

Child Protection

At our nurseries we recognise we have a responsibility to safeguard the welfare of the children in our care. The nursery follows the guidelines set out in the Early Years Foundation Stage (2024) statutory guidance as well as the Working Together to Safeguard Children (2024) legislation.

Parents are informed of our safeguarding children policy upon enrolling their children and must sign the 'protecting children' form and return it to nursery before their child's first session.

All staff must go through a stringent recruitment process where a DBS (Disclosure and Barring Service) enhanced disclosure check is carried out prior to commencing employment, to ensure they are suitable to work with children. This includes any volunteers and students also. This must be applied for before the commencement of employment by the Manager and until fully cleared, staff cannot commence their employment within the nursery. Staff must also enroll onto the DBS update service so that we can check the status of their DBS termly. Both the DBS and DBS update service are to be funded by each individual staff member. When signing in each day staff must read and sign the declaration attached to the signing in sheet to ensure they have nothing to declare that may affect their suitability to care for children.

Staff are given appropriate and regular training in the safeguarding of children, enabling them to recognise and respond to any signs of abuse. All staff must undertake a number of safeguarding and child protection online training courses as part of their induction process upon commencement of employment. This course is currently completed through Noodle Now, our online training provider. All senior staff attend on the first instance, a face to face Designated Safeguarding Lead training through the local council, with online refresher courses following this, every 2 years.

All staff must be familiar with the 'Prevent of Duty Guidance 2023' which is part of our British Values remit. This must also be discussed with parents upon starting the nursery and is part of the 'protecting children' document found in our welcome pack.

All staff are given training every 12 months by one of our Senior Designated Safeguarding Leads who attends Train the Trainer for Leaders and Managers using either an online or face to face provider, every 2 years. Staff also have access to Noodle Now at any time to update their own knowledge. The topic of safeguarding is discussed at every staff meeting and staff supervision/ appraisals so that it is always an ongoing discussion.

We ensure that staff are skilled enough to ensure they can recognise signs of -

- Emotional abuse
- Neglect
- Sexual abuse
- Physical abuse - including Female Genital Mutilation and Fabricated illness
- Domestic Violence

They are trained to ensure they can notice changes in children's, parents, or staff behaviour and to keep an extra eye on children and families who may be at greater risk eg. families with EAL or SEND needs.

Online Safety - Staff must also be aware of the risks associated with online abuse and our nurseries

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have stringent procedures in place to monitor the use of all electronic devices. We will share advice and information with parents around online safety at home.

Staff create a non-abusive atmosphere for children by developing their understanding of 'appropriate touch' and 'Code of Conduct'. Through this we will also teach children the basics of protecting themselves eg stranger danger, appropriate touch etc. We also aim to highlight to parents the importance of teaching their children to look after themselves, especially for things such as online practices that children will have more access to at home rather than at nursery.

The nursery aims to recognise situations where families may be under stress and will offer help and guidance where necessary.

All staff must ensure that information about individual children remains confidential.

A designated person is appointed by the nursery to offer support and guidance to staff and liaise with outside agencies.

The nursery will ensure that any issues concerning bullying are addressed sensitively and appropriately in order to safeguard children and staff. Staff must inform the nursery of any changes in their circumstances that may hinder their ability to care for children.