

## **Statement for Parents on Safeguarding children and young people at nursery**

Our nursery wants to work with children, parents and the community to ensure the safety of children and to give them the very best start in life.

Any child or young person using the services of the nursery, and anyone acting on behalf of such a child or young person, may complain about any aspect of the service they receive.

Any indications that a child or young person may be suffering from abuse will immediately trigger the nursery's child protection procedures. These procedures are consistent with the good practice guidelines of Birmingham Safeguarding Children Partnership. Any child or young person using the services of the nursery may disclose to persons in a position of trust any abuse they may be suffering elsewhere in their lives and staff and volunteers will be vigilant for the signs of abuse.

Where a child shows signs and symptoms of 'failure to thrive' or neglect, we make appropriate referrals.

Where a child does not attend nursery for a period of more than a week without an explanation, then senior staff should attempt to make contact with the family and establish the reason for the child's absence. If no contact can be made, or if there are concerns about the child's well-being, Children's Social care should be contacted explaining the concerns.

Induction programmes for all persons in a position of trust will include basic information on recognising and responding to child protection issues. Staff at all levels will undertake regular training on child protection issues. We have a Staff Code of Conduct Policy which is issued to all staff and students on induction and which is discussed at supervisions.

### **Aims**

Our aims include:

- Create an environment which encourages children to develop a positive self-image, regardless of race, language, religion, culture or home background;
- Encourage children to develop a sense of autonomy and independence;
- Minimise the situations in which the abuse of children and young people might occur.
- Enable children to have the self-confidence and the vocabulary to resist inappropriate approaches;
- Work with parents to build their understanding of and commitment to the welfare of all children.
- Provide a safe and secure environment for all children
- Always listen to children
- Provide an environment where practitioners are confident to identify where children and families may need intervention and seek the help they need
- Share information with other agencies as appropriate.

**We have three members of staff qualified to deal with all safeguarding issues and they are Sarah Presswood, Kerri Scott and Siân Roberts. They are the nursery's Designated Safeguarding Leads.**

### **Liaison with other bodies:**

- We notify Ofsted of any incident or accident and any changes in our arrangements which affect the wellbeing of children.
- We have procedures for contacting the local authority on child protection issues, and follow the guidance 'Right Help, Right Time' in determining when, and what action need to be taken to safeguard a child. Contact details for the single referral point for CASS (Children's Advice and Support Service) are displayed prominently throughout nursery.

### **Staff Development**

Persons in a position of trust will serve a probationary period in which their performance is closely monitored and tested. All staff will undergo basic child protection training as part of their induction and will be required to undertake refresher training to ensure that core competencies are met. All staff will receive regular supervisions with the Manager/Head of their Unit during which the welfare of all of their Key Children will be discussed so that any concerns can be aired and addressed and staff can be supported in seeking appropriate responses to any concerns. The supervisions will also be used to monitor and challenge the behaviour, conduct and professionalism of the staff member.

The Designated Safeguarding Leads will undergo additional child protection/safeguarding training as appropriate.

### **Core Competency Guidance**

All persons in a position of trust will be required to understand and be aware that:

- Abuse can be found in any community
- Abuse does not always occur in a child's home – it may take place in a school, in homes of friends, in places of entertainment and in public places
- Know about the four basic types of abuse: physical; sexual; mental and emotional; and abuse by neglect.
- Female Genital Mutilation is abuse and where suspected, or it is suspected that a child may be being taken away to undergo such practices, they must immediately report their concerns.
- Sometimes children can harm other children and that they must always act when they suspect this may be the case.
- How to ensure an environment that promotes safe care practices and how to avoid situations that may cause misunderstandings and misrepresentations.
- Know how to respond if they suspect that a child or young person is or has been abused.
- Know who the nursery's Designated Safeguarding Leads are and how to contact them
- Understand confidentiality procedures

### **Concerns about persons in a position of trust**

- If a concern arises about any person in a position of trust, that raises a query as to their suitability to work with children (this may include a cleaner, gardener, student, staff member or volunteer) we will immediately take the person to one side and inform them that an allegation has been made against them
- If the parent of the child is not already aware of the concern, we will immediately inform them (regard will be given to the confidentiality of all parties concerned)

- We will contact the necessary authorities and co-operate with them throughout investigation
- We will not necessarily at this point tell the person the nature of the allegation against them and we will consider removing said person from any direct contact with children following a risk assessment of all the relevant factors. (this may mean suspension pending investigation)

All members of staff know the procedures for recording and reporting. All people in a position of trust have a duty of care to act to safeguard the children and young people using the nursery **and should take action to report their concerns to any of the agencies indicated in this policy if they feel that the nursery's Designated Safeguarding Lead has not responded appropriately to a cause for concern.**

### **Informing Parents**

Parents are normally the first point of contact. If a suspicion of abuse is recorded, parents are informed at the same time as the report is made, except where the guidance of Birmingham's Safeguarding Children's Partnership does not allow this. This will usually be the case where the parent is the likely abuser. In these cases the investigating officers will inform parents. The nursery will continue to offer support to the family throughout any investigation and will work to rebuild relationships as and when a situation has been brought to a conclusion.

### **Confidentiality**

All suspicions and investigations are kept confidential and shared only with those who need to know. Any information is shared under the guidance of Birmingham Safeguarding Children's Partnership.

### **Contact details for referrals regarding issues of Child Protection:**

- 1. Children's Advice and Support Service (CASS) Tel:0121 303 1888**  
Email: [cass@birmingham.gov.uk](mailto:cass@birmingham.gov.uk)

The above number is for use from 8.45am-5.15pm Mon-Thurs and 8.45am-4.15pm on Friday, outside these hours in an emergency contact the Emergency Duty Team on **0121 675 4806**.

- 2. Ofsted - Child Protection Officer – 0300 123 3155**  
Nursery Ofsted registration number **EY432543**.
- 3. NSPCC** Child Protection Helpline Telephone: **0800 800 5000**.
- 4. St. Pauls Trust Children's Centre, Family Support Co-ordinator**  
Telephone: **0121 464 6349**
- 5. Police** Telephone: **999** In cases of urgent concern.