassurance
- Regression to younger behaviour for example thumb sucking, playing with discarded toys, acting like a baby
- Distrust of familiar adults e.g. anxiety of being left with relatives, a child minder or lodger
- Unexplained gifts or money
- Depression and withdrawal
- Fear of undressing for PE
- Sexually transmitted disease
- Fire setting

Neglect: 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, clothing and shelter (including exclusion from home or abandonment); protect a child from physical and emotional harm or danger; ensure adequate supervision (including the use of inadequate care-givers); or ensure access to appropriate medical care or treatment. It may also include neglect of, or unresponsiveness to, a child's basic emotional needs.

Signs that MAY INDICATE neglect.

- Constant hunger
- Poor personal hygiene
- Constant tiredness
- Inadequate clothing
- Frequent lateness or non-attendance at School
- Untreated medical problems
- Poor relationship with peers
- Compulsive stealing and scavenging
- Rocking, hair twisting and thumb sucking
- Running away
- Loss of weight or being constantly underweight
- Low self esteem

Child-on-child abuse: children can abuse other children at any age (often referred to as child-on-child abuse). It can happen both inside and outside of an educational setting and online. It is important that staff recognise the indicators and signs of abuse and know how to identify it and respond to it.

Child-on-child abuse is most likely to include, but may not be limited to:

- Bullying (including cyberbullying, prejudice-based and discriminatory bullying)
- Abuse in intimate personal relationships between children (sometimes know as 'teenage relationship abuse')
- Physical abuse which can include hitting, kicking, shaking, biting, hair pulling or otherwise causing physical harm
- Sexual violence, such as rape, assault by penetration and sexual assault
- Sexual harassment, such as sexual comments, remarks, jokes and online sexual harassment

Appendix 2: Specific Safeguarding Issues

(See also Annex B of Keeping Children Safe in Education 2023)

Child Abduction and Community Safety Incidents

Child abduction is the unauthorised removal or retention of a minor from a parent or anyone with legal responsibility for the child. Child abduction can be committed by parents or other family members; by people known but not related to the child (such as neighbours, friends and acquaintances) and by strangers.

Daisychains Nursery understands the importance of ensuring that children are released only to parents, carers or another responsible adult authorised by the parent.

Children Absent from Education

Daisychains Nursery recognises that all children, regardless of their circumstances, are entitled to a full-time education which is suitable to their age, ability, aptitude and any special educational needs they may have. We are aware that a child going missing from education is a potential indicator of abuse or neglect such as sexual abuse or exploitation and can also be a sign of child criminal exploitation including involvement in county lines.

It may indicate mental health problems, risk of substance abuse, risk of travelling to conflict zones, risk of female genital mutilation, so called 'honour'-based abuse or risk of forced marriage. Early intervention is essential to identify the existence of any underlying safeguarding risk and to help prevent the risks of a child going missing in future.

Child Sexual Exploitation (CSE)

All Daisychains Nursery staff have been made aware of the revised definition of Child Sexual Exploitation, as issued in the Department for Education in February 2017 <https://www.gov.uk/government/publications/child-sexual-exploitation-definition-and-guide-for-practitioners>

'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.'

Daisychains Nursery understands that different forms of harm often overlap, and that perpetrators may subject children and young people to multiple forms of abuse, such as criminal exploitation (including county lines) and sexual exploitation.

Staff are aware that in some cases the exploitation or abuse will be in exchange for something the victim needs or wants (for example, money, gifts or affection), and/or will be to the financial benefit or other advantage, such as increased status, of the perpetrator or facilitator.

Children can be exploited by adult males or females, as individuals or in groups. They can also be exploited by other children, who themselves may be experiencing exploitation, where this is the case, it is important that the child perpetrator is also recognised as a victim.

Every member of staff at Daisychains Nursery recognises that children at risk of CSE need to be identified and issues relating to CSE should be approached in the same way as protecting children from other risks. They are aware that sexual exploitation can take many forms ranging from the seemingly 'consensual' relationship where sex is exchanged for affection or gifts, to serious organised crime by gangs and groups.

Whilst the age of the child may be a contributing factor for an imbalance of power, there are a range of other factors that could make a child more vulnerable to exploitation, including, sexual identity, cognitive ability, learning difficulties, communication ability, physical strength, status, and access to economic or other resources. Some of the following can be indicators of both child criminal and sexual exploitation where children:

- appear with unexplained gifts, money or new possessions
- associate with other children involved in exploitation
- suffer from changes in emotional well-being
- misuse alcohol and other drugs
- go missing for periods of time or regularly come home late, and
- regularly miss school or education or do not take part in education

What marks out exploitation is an imbalance of power in the relationship. The perpetrator always holds some kind of power over the victim which increases as the exploitative relationship develops. Sexual exploitation may involve varying degrees of coercion, intimidation or enticement, including unwanted pressure from peers to have sex, sexting, sexual bullying including cyberbullying and grooming. However, it is also important to recognise that some young people who are being sexually exploited do not exhibit any external signs of this abuse or recognise this as abusive.

