

NEST NURSERY SAFEGUARDING POLICY

Prevention and Identification

We recognise that the Nursery plays a significant part in the prevention of harm to the children with good lines of communications with trusted adults, supportive friends and an ethos of protection.

The nursery community will therefore:

- Establish and maintain an ethos where children feel secure and are encouraged to talk and are always listened to.
- Ensure that all children feel there is an adult in the nursery who they can approach if they are worried or in difficulty.
- Include in our curriculum opportunities for personal, social and emotional development (e.g. in circle time, talking about feelings) which equip children with the skills they need to stay safe from harm and to know to whom they should turn for help.
- Implement an effective key person system to ensure children feel confident to speak out.
- Policies and procedures are in place, understood and followed by staff, volunteers, students and other professionals
- Policies are cross referenced with safeguarding to ensure the safety of children underpins all our work

Staff have regular training on signs and symptoms of abuse and reporting procedures to provide them with the skills to observe children and respond appropriately to any:

- Significant changes in children's behaviour
- Deterioration in their general well-being
- Unexplained bruising, marks or signs of possible abuse
- Signs of neglect
- Parental and other adult behaviour that suggests concerns at the wellbeing of the child
- Comments children make which give cause for concern

When staff have concerns about a child's safety they must inform the nominated person for safeguarding and provide a written statement.

Safeguarding children is a set agenda item at staff meetings, management meetings and vulnerable family meetings.

Allegations against staff

- We understand that a child or an adult may make an allegation against a member of staff.
- If such an allegation is made, the member of staff receiving the allegation will immediately inform the Director.
- The Director on all such occasions will discuss the content of the allegation with the LA Lead Officer for Child Protection. The allegation must not be discussed with the alleged perpetrator at this stage.

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- If the allegations made to a member of staff concerns the Director/one of the Senior Members of the Team, they should refer to the Deputy Manager who will immediately contact the LA Lead Officer for Child Protection.
- Allegations against staff must be notified to Ofsted within 48 hours.
- The nursery will follow procedures for managing allegations against staff, we will:
 - make sure that the child in question is safe and away from the alleged abuser
 - contact the child's allocated social worker or Referral and Assessment team (if appropriate)
 - consider suspension of the alleged perpetrator.
 - Consider whether the person has access to children anywhere else and whether those organisations or groups need to be informed
 - Incidents will be investigated internally after any external investigation has finished to review organisational practice and put in place any additional measures to prevent a similar thing happening again.
- Under the Safeguarding Vulnerable Group Act 2006 we have a duty to make a referral to the Disclosure and Barring Service when a member of staff is dismissed because they have harmed a child or put them at risk of harm

Whistle blowing

- We recognise that children cannot be expected to raise concerns in an environment where staff fail to do so.
- All staff should be aware of their duty to raise concerns where they exist about the attitude or actions of colleagues.
- We will inform Ofsted of any serious allegation by any person within 14 days.

Racist Incidents

Our policy on racist incidents is set out in our Dealing with Racial Harassment in Nest Nursery Policy and acknowledges that repeated racist incidents or a single serious incident may lead to consideration under the child protection procedures.

Parents

- Parents are given a Welcome Pack with summarised policy links as part of their induction to the nursery
- Key policies relating to keeping the children safe are highlighted these include safeguarding, health and safety and emergency evacuation procedures
- We encourage parents, from the time the children settle in to spend time in the nursery and share information about their child on a regular basis. We invite parents in at regular intervals, in particular, when we have guest speakers.
- We treat all sensitive information as confidential and on a need to know basis

Links with other professionals and settings including arrangements when children transition to school or another setting

- We work in partnership with a range of professionals to ensure information is shared to protect children
- Information on child protection concerns are passed to schools and other settings whilst taking into account high levels of confidentiality. Parental consent is also sought.