



Dolls House Nursery Safeguarding Children

We intend to create in our nursery an environment in which children are safe from abuse and in which any suspicion of abuse is promptly and appropriately responded to.

In order to achieve this we will:

Ensure that a supervisory member of staff has attended all necessary training and courses. Our Designated Safeguarding Lead (DSL) is Sarah Parsons. In addition to this, all members of staff are also kept up to date and aware of how to implement procedures and understand the different types of abuse. Upon their induction, all new members of staff and students/volunteers will partake in a Basic Safeguarding (Level 2) course on NoodleNow. All staff refer to procedures and have a clear understanding of child protection by following the HIPS Procedures at www.hipsprocedures.org.uk. Children whose condition or behaviour has given cause for concern will be listened to, reassured and helped to understand that they themselves are valued and respected and have not been at fault.

Whenever worrying changes are observed in a child's behaviour, physical condition or appearance, a Safeguarding Concerns form will be completed. This is a specific and confidential record which is separate from the usual on-going records of children's progress and development. This will be assessed by the DSL and confidentially filed in the child's Safeguarding Chronology. The DSL will make a decision as to whether or not further action is necessary at this point.

Parents will normally be the first point of reference, but if they are not in a position to allay any legitimate anxieties, the matter will also be taken up with the MASH team. Once the MASH team have been informed we will await further instructions from them with regards to further action or closure. In certain circumstances, Social Care or the Police may be the first point of reference.

If we have a concern regarding a child and their family we can contact the MASH team on 02392 688793 or 0845 671 0271, they will be able to provide us with advice. If required, they will ask us to complete an inter-agency referral form to make quick decisions as to the required level of intervention. All referrals to MASH need to have parental consent, unless we believe that doing so will put a child at immediate risk of harm.

All such suspicions or concerns will be kept confidential and shared only on a need-to-know basis.

All children are encouraged to make choices and to find ways of expressing their feelings, this will enable the children to have a sense of self awareness and self confidence in the setting.

Parents/Carers are given a Safeguarding Notice within their Application Pack, informing them who the DSL is, and what to do if they have any concerns.

Protection of staff members within the setting:

We ensure that a member of staff is not left alone with an individual or a small group for any extended period of time, although there may be some occasions where this is unavoidable (please see our 'Lone Working Policy'). All staff are aware of how/where to record any concerns they may have about a child/children in their care.

To do this they will:

Notify Sarah (DSL) with their concern and record the following:

- The name of the child
- Age of the child
- Time and date of observation
- Description of child's behaviour/appearance
- Record the exact words spoken by the child if possible
- Date and name the report of person recording
- Signature of supervisory member (Sarah)

If we notice a bump, mark or any other injury on a child we will subtly ask the parent how they got it and record this on an existing injury form. Body maps may be used if appropriate. This will be signed by the parent/carer and a member of staff (as long as they are happy with the explanation of the injury). The records will be kept confidential and filed in the child's Safeguarding Chronology.

All staff have their DBS which is shown to management and the disclosure number and date of issue are recorded. Staff complete an annual Staff Suitability Update form, informing us of any changes. If any member of staff or student is without a DBS they will not be left alone with any children, assist in taking children to the toilet or change nappies. All staff are aware of this. Volunteers are accepted at nursery depending upon the circumstances. If accepted a full check is undertaken including references. They will be supervised at all times even with a DBS. We will not employ any person who has been disqualified under the 2018 regulations under Section 75 of the Childcare Act (2006). If a person becomes disqualified during their employment, we will notify OFSTED immediately. Individuals can obtain a waiver from OFSTED to enable them to continue working with children under extreme circumstances.

Procedure for allegations made against staff members by either a staff member or parent:

If allegations are to be made against a member of staff by a parent/carer, the parent is to notify the nursery owner/manager. The nursery owner/manager will then reassure the parent that the member of staff will be dealt with accordingly.

The LADO (Local Authority Designated Officer) would be contacted with the said concerns. Notifications must be made to the LADO within 24 hours of the nursery owner/manager becoming aware of an allegation or incident.

The nursery owner/manager will explain to the member of staff what allegations have been made against them. They will then receive an explanation that they will have to be suspended while the allegation is investigated. As part of the investigation witness statements will be collected from all persons involved with the alleged incident. During this time of suspension the staff member will be updated regularly by management during the investigation. We will inform the Police and Ofsted and any concerns followed by a written statement within 48 hours.

