



## Safeguarding Children and Child Protection Policy

At Chantry House Nursery School, we comply with safeguarding procedure, and it is our duty to record and report to the appropriate services any concerns regarding possible abuse of children in our care (emotional, physical, sexual or neglect). We work alongside parents, external agencies, children and the community ensuring the welfare and safety of children and giving them the very best start in life. The health, safety and welfare of the children in our care is of the utmost importance and children have the right to protection regardless of age, gender, race, culture, background or disability. We support the children within our care, protect them from maltreatment and have robust procedures in place to prevent the impairment of children's health and development.

Under our safeguarding policy, we ensure we monitor children's attendance to lookout for patterns of abuse. We ensure we ask for reasons for absence and we record this on the Tapestry Register to keep a log. If a child who is under a Child Protection Plan is absent, we ensure to report this to the Integrated Front Door (IFD) accordingly.

We ensure that we are confident in our training to identify the signs of abuse in order to recognise if something might be wrong and to act accordingly to protect those within our care. We ensure we are able to look out for signs such as:

- ☐ Failure to thrive or not meeting developmental milestones
- ☐ Seeming scared or withdrawn
- ☐ Unexplained or repeated injuries
- ☐ Illnesses or injuries not being addressed appropriately
- ☐ Injuries or marks in suspicious places where a child would not easily bruise/mark, e.g. inner thigh, torso, ears, neck, wrists, ankles, etc.
- ☐ Changes in behaviour, i.e. aggressive behaviour
- ☐ Low self esteem
- ☐ Habitual body rocking
- ☐ Attention seeking behaviour or excessive clinginess

Peer on peer abuse - This can take the form of bullying, physically hurting other children, emotional or sexual abuse. Just as we would any other type of abuse, we must report this in the same way ensuring support for both the victim and the perpetrator as they may also be a victim of abuse.

Physical abuse - It is important to take action if we believe a child has a physical injury that has been intentionally inflicted or knowingly not prevented, this also includes deliberate poisoning. It is vital to look out for any bruising or injuries on a child in unusual places, such as, fleshy parts of the arms and legs, the torso, back, wrists, ankles, face. We must ensure that we record all accidents that children come into nursery with or occur at nursery while in our care using the Tapestry Care Diary. Babies are at high risk of being shaken or thrown, it is also important to look out for scalding and burns.

Fabricated illness is another form of physical abuse to be aware of; this is where a parent or carer fabricates the symptoms or deliberately induces illnesses in a child. Breast Ironing is a procedure where a young girls' breasts are flattened through ironing or pounded down, it is believed to protect them from rape or harassment, this isn't something that is likely to be seen at nursery age but to always be aware of. If we have concerns about an injury, be sure to report this to a DSL (Felicity Ward-Worsley and/or Freya Potter) and fill out a concerns form, accordingly.

**Sexual abuse** involves forcing or enticing a child or young person to perform acts of a sexual nature, these acts may not necessarily involve high levels of violence, they might involve physical contact (assault by penetration, rape, oral sex) or non-penetrative acts (masturbation, kissing, rubbing, touching). This can also include involving children in looking at or being in the production of sexual images, watching sexual activities, grooming children in preparation for sexual abuse and encouraging inappropriate sexual activity between children. Children and young people are at risk of being groomed online by both males and females. This includes the risk of Child Sexual Exploitation (CSE), this is where a group of people take advantage of a child manipulating them into engaging in sexual activity

**Emotional abuse** is the persistent emotional maltreatment of a child causing significant adverse effects on their emotional development. An example of emotional abuse is conveying to a child that they're worthless, unloved or inadequate. It can also be holding children back, stopping them from expressing their views, silencing them, making fun of them, having unreasonable expectations or preventing them from having normal social interactions. Cyber bullying is also a form of emotional abuse. Signs and indicators of a child or young person experiencing emotional abuse can be: shying away or being excessively clingy from a particular adult, being withdrawn, lacking in confidence, aggression.

