



Child Protection Policy

Aim

We are committed to the protection and safety of the children. We maintain rigorous procedures for safeguarding and we expect everyone working within Early Years to take responsibility for following these procedures and complying with national, and local authority Area Safeguarding Committee policy and guidelines.

A Unique Child	Positive Relationships	Enabling Environments	Learning and Development
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Implementation of the policy.

The Head teacher, EYFS Leader, Senior Management and Governors must:

- produce a written policy statement which includes Early years commitment to the protection and safety of the children.
- identify in the policy statement specific procedures for all staff, including students and volunteers, to follow if concerns are raised about any form of abuse or neglect of a child.
- identify in the policy statement specific procedures for all staff, including students and volunteers, to follow if concerns are raised about any disclosure by a child.
- ensure that all policy and procedures of Early years comply with the local authority Area Safeguarding procedures.
- make sure that a copy of the policy and procedures is given to all staff, and others working with the children, including students and volunteers.
- share procedures for Safeguarding with parents before their children start.
- ensure that all staff, including students and volunteers, are trained to recognise signs of abuse- All staff have Safeguarding training Level 1.
- ensure that Safeguarding training is included in new staff inductions and that all staff receive regular updates.
- identify one member of staff as the designated person for matters of Safeguarding. This person should advise and support staff and liaise with other agencies.
- The designated person with responsibility for matters relating to Safeguarding is: the Headteacher
- In her absence please contact: The Deputy Headteacher.
- identify in the policy statement a clear outline of the procedures used to inform parents of any concerns, and the action taken, as well as the situations in which the parents will be informed.
- manage the issue of confidentiality within the setting.
- follow the local authority guidelines and procedures for allegations of abuse against a member of staff.

Staff responsibilities

All staff must:

- be alert for significant signs of abuse or neglect of any children.
- take action, following school procedures, if they have any concerns about abuse or neglect of any children.
- report and record all concerns, in the Cause for concern box, and to the Headteacher.

- have a clear understanding of appropriate contact with the children.
- use the Safeguarding policy to follow systems for Safeguarding.
- All existing injuries are recorded, signed by parent and member of staff and kept in child's file.

Responding to suspicions of abuse

- We acknowledge that abuse of children can take different forms-physical,emotional,sexual and neglect.
- When children are suffering from physical, sexual, or emotional abuse, this may be demonstrated through changes in their behaviour, or in their play. Where such changes in behaviour occur, or where children's play gives cause for concern, the school investigates.
- We allow investigations to be carried out by authorised persons with sensitivity. Staff take care not to influence the outcome either through the way they speak to children or ask questions of children.
- Where a child shows signs and symptoms of 'failure to thrive' or neglect, we make appropriate referrals.
- If a child appears to be at risk, we notify the Headteacher who then will follow the procedures of the Staffordshire Safeguarding Children Board.
- In these cases, both the parents and the school are informed and the Headteacher works with the Staffordshire Safeguarding Children Board to ensure a proper investigation of the complaint followed by appropriate action.

Disclosures

Where a child makes a disclosure to a member of staff, that member of staff:

- Offers reassurance to the child
- Listens to the child, and
- Gives reassurance that she or he will take action.
- The member of staff **does not** question the child.

Allegations Against Persons Working With Children

- We ensure that all parents know how to complain about staff action within Early Years which may include an allegation of abuse.
- We follow the guidance of the District Lado when investigating any complaint that a member of staff or student has abused a child.

Education Safeguarding Officer
01785 278997

- We follow all the disclosure and recording procedures when investigating an allegation that a member of staff or student has abused a child as if it were an allegation of abuse by any other person.

Links to other policies

- Organisation
- Safety
- Special Needs
- Working in Partnership with Parents and Carers