This may apply to children, parents/carers, older siblings, staff or other members of the setting community.

County lines

County lines is a term used to describe gangs and organised criminal networks involved in exporting illegal drugs using dedicated mobile phone lines or other form of "deal line". This activity can happen locally as well as across the UK - no specified distance of travel is required. Children and vulnerable adults are exploited to move, store and sell drugs and money. Offenders will often use coercion, intimidation, violence (including sexual violence) and weapons to ensure compliance of victims.

The staff at Daisychains Nursery are aware that children can be targeted and recruited into county lines in a number of locations including any type of schools (including special schools), further and higher educational institutions, pupil referral units, children's homes and care homes.

Children are also increasingly being targeted and recruited online using social media. Children can easily become trapped by this type of exploitation as county lines gangs can manufacture drug debts which need to be worked off or threaten serious violence and kidnap towards victims (and their families) if they attempt to leave the county lines network.

A number of the indicators for CCE and CSE as detailed above may be applicable to where children are involved in county lines. Some additional specific indicators that may be present where a child is criminally exploited through involvement in county lines are children who:

- go missing and are subsequently found in areas away from their home
- have been the victim or perpetrator of serious violence (e.g. knife crime)
- are involved in receiving requests for drugs via a phone line, moving drugs, handing over and collecting money for drugs
- are exposed to techniques such as 'plugging', where drugs are concealed internally to avoid detection
- are found in accommodation that they have no connection with, often called a 'trap house or cuckooing' or hotel room where there is drug activity
- owe a 'debt bond' to their exploiters
- have their bank accounts used to facilitate drug dealing.

Further information on the signs of a child's involvement in county lines is available in guidance published by the Home Office and The Children's Society County Lines Toolkit

Children with Family Members in Prison

Approximately 200,000 children in England and Wales have a parent sent to prison each year.

The staff at Daisychains Nursery are aware that these children are at risk of poor outcomes including poverty, stigma, isolation and poor mental health. The National Information Centre on Children of Offenders, NICCO, provides information designed to support professionals working with offenders and their children, to help mitigate negative consequences for those children.

Domestic Abuse

Types of domestic abuse include intimate partner violence, abuse by family members, teenage relationship abuse and child to parent abuse. Anyone can be a victim of domestic abuse, regardless of sexual identity, age, ethnicity, socio-economic status, sexuality or background and domestic abuse can take place inside or outside of the home. The government has issued statutory guidance to provide further information for those working with domestic abuse victims and perpetrators, including the impact on children.

The staff at Daisychains Nursery are aware that children can witness and be adversely affected by domestic abuse in the context of their home life where domestic abuse occurs between family members. Experiencing domestic abuse can have a serious, long lasting emotional and psychological impact on

children. In some cases, a child may blame themselves for the abuse or may have had to leave the family home as a result.

'Honour based' violence including Female Genital Mutilation (FGM)

Members of staff at Daisychains Nursery are aware that 'Honour-based' violence (HBV) encompasses a range of crimes which have been committed to protect or defend the honour of the family and/or the community, including Female Genital Mutilation (FGM), forced marriage, and practices such as breast ironing.

The indicators of HBV and associated factors will be covered with staff within the setting safeguarding training. All members of staff are alert to the possibility of a child being at risk of HBV, or already having suffered HBV. All members of staff are aware that all forms of HBV are abuse (regardless of the motivation) and will be handled and escalated as such. Staff will speak with DSL if they are concerned about HBV.

The DSL will complete the FGM e-Learning package (<https://www.fgmelearning.co.uk/>). The DSL will also ensure that information and training is made available as appropriate to all members of staff. This includes "FGM The Facts":

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/482799/6_1587_HO_MT_Updates_to_the_FGM_The_Facts_WEB.pdf and "FGM an Overview:"
<http://www.local.gov.uk/sites/default/files/documents/what-fgm-2dd.pdf>

All members of staff will follow the setting and KSCB procedures, using existing national and local protocols for multi-agency liaison with police and children's social care.

Forced Marriage

The Forced Marriage Unit has published [Multi-agency guidelines](#), with pages 32-36 focusing on the role of schools and colleges. Staff should report concerns regarding forced marriage to the DSL or can contact the Forced Marriage Unit if they need advice or information. Contact: 020 7008 0151 or email: fmu@fco.gov.uk

This may apply to children, parents/carers, older siblings, staff or other members of the setting community.

Radicalisation

Daisychains Nursery recognises that exposure of children (and adults) to extremist ideology can hinder their social development and educational attainment alongside posing a very real risk that they could support or partake in an act of violence. Radicalisation can be compared to grooming for sexual exploitation.