**Neglect** is a persistent failure to meet a child's basic needs causing a serious impairment to their health and/or development. Neglect can involve a parent neglecting to provide adequate food or shelter for the child, not protecting them from danger or harm, inadequate supervision, not providing access to medical care and neglecting a child's emotional needs. A child experiencing neglect can be identified in a number of ways such as, their appearance- coming to nursery looking unclean, unkept, wearing clothes/shoes that are too big, too small or inappropriate or dirty, coming to nursery in unclean nappies or even still wearing the same nappy from the day before, being persistently hungry. It is a form of neglect if a child has an illness or disability that the parent is refusing to address. It is likely for a child experience neglect to appear withdrawn, clingy or emotional. Neglect can start during pregnancy due to maternal substance abuse

Signs and indicators of sexual abuse:

- ☐ Indicating sexual activity through words, role play or drawings
- ☐ Obsessive interest or extensive knowledge on sexual matters

- ☐ Appearing worried during care routines, i.e. having their clothes or nappy changed
- ☐ Genital trauma, i.e. discharge, bruises between the legs, signs of an STD, bleeding
- ☐ Changes in behaviour- withdrawn, overly extroverted
- ☐ Particularly clingy or withdrawn from a particular adult

If a child discloses information to you about sexual abuse, it is vital to follow the settings safeguarding procedure and immediately speak to your DSLs (Felicity Ward-Worsley, Donna Thompson, Kodi Thompson and Lauren Richardson).

**Prevent Duty and Radicalisation-** At Chantry House Nursery, we work with accordance to Section 26 of the Counter Terrorism and Security Act 2015 and Working Together to Safeguard Children 2018, we understand the importance of staff members being able to recognise and identify vulnerable children and protect children from the risk of radicalisation ensuring we are promoting British Values as an integral part of our curriculum.

We ensure staff have an extensive knowledge in this area and are confident to notice changes in behaviour such as:

- ☐ Isolating from family and friends
- ☐ Talking as if from a scripted speech
- ☐ Unwillingness to discuss their views
- ☐ A sudden disrespectful attitude towards others
- ☐ Increased levels of anger
- ☐ Secretiveness around internet use
  
- ☐ In order to tackle the risk of radicalisation, we ensure that we:
- ☐ Train all staff building their confidence to identify radicalisation and in understanding Prevent Duty
- ☐ Ensure that all staff know how to identify early indicators of radicalisation and how to act upon their concerns
- ☐ Ensure that if any staff have concerns relating to extremism, that a referral is made to the Police or the Government helpline in a timely manner
- ☐ Provide an inclusive environment, teaching children about tolerance through British values
- ☐ Use the Government document Prevent Duty Guidance for England and Wales

**Looked After Children-** At Chantry house Nursery School, we provide quality provision based on equal opportunities for all children and their families, staff are committed to doing all that they can to enable "looked after" children within their care. We are aware that children looked after have often experienced traumatic situations, but not all looked after children have experienced abuse and there is a range of reasons for children to be taken into Local Authority. A child's separation from their home and family signifies a significant disruption to their emotional well-being, this provides us with an urgency to ensure that all staff are trained to understand Safeguarding Policies and Procedures and

places an emphasis on our need to promote children's right to be strong, resilient and listened to.

Where applicable, the Designated Safeguarding Leads (Felicity Ward-Worsley and/ or Freya Potter) will contribute to any assessment about the child, and attend any meetings as appropriate, they will be required also to create a Personal Education Plan (PEP) for any children aged 3-5 years under Social Workers.

