



## CHILD PROTECTION

Morning Star Nursery recognizes and acknowledges our statutory responsibilities towards children in our care and we are committed to providing a safe, happy and secure environment for them.

All staff, including volunteers and students has an active part in protecting children from harm.

Practitioners who work with children in this nursery will read this policy within the framework of:

- London Child Protection Procedures, 4<sup>th</sup> Edn. (2010)
- Working Together to Safeguard Children (2010)
- Safeguarding Children and Safer Recruitment (2007)
- Information Sharing (2008)
- Children Act 1989
- Children Act 2004
- Education Act 2002

### **The aims of this policy are:**

- To support the child's development in ways that will foster security, confidence and independence.
- To raise the awareness of staff of the need to safeguard children and of their responsibilities in identifying and reporting possible abuse.
- To provide a systematic means of monitoring children known or thought to be at risk of harm.
- To emphasize the need for good communication between all members of staff.
- To ensure that all staff are aware of procedures for reporting abuse.
- All staff is required by law to complete satisfactory Criminal Records Bureau (CRB) checks are disclosure and health declaration.
- To ensure that all staff attend basic Child Protection training as a condition of employment

As a nursery, Morning Star Nursery believes in supporting all aspects of children's development and learning, and keeping children safe.

We understand that emotional and social aspects of learning create a foundation for all learning. If child has been supported to understand, express and resolve their feelings, they may not have the ability to share with other children, resolve the small conflicts that arise in day to day life, or concentrate on learning. Their frustrations

may cause a range of antisocial, disruptive, overly complaint or withdrawn behaviors.

All staff will work to ensure that:

- Children feel listened to, valued and respected
- Staff are aware of indicators of abuse and know how to share their concerns appropriately
- All paid and unpaid staff are subject to rigorous recruitment procedures
- All paid and unpaid staff are given appropriate support and training

### **Procedures**

In line with LEA and London Child Protection Procedures' Morning Star Nursery will ensure that designated child protection officer, Georgina Bossman is the most senior member of staff.

- All members of staff develop their understanding of the signs and indicators of abuse.
- All members of staff know how to respond to a child who discloses abuse.
- Due to daily contact with the children all staff are in a position to observe and report any signs and symptoms of physical, sexual, emotional abuse and neglect.
- Morning Star procedures will be regularly reviewed and up-dated

### **Responsibilities**

The Designated Child Protection Officer is responsible for:

- Adhering to the Haringey Local Safeguarding Children Board, Child Protection Procedures, LEA and Early Years' Service Procedures with regard to referring a child if there are concerns about possible abuse.
- Keeping written records of concerns about a child even if there is no need to make an immediate referral.
- Ensuring that all such records are kept confidentially, securely and separate from all children's main records.
- Informing OFSTED of all child protection referrals
- To ensure all staff and volunteers are aware of and understand the child protection referral process, as follows:
- Carry out the duties outline in the DCPO role description
- The practitioner reports the incident they are concerned about to the DCPO as soon as possible
- They record the incident, recording only what they have observed.
- DCPO should gather any other or further information that could assist them.
- Before making a decision whether to refer the incident to Social Services the DCPO may discuss the issues with the Early Years Officer for Child Protection.
- The incident is reported to Haringey Social Services, and a referral form is filled in and sent to social services within 48hours, or the incident is recorded in an incident book and the reason for no further action noted.

### **Supporting Children**

- Morning Star recognizes that a child who is abused or witnesses violence may find it difficult to develop and maintain a sense of self-worth. We recognize that a child in these circumstances may feel helpless and humiliated. We recognize that a child may feel self-blame.
- We recognize that the setting may provide the only stability in the life of a child who is being abused or is at risk from harm.
- We accept that research shows that the behavior of a child in these circumstances may range from that which is perceived to be normal, aggressive or withdrawn.
- Encouraging self-esteem and self-assertiveness whilst not condoning aggression or bullying
- Promoting a caring, safe and positive environment within the setting
- Liaising and working together with all other support services and those agencies involved in the safeguarding of children

### **Confidentiality**

The following two points are important:

- The DCPO will disclose any information about an abused child on a need to know basis only
- All staff must be aware that they have a professional responsibility to share information with other agencies in order to safeguard children.

### **Supporting Staff**

- We recognize that staff working in the setting who are involved with a child who has suffered, or may be at risk of harm, may find the situation stressful or upsetting
- We will support such by providing opportunity to talk through their anxieties with DCPO and seek further support as appropriate, including relevant and up to date training.