Daisychains Nursery will ensure all members of staff complete an approved training package which includes guidance on how to identify people who may be vulnerable to being drawn into terrorism, and how to refer them into the Channel process. The DSL will attend additional training which includes further information on the Prevent Duty.

Every member of staff at Daisychains Nursery recognises that children exposed to radicalisation and extremism is no different to safeguarding against any other vulnerability and should be approached in the same way as protecting children from other risks. All members of the community at Daisychains Nursery will report concerns regarding radicalisation and extremism to the DSL who will follow local and national guidance.

Additional information about responding to online radicalization and extremism can be found in the nursery's **E-Safety Policy**.

This may apply to children, parents/carers, older siblings, staff or other members of the nursery's community.

Appendix 3: Keeping yourself safe when responding to disclosures

(the 6 R's - what to do if...)

1. Receive

- Keep calm
- Listen to what is being said without displaying shock or disbelief
- Take what is being said to you seriously
- Note down what has been said

2. Respond

- Reassure the child that they have done the right thing in talking to you
- Be honest and do not make promises you cannot keep e.g. "It will be alright now"
- **Do not promise confidentiality;** you have a duty to refer
- Reassure and alleviate guilt, if the child refers to it e.g. "you're not to blame"
- Reassure the child that information will only be shared with those who need to know

3. React

- React to the child only as far as is necessary for you to establish whether or not you need to refer the matter, but do not interrogate for full details
- **Do not** ask leading questions; "Did he/she....?" Such questions can invalidate evidence.
- **Do** ask open "TED" questions; **T**ell, **E**xplain, **D**escribe
- Do not criticise the perpetrator; the child may have affection for him/her
- Do not ask the child to repeat it all for another member of staff
- Explain what you have to do next and who you have to talk to

4. Record

- Make some brief notes at the time on any paper which comes to hand and write them up as soon as possible
- Do not destroy your original notes
- Record the date, time, place, any non-verbal behaviour and the words used by the child. Always ensure that as far as possible you have recorded the actual words used by the child
- Record statements and observable things rather than your interpretations or assumptions

5. Remember

- Contact the designated safeguarding lead (DSL)
- The DSL may be required to make appropriate records available to other agencies
- KSCB: www.kscb.org.uk

6. Relax

- Get some support for yourself, dealing with disclosures can be traumatic for professionals

Appendix 4: National Support Organisations

Support for staff

- Education Support Partnership: www.educationsupportpartnership.org.uk
- Professional Online Safety Helpline: www.saferinternet.org.uk/helpline

Support for Children

- NSPCC: www.nspcc.org.uk
- ChildLine: www.childline.org.uk
- Papyrus: www.papyrus-uk.org
- Young Minds: www.youngminds.org.uk
- The Mix: www.themix.org.uk

Support for adults

- Family Lives: www.familylives.org.uk
- Crime Stoppers: www.crimestoppers-uk.org
- Victim Support: www.victimsupport.org.uk
- Kidscape: www.kidscape.org.uk
- The Samaritans: www.samaritans.org
- Mind: www.mind.org.uk
- NAPAC (National Association for People Abused in Childhood): www.napac.org.uk
- MOSAC: www.mosac.org.uk
- Action Fraud: www.actionfraud.police.uk

Support for Learning Disabilities

- Respond: www.respond.org.uk
- Mencap: www.mencap.org.uk

Domestic Abuse

- Refuge: www.refuge.org.uk
- Women's Aid: www.womensaid.org.uk
- Men's Advice Line: www.mensadviceline.org.uk
- Mankind: www.mankindcounselling.org.uk

Honour based Violence

- Forced Marriage Unit: <https://www.gov.uk/guidance/forced-marriage>

Sexual Abuse and CSE

- Lucy Faithfull Foundation: www.lucyfaithfull.org.uk
- Stop it Now!: www.stopitnow.org.uk
- Parents Protect: www.parentsprotect.co.uk
- CEOP: www.ceop.police.uk
- Marie Collins Foundation: www.mariecollinsfoundation.org.uk
- Internet Watch Foundation (IWF): www.iwf.org.uk

Online Safety

- Childnet International: www.childnet.com
- UK Safer Internet Centre: www.saferinternet.org.uk
- Parents Info: www.parentinfo.org
- Internet Matters: www.internetmatters.org
- Net Aware: www.net-aware.org.uk
- Parent Port: www.parentport.org.uk
- Get safe Online: www.getsafeonline.org

Radicalisation and hate

- Educate against Hate: www.educateagainsthate.com
- Counter Terrorism Internet Referral Unit: www.gov.uk/report-terrorism
- True Vision: www.report-it.org.uk

Policy Adoption Record

This policy was adopted at a meeting of the Daisychains Nursery Committee.

Date of Meeting:	
Date Policy To Be Reviewed:	
Signed On Behalf of Nursery:	
Name of Signatory:	
Role of Signatory:	

Change and Review Record

Date of Change or Review	Changed or Reviewed By	Comments