

## Safeguarding, Child Protection and Promoting Children's Welfare Policy

### Introduction

All Saints Blackwell Preschool fully recognises the contribution it can make to protect, support and safeguard children in its care.

This policy should be considered alongside other policies and procedures: anti-bullying, e-Safety, Mobile phone, SEND, behaviour, safe recruitment, health and safety and Staff Code of Conduct.

### Purpose

The aim of this policy is to provide clear direction to staff about expected codes of behaviour in dealing with safeguarding and child protection issues. The Preschool is committed to the development of good practice to ensure that safeguarding concerns and referrals are handled sensitively, professionally and in ways which support the needs of the child.

### Intention

The staff must provide each individual child with a safe secure environment and provide a good role model for each child, promoting positive behaviour. They must make the children feel welcome, safe and secure, building up positive relationships. Children's confidence should be developed to enable them to be able to speak up for themselves. The child's welfare is paramount and all staff must act upon any suspicions of abuse.

### Roles and Responsibilities

It is every adult's responsibility to safeguard all the children in their care. Staff members must be alert to any issues of concern in the child's life at home or elsewhere. Staff are required to keep up to date with latest safeguarding legislation, policies and procedures.

### Designated senior members of staff for safeguarding are:

**Lead - Amanda Summers (mob: 07398968448)**

**Deputy - Lynne Hinnigan (mob: 07850771036)**

A designated member for safeguarding will be available at all times that the setting is open for staff to discuss concerns.

The Designated Safeguarding Lead (DSL) must ensure that every staff member is able and attends local authority safeguarding training. The DSL will provide support, advice and guidance to other staff on an ongoing basis when safeguarding issues arise. The DSL is responsible for discussing with staff any updates to the preschool's safeguarding policies and procedures. Any amendments will be distributed to each member of staff. It is then each member of staff's responsibility to read and implement any changes into their daily routines.

### Training and support

All staff will undertake awareness training as part of their induction into the preschool. All staff will receive a safeguarding refresher annually as well as periodically as and when guidance is updated. All staff are trained to at least a level 1, updated every three years, which is refreshed annually. The senior safeguarding lead and deputy are trained to Level 2, at least every two years.

Staff should be able to respond appropriately to any:

- Significant changes in children's behaviour.
- Deterioration in the general wellbeing of the child.
- Unexplained bruising, marks or signs of possible abuse.
- Signs of neglect.
- Comments children make which give cause for concern.
- Be aware of the risks of peer-on-peer abuse.

Staff should be aware that warning signs and symptoms of child abuse and neglect can vary from child to child. **Disabled children may be especially vulnerable to abuse**, because they may have an impaired capacity to resist or avoid abuse. They may have speech and communication needs which make it difficult to tell others of what is happening.' ('What to do if you're worried a child is being abused', HM Gov., March 2015).

### Female Genital Mutilation (FGM)

The Serious Crime Act 2015, place a new mandatory duty upon schools. The duty will require teachers in England and Wales to report known cases of FGM in under 18-year-olds to the police. It is a form of child abuse and violence against women. FGM comprises all procedures involving partial or total removal of the external female genitalia for non-medical reasons. This duty came into force on 31 October 2015. All pre-school staff must receive FGM training.

### Prevent Strategy

All staff will receive training on the government's PREVENT strategy, and will have an understanding of radicalisation and extremism. This will include specific awareness of:

- Behaviours which indicate a child is at risk of being radicalised or exposed to extreme views
- Opportunities to promote British values within the preschool setting

The Single Point of Contact (SPOC) for Prevent concerns is the Designated Safeguarding Lead.

### Confidentiality

Confidentiality must be fully understood by all those working with in the pre-school, particularly with regards to child protection. A member of staff **must never guarantee confidentiality to a child** as where there is concern this must be reported to the designated person. This matter may then require further investigation by the appropriated authorities. Promising confidentiality would lead to a breakdown in trust of adults by the child and could potentially compromise their wellbeing and safety.

