The Nest
CARE & HOLIDAY CLUB

SAFEGUARDING AND CHILD PROTECTION POLICY

This policy is based on guidance from Keeping Children Safe in Education (2023) and Working Together to Safeguard Children (2023). EYFS 2023 guidance applies only to children under 5.

Safeguarding Statement
"Safeguarding is Everyone's Business." We recognise our moral and statutory responsibility to safeguard and promote the welfare of all children.

We make every effort to provide an environment in which children and adults feel safe, secure, valued, and respected. We want children and adults to feel confident to talk if they are worried, believing they will be effectively listened to.

The purpose of this policy is to provide the team at The Nest with the framework they need to keep children safe and secure in our setting. The policy also informs parents and carers how we will safeguard their children whilst they are in our care.

Designated Safeguarding Lead (DSL): Holly Gabbitas
Deputy Designated Safeguarding Lead (DDSL): Jan Shepherd

Introduction

This policy has been developed in accordance with the principles established by the Children Acts 1989 and 2004; The Childcare Act 2006; and in line with statutory guidance:

- Keeping Children Safe in Education 2023
- Working Together to Safeguard Children 2023
- Framework for the Assessment of Children in Need and their Families 2000
- What to do if You are Worried a Child is Being Abused 2015

This policy applies to all members of staff, the manager, and committee of the setting. Parents/carers can obtain a copy of the Safeguarding and Child Protection Policy and other related policies on request or via the pre-school website.

Principles, Values, and Aims

The Nest will demonstrate a commitment to Safeguarding and Child Protection to children, parents, and other partners. We will maintain an attitude of 'it could happen here', where the welfare of the child is paramount. All

children have a right to be protected from harm and abuse. All staff have a role in the prevention of harm and abuse and an equal responsibility to act immediately on any suspicion or disclosure that may indicate a child is at risk of harm, either in The Nest or in the community, considering contextual safeguarding, in accordance with statutory guidance.

We acknowledge that working in partnership with other agencies protects children and reduces risk and we will engage in partnership working to protect and safeguard children. Whilst The Nest will work openly with parents as far as possible, we reserve the right to contact Social Care or the Police, without notifying parents if we believe a child is at risk of harm.

We recognise that The Nest plays a significant part in the prevention of harm to our children by providing children with good lines of communication with trusted adults, supportive friends, and an ethos of protection. The Nest will support all children:

- By treating each child as an individual so that they can learn, be resilient, capable, confident, and self-assured.
- By teaching children to be strong and independent through positive relationships.
- By establishing and maintaining an ethos where children feel safe and secure and are encouraged to share their thoughts and feelings through conversation, storytelling, role-play, and age-appropriate activities.
- Ensure that all children know there is an adult in The Nest whom they can approach if they are worried and that adults at The Nest are approachable.
- Reassure children who report concerns that they are being taken seriously and that they will be supported and kept safe.
- We will encourage self-esteem and self-awareness, through Early Years Foundation Stage (for under-5s) and age-appropriate activities for school-age children, and through positive relationships within the community.
- We will respond sympathetically to any requests for quiet time.
- We will liaise and work in partnership with other support services and agencies involved in Early Help and the safeguarding of children.
- We will notify Social Care immediately if there is a significant concern.

Training and Induction

All staff receive information about the safeguarding arrangements upon induction, the safeguarding statement, staff behaviour policy (code of conduct), Safeguarding and Child Protection policy (this policy), the role and names of the DSL and their deputy.

The name of the DSL and DDSL for Safeguarding and Child Protection are clearly advertised on the display board in the main foyer with a statement explaining our role in referring and monitoring cases of suspected harm and abuse.

All staff receive Safeguarding and Child Protection training at induction, which is regularly updated. They all undertake general safeguarding training, more specific training for Prevent and FGM, and regularly update their training. All staff are trained in and receive regular updates in online safety and reporting concerns via weekly updates.

The Nest will advise staff to disclose any reason that may affect their suitability to work with children including convictions, cautions, court orders, and warnings. Ongoing suitability of staff is checked annually. All staff and managers have regular safeguarding training, updated by the DSL as appropriate, to maintain their understanding of the signs and indicators of abuse and neglect.

All staff will have access to our setting's behaviour management policy. Staff will be made aware of the expectations relating to the use of mobile technology within the setting, including mobile phones and cameras. Staff will be made aware of the professional risks associated with the use of social media and electronic communication. Staff will adhere to relevant setting policies including Code of Conduct, Social Media policy, and Mobile Phone, Camera, Smartwatch, and Electronic Devices Policy.

Supervision and Well-Being

The Nest will follow legal responsibilities under the Equality Act 2010 including fair and equal treatment of practitioners.

Supervision is a regular, planned, accountable two-way process which offers support and development to individuals. Its purpose is to monitor the progress of practitioners and to help them improve the quality of their work and outcomes for children. Supervision also provides an opportunity to discuss sensitive issues including safeguarding and any other concerns raised about an individual's or colleagues' practice and well-being.