### **Allegations against staff**

- We understand that a child may make an allegation against a member of staff. If such an allegation is made, the member of staff receiving the allegation should immediately inform the Designated Child Protection Officer which is the manager. If the allegation is against the DCPO the Early Years Officer for Child Protection must be notified. In all cases, the LADO (Local Authority Designated Officer) who is gives advice.
- OFSTED should be informed of any allegation or concern made against a member of staff and should be invited to take part in any subsequent strategy meeting/ discussion.
- We recognize that children cannot be expected to raise concerns in an environment where staffs fail to do so.
- All staff should be aware of their duty to raise concerns about the attitude or actions of colleagues.

- If a staff member believes a reported allegation / concern is not being dealt with appropriate by this setting he/she should report it to LADO. (Haringey Local Safeguarding Children.)
- The manager should ensure that the child reporting the allegation is safe and away from the member of staff against whom the allegation is made
- Make a referral to the Children's Service where the child resides, if appropriate
- Contact the LADO in Haringey immediately
- Contact the parents/ careers of the child, following advice from LADO
- Suspend the member of staff or review his/her working arrangements, pending the investigation, following advice from the LADO
- Attend strategy meetings convened by the LADO and act upon the decisions made at these meetings

#### **Suspension should be considered when:**

- There is a cause to suspect a child is at risk of significant harm or
- The allegation warrants investigation by the police or
- The allegation is so serious that it might be grounds for dismissal

Any disciplinary investigation should be carried out once the child protection investigation has been completed.

#### **Visitors**

- No visitors, including tradespeople, should be allowed to wander around the premises unaccompanied when children are present
- Staff should alert to strangers frequently waiting outside a venue with no apparent purpose
- Children should not be collected by people other than their parents unless written notification has been received in advance
- If a child is not collected after a session it is reasonable to wait approximately half an hour for a parent or career to arrive. If the parent or career cannot be contacted, staff should contact the First Response Service.

#### **Supporting Nursery Provision**

Many other aspects of nursery provision support the aims of this policy. Nurseries play an important role in making children aware both of behavior towards them that is not acceptable, and of how they can help keep themselves safe.

The PSE curriculum provides opportunities for children and young people to learn about keeping safe. Discussions about personal safety and keeping safe can reinforce the message that any kind of violence is unacceptable, let children know that it is acceptable to talk about their own problems, and signpost sources of help.

## **Use of Force, Restraint and Positive Handling**

The law forbids members of staff from using any degree of physical contact that is deliberately intended to punish a pupil, or that is primarily intended to cause pain or injury or humiliation.

Staff are allowed to use reasonable force to control or restrain pupils under certain circumstances. In some circumstances, authorised members of staff can restrain pupils in order to protect them and others. For more information, see our Positive Handling Policy.

Any concerns or allegations that a member of staff may have acted inappropriately should be brought to the Manager immediately, in confidence. The Manager, in turn, will contact the Local Authority Designated Officer (LADO).

## **Self Conduct**

In order to protect children and members of staff, we encourage staff to follow our professional code of conduct. This covers appropriate dress, the use of appropriate boundaries, social contact outside setting ( including on social networking sites), the receiving and giving of gifts and favoritism, and the safe use of technology.

- Being alone with the child/ young person
- Physical contact/ restraint
- Social contact outside setting/ appropriate boundaries
- Gifts & favoritism
- Behavior management
- Intimate care
- Safe use of technology( Security/ internet/ mobile phones/ digital images of children, etc)

## **Child Protection Training**

The CPO will keep detailed records of all staff's child protection training and will issue reminders when training updates are required. It is good practice to include a safeguarding and child protection agenda item in all staff meetings.

All paid and unpaid members of staff, undertake single- agency, basic awareness child protection training once every three years.

In addition, the designated members of staff will undertake multi agency training every two years.

## **Implementation, Dissemination & Review Strategies**

The policy is reviewed annually by the CPO and staff.

All members of staff read and agree to child protection policy before the start of their employment.

All children and their families will be made read and agree to policy before enrolment. It is important for families to be aware of actions staff may take if there are any concerns for a child's safety, and for them to understand that they might not be consulted before action is taken. Knowing about child protection procedures ahead of time helps parents to engage better in the process, meaning that change is more likely to take place.

### **Prevention**

Morning Star recognize that our setting play a part in the prevention of harm to children. We will foster an ethos of support in this setting by providing children with clear lines of communication feel cared for, secure, listened to and are encouraged to communicate with staff within the setting.

Morning Star establishes and maintains ethos where children feel secure and are encouraged to talk are always listened to.

Ensure that all children know there is an adult in the setting whom they can approach if they are worried or in difficulty.

Include in the play/ curriculum opportunities which equip children with the skills that they need to stay safe from harm and to know to whom they should turn for help.