It is important to ensure that the Designated Safeguarding Leads put in place a care plan alongside carers and other professionals to:

- ☐ Meet the child's emotional needs
- ☐ Support a sense of self, culture, language, etc.
- ☐ Support any special needs
- ☐ Understand how information will be shared with foster carers and Local Authority and what information is shared with other professionals
- ☐ Understand what contact their birth parents have and any information needed surrounding this
- ☐ Be aware of who is permitted to collect and what information is permitted to be shared with those collecting

**Female Genital Mutilation (FGM)** is a procedure in which a female's genital organs are changed and injured, there is no medical reason for this and tends to be practised with ethnic groups as a cultural ritual. This procedure causes severe, immediate and/or long-term health consequences, such as: effects to mental health, urinary infections, septicaemia, incontinence, difficulties in child birth and even death. In accordance with Working Together to Safeguard Children 2018, it is our duty to protect young girls from this illegal and extremely harmful form of abuse by working alongside other agencies and ensuring staff's knowledge within this area is refreshed. When a child is identified as "at risk" of Female Genital Mutilation, or there are concerns of this, this must be brought to the attention of the child's GP, Health Visitor, the child's Social Care Team and most importantly, the Police (in accordance with Section 47 of the Children's Act 1989).

**Human Trafficking and Modern Slavery** - At Chantry House Nursery School, we are aware of the Modern Slavery Act which covers slavery, forced labour and human trafficking. This is becoming a more frequent type of abuse involving children being recruited, moved, transported, exploited, forced to work or sold on. Children experiencing this are also likely to be subject to abuse, such as, physical, sexual and/or emotional abuse. If there are concerns a child may be at risk, it is important to follow Safeguarding Procedures by contacting the Police and Local Authority.

**Recording Safeguarding and Child Protection concerns-** Our practitioners have a duty to protect and promote the welfare of children. Staff may often be the first people to identify a concern and may well be the first people in whom children disclose information suggesting abuse.

When recording suspicions of abuse and disclose, we will be sure to record:

- ☐ The name, address and Date of Birth of the child
- ☐ Date and time of the disclosure or concern
- ☐ The exact words from the child disclosing information
- ☐ Name of any person(s) present
- ☐ Any discussion had with parents/care
- ☐ Name and signature of person completing report

**Allegations against adults working or volunteering with children-** In the event that an allegation has been made about a member of staff, student or volunteer it is important to follow the correct procedure as follows:

- ☐ Immediately report this to the Designated Safeguarding Leads (Felicity Ward-Worsley or Freya Potter).
- ☐ LADO, Ofsted and West Sussex Children Safeguarding Partnership will be informed of the allegation immediately in order to investigate this promptly and effectively.
- ☐ LADO (Local Authority Designated Officer) will be able to offer advice and guidance on what to do.
- ☐ We will ensure that staff follow instructions and co-operate with Ofsted and LADO
- ☐ At Chantry House Nursery School, we reserve the right to suspend any member of staff undergoing investigation.
- ☐ Support will be provided to anyone affected by the allegation.
- ☐ Enquiries/investigations/interviews will all be documented and securely to maintain confidentiality.
- ☐ Any unfounded allegations result in all rights being reinstated. However, founded allegations will be passed onto the relevant organisations such as the Local Authority's Children's Social Care team.
- ☐ In the event that an offence is believed to have been committed, the police will be informed and there will be an immediate termination of employment. Ofsted will be informed of the decision made and the Disclosure & Barring Services (DBS) will be notified.
- ☐ At Chantry House Nursery School, we have the right to dismiss anyone in connection with the allegations
- ☐ All records of such allegations will be kept until retirement age or for 21 years and 3 months (whichever of these time periods are longer) ensuring that accurate information is available for references and DBS checks