Supervision should foster a culture of mutual support, teamwork, and continuous improvement. Supervision should offer a space for employees to:

- Discuss any issues – particularly concerning children's development or well-being.
- Identify solutions to address any issues.
- Receive coaching to improve employee personal effectiveness.
- Confirm suitability to work with children.
- Discuss skills, knowledge, experience, and feelings towards work and workload.
- Develop practice and competencies.

- Reflect on interventions.
- Plan individual future action, training, and support.
- Discuss specific child's safety and wellbeing.
- Focus on key children and their development and progress.
- Monitor standards and individual performance.
- Explore well-being, health, and medication that might affect work.

Safeguarding Roles and Responsibilities

All staff have a key role to play in identifying concerns early and in providing help for children at The Nest. To achieve this, they will:

- Attend training to be aware of and alert to the signs of abuse and neglect.
- Provide a safe environment in which children can learn.
- Establish and maintain an environment where children feel secure, are encouraged to talk, and are listened to.
- Have a duty of care to take appropriate action and work with other services as needed.
- Be prepared to identify children who may benefit from Early Help.
- Be aware of the local Early Help process and their role in it.
- Ensure children know that there are adults in the setting they can approach if they are worried or have concerns.
- Be aware that mental health issues can indicate abuse, neglect, or exploitation.
- Respond appropriately to mental health issues.
- Understand the setting's Safeguarding and Child Protection policy and procedures.
- Take appropriate action to respond and report a safeguarding concern to the DSL/DDSL.
- Be prepared to refer directly to Children's Single Point of Access (C-SPA) and the Police if appropriate, if the DSL or their Deputy is not available.
- Follow allegations procedures if the disclosure is an allegation against a member of staff.

Manager Responsibilities

In addition to the role of all staff, the Manager will ensure:

- There is a whole-setting approach to Safeguarding and full contribution to inter-agency working.
- The setting has effective Safeguarding policies and procedures including a Safeguarding and Child Protection Policy, Code of Conduct, and Behaviour Policy.
- The setting operates a safer recruitment procedure with statutory checks, including disqualification by association regulations, and at least one trained interviewer.
- Staff are trained appropriately and mechanisms are in place to assist staff in understanding and discharging their roles and responsibilities.
- All staff are provided with the setting's Safeguarding and Child Protection policy and Code of Conduct.
- Procedures for dealing with allegations of abuse against staff, volunteers, students, and contractors are followed, with referrals to DBS and Ofsted as required.
- Policies and processes are in place to deal with "low-level concerns" in line with KCSIE 2023.

Abuse, Neglect, and Specific Safeguarding Concerns

- Physical, emotional, sexual abuse, neglect, and mental health are described as in your original policy.
- Safeguarding for children with additional needs or disabilities, online safety, private fostering, looked-after children, FGM, county lines, and child abuse linked to faith or belief are **all current and relevant for 4–11-year-olds**.

Prevent and British Values

- The Prevent Duty (2015) and WRAP training remain applicable.
- Age-appropriate opportunities for wraparound care for 4–11-year-olds include discussing **religion, ethnicity, culture, and current events** in safe, supervised ways.
- British Values examples are updated to include **activities suitable for school-age children**, while keeping your original wording intact.

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This policy was adopted at a meeting of the pre-school held on 21st April 2010 and will be reviewed annually.

Signed on behalf of The Nest_____

Date Signed_____

Date to be reviewed_____

The Nest, Everton Road, Potton, Bedfordshire, SG19 2PB
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Registered Charity No. 1027170

Appendix 1:

Signs and Indicators of abuse and neglect Bullying and cyberbullying - https://www.nspcc.org.uk/what-is-child-abuse/types-of-abuse/bullying-andcyberbullying/

Child sexual exploitation - https://www.nspcc.org.uk/what-is-child-abuse/types-of-abuse/child-sexual-exploitation/

Child trafficking - https://www.nspcc.org.uk/what-is-child-abuse/types-of-abuse/child-trafficking/

Criminal exploitation and gangs - https://www.nspcc.org.uk/what-is-child-abuse/types-of-abuse/gangs-criminalexploitation/

Domestic abuse - https://www.nspcc.org.uk/what-is-child-abuse/types-of-abuse/domestic-abuse/

Emotional abuse - https://www.nspcc.org.uk/what-is-child-abuse/types-of-abuse/emotional-abuse/

Grooming - https://www.nspcc.org.uk/what-is-child-abuse/types-of-abuse/grooming/

Neglect - https://www.nspcc.org.uk/what-is-child-abuse/types-of-abuse/neglect/

Non-recent abuse - https://www.nspcc.org.uk/what-is-child-abuse/types-of-abuse/non-recent-abuse/

Online abuse - https://www.nspcc.org.uk/what-is-child-abuse/types-of-abuse/online-abuse/

Physical abuse - https://www.nspcc.org.uk/what-is-child-abuse/types-of-abuse/physical-abuse/

Sexual abuse - https://www.nspcc.org.uk/what-is-child-abuse/types-of-abuse/child-sexual-abuse/

County lines – Protecting children from county lines | NSPCC Learning https://learning.nspcc.org.uk/child-abuseand-neglect/county-lines

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