



Safeguarding Children

Introduction:

At BCoT nursery we take the necessary steps to safeguard and promote the welfare of all children. We work with parent/carers, children and the community to ensure the rights and safety of all children enabling us to give them the very best start in life. The following policy and procedures along with the College policy and procedures ensure that this is the case.

The Legal Frameworks that governs our policy includes:

- Working Together to Safeguard Children 2018
- Children Act 1989 and 2004
- Safeguarding Vulnerable Groups Act 2006
- Keeping Children Safe in Education 2019

All concerns, complaints, allegations or suspicions of abuse are taken seriously. Signs of abuse may include changes in behavior or failure to perform or develop as expected.

At BCoT nursery we aim to:

- Promote the rights of children to be strong, resilient and listened to.
- Help children to establish and sustain satisfying relationships with their families, peers and other adults.
- Work with parents/carers to build their understanding of, and commitment to, the principles of safeguarding all children.

Procedures:

- All staff and volunteers have the relevant Health and Safety checks including an Enhanced DBS certificate.
- All staffing appointments made are subject to a probationary period and will not be confirmed unless the nursery is confident that the applicant can be safely entrusted with children.
- We use the Governments statutory Guidance 'Working together to safeguard children' March 2015.
- We are a vigilant and supportive nursery.
- We create an environment that encourages children to develop a positive self-image, which includes their heritage arising from their colour and ethnicity, their language spoken at home, their religious beliefs, cultural traditions and home background.
- We encourage children to develop a sense of autonomy and independence.

- We teach children to have the self-confidence and the vocabulary to resist inappropriate approaches.
- We have due regard to The Prevent Duty and are aware of parent/carers, staff, children, students and volunteers who are vulnerable to radicalization and/or being drawn into terrorism.
- We ensure that mobile phones, tablets and other electronic devices are not used beyond the nursery office unless they are the property of the nursery and are being used to make observations of the children or events in the nursery. Staff abide by the technological devices policy at all times when using the nursery tablets or mobile phone.
- We promote the Fundamental British Values:
 - Democracy:** Making decisions together
 - Rule of Law:** Understanding rules matter
 - Individual Liberty:** Freedom for all
 - Mutual Respect and Tolerance:** Treat others as you want to be treated yourself
- We have due regard for The Female Genital Mutilation (FGM) Act 2003.
- We have due regard for The Voyeurism Offences Act 2019.
- All parent/carers are made aware the Safeguarding Policy
- We liaise with appropriate outside agencies in line with the Local Safeguarding Children's Board (LSCB) i.e. Ofsted and Local Authority Designated Officer (LADO).
- The LADO for the Hampshire Area is based in Winchester. Telephone number: 01962 876364
- BCoT nursery's designated Safeguarding Officer is Becky Pickles.
- BCoT nursery's deputy designated Safeguarding Officer is Jasmin Dhanjal.
- BCoT's designated Safeguarding Officer is Alexis Smith.
- This Policy links Hampshire's Safeguarding Boards Maternity and Unborn Babies Protocol and the Bruising Protocol for infants who are non-independently mobile babies and infants (NIMBIs).

The Safeguarding Officers will:

- At all times be aware of and understand their responsibilities under the Children Act (2006) and ensure the safety and security of the children in their care.
- Ensure that every member of staff, permanent, temporary or bank and any student or volunteer who work in the nursery for any period of time, is aware of the Children Act 2006, the nursery/college safeguarding policies and procedures and their own responsibility to them.
- Respond accordingly to any concern, complaint or allegations reported.

All Nursery staff will:

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- Be aware of and understand their responsibilities under the Children Act (2006) and ensure the safety and security of children in their care.
- Understand the nursery safeguarding policy and procedures and how to implement them.
- Be observant and watchful for any signs or symptoms that a child may be at risk.
- Keep accurate records of anything that is relevant and ensure that these records are kept securely.
- Report any concerns to the nursery's Safeguarding Officer or, in their absence, a BCoT college Safeguarding Officer at the earliest possible moment.
- Not discuss any confidential information with anyone outside the nursery or safeguarding team, including their own families.
- Complete safeguarding and prevent training.

If a member of staff suspects a case of child abuse they will:

- Discuss with the nursery Safeguarding Officer, deputy Safeguarding Officer and /or a senior member of staff their concerns.
- Keep up to date records of the child, recording any concerns which are then stored securely.

The Nursery Safeguarding Officer will:

- Take such steps as they consider necessary to ensure the safety of the child in question and any other child who might be at risk.
- If required, report the matter immediately to the Local Children's Services Department or the Police by telephone and follow this up with a written report within 24 hours.
- Co-operate with any requests from Children Services for information or any other form of assistance.
- Notify the designated college Safeguarding Officer as soon as practical and in any event within 24 hour of the initial allegation arising.
- Ensure that a report is completed immediately by the person who raised the original allegation.
- Discuss with the Children Services Department what action will be taken to inform the parent/carers of the child and keep an accurate record of that conversation.
- Support everyone who are involved in the child protection situation including staff, children and their families.
- Report the situation to OFSTED.
- Retain a copy of the report and any other relevant material for a period of seven years

For Cases Involving an Allegation about a member of staff:

Any suspicion, allegation or actual abuse of a child by a member of staff must be reported to:

- The Nursery Manager, or Deputy Manager in their absence, will report the matter to the College Safeguarding Officer and the College Deputy Principle Finance and Resource

The Nursery Manager/College Safeguarding Officers will:

- Take such steps as they consider necessary to ensure the safety of the child in question and any other child who might be at risk.
- Report the matter to the Local Authority Designated Officer (LADO) for Children Services (01962 876364) in accordance with the College procedure.
- Ensure that a report of the matter is completed by the person who reported the original concern within 48 hours.
- Report the matter to OFSTED.

On being notified of the allegation LADO will take into account:

- The seriousness of the allegation.
- The risk of harm to the child concerned or to other children.
- The possibility of tampering with evidence.
- The interests of the member of staff concerned.

The LADO will then decide on the appropriate action from the following options:

- To take no action and exonerate the member of staff.
- If there is sufficient evidence to warrant an investigation, to conduct such an investigation in accordance with the procedure in the College Staff Disciplinary Policy and Procedure.
- To suspend the member of staff immediately if the substance of the evidence/the nature of the allegation is sufficient to make this desirable in the interest of the protection of the child/or staff. To initiate action as outlined in the College's Staff Disciplinary Policy and Procedure.

In the event of a police investigation being undertaken, the member of staff will be suspended and any internal investigation and/or disciplinary action may be postponed pending the outcome of the external investigation.