### **Domestic Abuse, Honour Based Violence and Forced Marriage**

**Domestic abuse** is categorised as incidents or patterns of controlling, coercive or threatening behaviour, violence or abuse between partners and/or family members (Section 76 of the Serious Crime Act 2015). We are aware that abuse can happen to anyone of any gender, age, social background, religion, sexuality, ethnicity. In order to



protect those from the risk of Domestic Abuse, we ensure we are confident in recognising the signs of those victim to this or at risk, such as: being quiet, anxious, frightened, tearful, aggressive, distracted, depressed, bruising, their manner of dressing (hiding injuries by covering up), a partner or ex stalking them or exerting an unusual number of demands (i.e., controlling work schedule) patterns of lateness or absences at work. If we have concerns that someone is experiencing or at risk of domestic abuse, we will be sure to share this information with external organisations who offer support on domestic violence. We will respect confidentiality in the matter, however, if we feel someone is at immediate risk or it is a child protection matter then we will share our concerns without permission. (24-hour Domestic Helpline: 0808 2000 247).

**Honour Based Violence** is a form of domestic abuse which occurs in the name of "honour". In some religions or cultures, it is believed that certain actions bring shame upon their family resulting in punishment, for example, rejecting forced marriage, having relationships that are not approved, wearing the wrong clothing, wearing make-up. We ensure that we follow our safeguarding procedure if we have concerns about this.

**Forced marriage** is a criminal offence. At Chantry House Nursery, we are aware that arranged marriages are a part of some cultural practices. We are also aware there is a clear difference between a marriage that is consented and both parties agree to the marriage, and a forced one. If we are aware of a forced marriage occurring, we will be sure to report this to the appropriate body, if the person is under 18 years of age, this will be reported to the children's social care team.

### **Witchcraft and faith related abuse**

**Witchcraft** is a form of abuse linked to a faith or belief, certain cultures or religions may have a 'belief in spiritual possession', believing that an evil force has entered and is controlling the child, or referring to being a 'witch' and having the ability to harm others using an evil force. In some cultures, abuse occurs when an attempt is made to exorcise or deliver the child, this is an attempt to expel evil spirits from a child. Children involved in witchcraft and faith related abuse suffer damage to both their physical and mental health, it affects their capacity to learn, ability to form relationships and their self-esteem.

Witchcraft terms: black magic, kindoki, ndoki, evil eye, dijnns, voodoo, obeah, child sorcerers.

Signs and indicators of witchcraft and faith related abuse: bruises, burns, cuts, strangulation marks around the neck, marks on their wrists as if they've been tied up, sore eyes as if they've had chilli rubbed on their eyes, isolated and withdrawn, believing they've been possessed, phrases such as "devil in them" being used, medical needs being neglected, lack of supervision, poor school attendance, poor hygiene, nourishment, inappropriate clothing.

### **The Role of the Designated Safeguarding Lead**

- ☐ Ensure that the settings safeguarding policy is up to date and reviewed in line with guidance and encouraging all staff to read and develop an understand of the safeguarding policy
- ☐ Take the lead responding to any concerns raised
- ☐ Provide advice, support and guidance to staff on safeguarding matters
- ☐ Identify children at risk of abuse
- ☐ Provide support to families
- ☐ Liaise with the Local Authority and outside agencies in regards to child protection
- ☐ Manage and monitor accidents and incidents
- ☐ Attend safeguarding conferences and meetings as required
  
- ☐ **Legal Framework**
- ☐ Children Act 1989 and 2004
- ☐ Childcare Act 2006 (amended 2018)
- ☐ Safeguarding Vulnerable Groups Act 2006
- ☐ Children & Social Work Act 2017
- ☐ The Statutory Framework for the Early Years Foundation Stage (EYFS) 2020
- ☐ Working Together to Safeguard Children 2018
- ☐ What To Do If You're Worried a Child is Being Abused 2015
- ☐ Counter-Terrorism and Security Act 2015
- ☐ Keeping Children Safe in Education 2018
- ☐ Data Protection 2018
- ☐ Inspecting Safeguarding in Early Years, Education and Skills settings 2019
- ☐ Prevent Duty 2015

This policy was adopted on	Signed on behalf of the nursery	Date for review
01/05/2025	Donna Thompson	01/05/2025