LADO contact details:

Chas Smith 02392834827- LADO@portsmouthcc.gov.uk
Generic LADO - 023 92882500

Alternatively, If a practitioner has a concern regarding how a safeguarding issue is being dealt with in the setting and they would like further advice, they can contact the NSPCC whistle blowing advice line:

NSPCC - 0800 028 0285

Procedures if a child discloses:

Anything a child discloses to us is taken seriously. The staff member that the child has disclosed to would inform the DSL immediately who would then gather the evidence together. The DSL will assess the seriousness of the disclosure and act accordingly. If the disclosure causes no major concern, then it will be filed in the child's Safeguarding Chronology. If the disclosure causes serious concern then we will act immediately following our procedures of reporting an incident.

Educating the children on keeping safe:

On occasion, we have outside professionals come in to the nursery to talk to the children about keeping safe. For example:

- Police
- Fire brigade
- Nurses
- Teachers

We have a range of different toys and equipment around the nursery that help educate the children on a daily basis. They range from books, games, activities (feelings), posters and general teaching from our staff members.

All staff when first employed at Dolls House Nursery will have both read and understood this Safeguarding policy. Staff are encouraged to access the HIPS procedures for more information.

Prevent Duty and Promoting British Values

The Prevent Duty

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".

The three key objectives of the Prevent Strategy (2011) are to:

- Challenge the ideology that supports terrorism and those who promote it.
- Prevent vulnerable people from being drawn into terrorism and ensure that they are given appropriate advice and support.
- Work with sectors and institutions where there are risks of radicalisation.

This is known as the Prevent Duty. Here at Dolls House Nursery we take safeguarding seriously, therefore to ensure that we adhere to and achieve the Prevent Duty we will:

- Provide appropriate training for staff, on-line Prevent Duty training. Part of this training will enable staff to identify children who may be at risk of radicalisation.
- We will 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).
- We will ensure that our staff understand the risks so they can respond in an appropriate way.
- We will be aware of the online risk of radicalisation through the use of social media and the internet and will promote online safety for the parents who attend the nursery.
- Our staff will 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). The Key Person approach means we already know our key children well, which allows us to notice any changes in behaviour, demeanour or personality quickly.
- We will not carry out unnecessary intrusion into family life but we will take action when we observe behaviour of concern. Our Key Person system means that we already have a good relationship with our families so will notice changes in behaviour, demeanour or personality quickly.
- We will work in partnership with PSCB and MASH for support and guidance.
- We will assist and advise families who raise concerns with us.
- We will 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.

The best way to help children resist extremist views or challenge views such as creationism, is to teach them to think critically and become independent learners, which is fundamental to the Characteristics of Effective Learning and Teaching embedded in the EYFS.

We endeavour to support our children through the EYFS by providing playful learning opportunities to help them develop positive, diverse and communal identities, as well as their well-being, their empathy and understanding of own feelings and emotions, while continuing to take action to eradicate inequalities, bullying, discrimination, exclusion, aggression and violence; all of which fosters and secures, children's pro-social behaviours (a desire to help others without the need for reward) and responsible citizenship and real sense of belonging.

Any person who suspects a child is at risk of radicalisation is to follow the normal Safeguarding procedure. In Prevent priority areas, the local authority will have a Prevent lead who can also provide support.

In Portsmouth we can contact the Portsmouth Safeguarding Team 02392 680810 or go direct to MASH on 02392 688793 or 0845 671 0271.

Portsmouth City Councils' Prevent Co-ordinators are Charlie Pericleous and John Webster and can be contacted on 02392 822251 or prevent@portsmouthcc.gov.uk

The DSL can also contact the local police force or dial 101 (the non-emergency number). They are then able to talk in confidence about their concerns and be given help to access the right support and advice.

The Department for Education has a Counter Extremism Helpline (020 7340 7264) to enable staff to raise concerns relating to extremism directly. Please note that the helpline is not intended for use in emergency situations, such as a child being at immediate risk of harm, in which case the normal emergency procedures should be followed.

British Values

There are 4 fundamental British Values:

- Democracy
- Individual Liberty
- Rule of Law
- Mutual Respect (and Tolerance of those of different faiths and beliefs)

These values help everyone to live in a safe and welcoming environment where they feel they belong. All staff demonstrate these values through the management and implementation of the EYFS.

Reviewed Regularly.