### Procedure

If you suspect a child is being abused, or a child makes a disclosure, you must immediately inform the designated senior member of staff for safeguarding. The DSL or Deputy will report the concern as set out in Appendix A, following Darlington Safeguarding Partnership advice using the Professional contact telephone line 01325 406252. Available at:

<https://www.darlington-safeguarding-partnership.co.uk/media/1867/how-to-report-a-concern-leaflet.pdf>

<https://www.darlington-safeguarding-partnership.co.uk/media/1869/ciat-what-to-do-if-you-need-to-make-a-call-feb-20-final.pdf>

**ANY CONCERNS, no matter how small, should be passed to the DSL or Deputy DSL.** However, anyone with concerns about a child's safety can make a referral direct by phoning the CAP on 01325 406222 In an emergency or where you feel a child is in immediate danger dial 999 and ask for the police. Preschool should not contact parents unless and until advised to do so by the Child Care Duty Team.

The designated safeguarding lead/deputy will inform Ofsted as soon as possible (at the very latest within 14 days) of any allegations of serious harm or abuse by any person and the action that has been taken.

### Allegations against a Member of Staff

If you receive an allegation about yourself or another adult. Immediately inform the designated safeguarding lead/deputy. All allegations against any person, who works with children, whether in a paid or unpaid capacity, must be taken seriously. The procedure to follow in the case of an allegation against a member of staff are set out in Appendix A available at:

<https://www.darlington-safeguarding-partnership.co.uk/media/2015/lado-procedures-july-2019-dsp11.pdf>

All allegations will be referred to the Designated Officer (DO) (formerly known as Local Authority Designated Officer - LADO) where it is alleged that a person working with children has:

- behaved in a way that has harmed or may have harmed a child

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- possibly committed a criminal offence against or related to a child
- behaved towards a child/ren in a way that indicated s/he is unsuitable to work with children.

All referrals should be reported and discussed with the DO within 24 hours and followed up on the Managing Allegations referral form if advised to do so, using the Agency referral form in Appendix C. If you are not sure whether a particular matter warrants a referral, make contact with the DO on the telephone number below within 24 hours and they will be able to advise you on the correct action to take:

Darlington Borough Council has appointed a Designated Officer who is:  
Marian Garland Telephone: 01325 406451

If you are unable to discuss any issue with the pre-school managers or you suspect the managers of abuse or any other inappropriate behaviour then you must inform:

The Rev Jen Croft, The Vicarage, 104 Blackwell Lane, tel. 01325 494003. Email: vicar@allsaintsblackwell.org.uk or parish office tel. 01325 46989 as the committee chairman. (If there is no vicar in residence then Mrs Pam Davison must be contacted: [pjdavison@btopenworld.com](mailto:pjdavison@btopenworld.com).) Who will then contact the appropriate local authority department and Ofsted?

### Records and monitoring

Well-kept records are essential when dealing with child protection, any record will be acted upon. For further advice follow:

[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/721581/Information\\_sharing\\_advice\\_practitioners\\_safeguarding\\_services.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/721581/Information_sharing_advice_practitioners_safeguarding_services.pdf)

These records will be kept in a confidential Child Protection file which is separate to all other files. If a child transfers from preschool their records will be forwarded to the child's new setting marked 'Confidential' and for the attention of the receiving school's Designated Safeguarding Lead.

### Professional Challenge

Professional challenge is a process to ensure a culture which promotes child protection and effective co-operation of multi-agency working. Preschool acknowledges that there may be disagreements between professionals when dealing with concerns such as:

- thresholds applications
- outcomes of assessments
- decision making; roles and responsibilities of workers
- service provision
- information sharing and communication in relation to practice or actions which may not effectively ensure the safety or well-being of a child or young person or his/her family

## How to make a challenge

Any member of staff making a professional challenge should do so swiftly and effectively, ensuring children remain the upmost focus, following the Darlington Safeguarding Partnership Professional Challenge Practice Guidance available at:

<https://www.darlington-safeguarding-partnership.co.uk/media/1746/professional-challenge-practice-guidance-july-2019-dsp-1.pdf>

## List of Safeguarding publications, websites and telephone numbers.

Working Together to Safeguard Children 2020

What to do if you're worried a child is being abused 2020

Keeping children safe in education (2020) Statutory guidance for schools and colleges

Statutory Framework for the early years foundation stage 2021

Serious Crime Act 2015

Counter Terrorism and Security Act 2015

Ofsted website-

<http://www.ofsted.gov.uk/>

<https://www.darlington-safeguarding-partnership.co.uk/>