### **Child protection common meaning:**

#### **'Significant Harm'**

This concept was introduced by the Children's Act 1989 as the threshold for intervention in family life for protection of children. The children Act 1989 confirms the entire child

Protection Procedures which are emphasized and accessible to all staff. These procedures will be discussed, kept up to date, and staff will be sent on regular awareness training, in order to provide information about signs and behaviour which may be a cause for concern.

### **Harm**

Ill treatment or the impairment of health or development, including for example, impairment suffered from seeing or hearing the ill treatment or another.

**Development:** Physical, Intellectual, emotional, Social, or Behavioral development

### **Health**

Physical or mental health

### **Ill Treatment**

Includes sexual abuse and all forms of ill treatment, which is not physical

### **Threshold for Significant Harm**

There are no absolute criteria on which to rely on, significant harm can be caused by one traumatic event or a compilation of events that interrupt, change the child's physical or psychological development.

**Categories of Abuse:**

**Physical**

**Sexual**

**Emotional**

**Neglect**

**The Assessment Process**

Social Services will undertake an assessment of any child about whom there are concerns. All professionals involved with the child are expected to contribute towards the assessment. Social Services must meet the following mandatory timescales for assessment:

- Response to a referral of a child      1 day
- Completion of initial assessment      7 days
- Completion of core assessment      35days

There is a range of possible outcomes for any assessment. Social Services may decide that no further action needs to be taken if child is not in need of services. The case may be referred to another service.

For children who have been placed on the Child Protection Register, the case will be allocated to a social worker and ongoing services will be provided to assist the child. These services will be regularly reviewed. Morning Star Nursery Staff may be asked to contribute their knowledge of the child's behavior or situation to the review process. Child Protection Conferences are central to procedures and social services will decide at early stage whether a conference is necessary.

A Child protection Conference brings together the family and professionals involved with the child and provide them with an opportunity.

To exchange information, analyze and weigh up the level of risk to the child, and make recommendations for action.

## SIGNS AND SYMPTOMS

### Physical abuse:

Burns and scalds, unexplained cuts, fractures, bite marks, bruises found in unusual places (such as inside the thighs, around the groin, behind the ears, around the eye) 'frozen awareness', the child looks very alert but sit very still, as if waiting for the next attack flinching away from you when you are in a perfectly normal situation.

### Sexual abuse:

- Stained underclothes, bruising on the chest/breast, inner thighs or buttocks
- Frequent headaches and stomach pains
- Sudden changes in behaviour
- Bedwetting, alluding to secrets that cannot be revealed
- Unusual sexual knowledge or behaviour
- Unwilling to undress, withdrawal or regressive behaviour.

### Emotional abuse:

Failure to thrive, poor physical development  
Speech disorders  
Antisocial, aggressive or excessively compliant  
Excessive comfort habits (e.g. sucking, biting, rocking)  
Poor self-esteem

### Neglect:

Voracious appetite/stealing from others  
Low weight, Poor hygiene  
Untreated ailments (e.g. sores, runny nose, chronic ear infections)  
Accident prone, always tired

**All staff dealing with any form of child abuse must always bear in mind the possibility of there being a genuine reason for an injury.**

Examples are:

Bruising can be a Mongolian spot caused by hemophiliac or leukemia  
Failure to thrive may be caused by coeliac disease, a food allergy or Cystic Fibroses  
Broken bones may be the result of Brittle bones disease, copper deficiency or genuine accident

## Responding to disclosure

- Listen to the child and let him/her tell her/his story in their own time and way.
- Control your feelings of anger and disgust; these are perfectly natural, but the child might believe that you are angry and disgusted with them.
- Do tell the child that you might need to tell other people.
- Try not to panic. Keep calm and reassure the child he/she has done nothing wrong.
- Your concerns must record on the appropriate concern form which is kept in a confidential file in the office (see the attached sheet for guidance).
- Any suspicions should be voiced privately to the deputy Manager/Manager who will take over relevant procedures (i.e. inform Social Services).
- Discussions should take place discreetly and out of the child's hearing.

Staff must remember their professional responsibility to confidentiality; this will help to protect the child as their evidence may be needed in a Court of Law at a later date.

Remember:

**It is never your decision alone how to respond to concerns- but it is always your responsibility to share concerns, no matter how small.**

**Make a written record as soon as possible after the vet, noting:**

- a. Name of child**
- b. Date, time and place**
- c. Who else was present**
- d. What was said /What happened/ What you notices...speech, behaviour, mood, drawings, games or appearance**
- e. If child or parent spoke, record their words rather than your interpretation**
- f. Analysis of what you observed and why it is a cause for concern**