

Child Protection Policy

Policy statement

Cubs Corner works with children, parents and the community to ensure the welfare and safety of children to give them best start in life regardless of gender, disability, ethnicity, disability, sexual orientation or religion and to give them the very best start in life.

Safeguarding and promoting the welfare of children, in relation to this policy is defined as:

- Protecting children from maltreatment
- Preventing the impairment of children's health or development
- Ensuring that children are growing up in circumstances consistent with the provision of safe and effective care
- Taking action to enable all children to have the best outcomes.

(Definition taken from the HM Government document 'Working together to safeguard children 2018').

Procedures

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. In our setting we strive to protect children from the risk of radicalisation, and we promote acceptance and tolerance of other beliefs and cultures (please refer to our inclusion and equality policy for further information). Safeguarding is a much wider subject than the elements covered within this single policy, therefore this document should be used in conjunction with the nursery's other policies and procedures. Safeguarding children is everybody's responsibility. At **Cubs Corner Nursery** all staff, students, bank staff and visitors are made aware of and adhere to, the policy.

Staff, Students and volunteers

- **Our Designated Senior Lead (DSL) who co-ordinates child protection issues is: Ghazala Kausar (Manager/Lead) and supported by: _____ (Deputy)**
- We ensure all staff and parents are made aware of our safeguarding policies and procedures, through displays and induction.
- We provide adequate and appropriate **staffing resources** to meet the needs of children.
- All staff has an updated knowledge of safeguarding issues.
- Candidates are informed of the need to carry out 'enhanced disclosure' checks with the Criminal Records Bureau before posts can be confirmed.
- Where applications are rejected because of information that has been disclosed, applicants have the right to know and to challenge incorrect information.
- We abide by Ofsted requirements in respect of references and Criminal Record Bureau checks for staff and volunteers, to ensure that no disqualified person or unsuitable person works at the setting or has access to the children.
- Students and Volunteers do not work unsupervised. All students and volunteers over 16 years need a DBS however students aged 16 years and under do not require DBS.
- All students and staff under the age of 18 years and 25 years for SEND are covered in our safeguarding policy.
- We have procedures for Visitors to sign in and out and state the reason for visiting the setting
- We have staff sign in and out sheet to keep record of staff timings to enter and leave the building.
- We have locked and coded doors to take control over who comes into the setting so that no unauthorised person has unsupervised access to the children.
- Trainees of schools students come under the child protection in our nursery.
- The layout of the rooms allows for constant supervision. No child is left alone with staff or volunteers in a one-to-one situation without being visible to others.
- Setting based SenCo and DSL work alongside each other to safeguard children with additional needs.

Recruitment and selection process

We require the applicant to give all previous names used, and details of all addresses in the last 5 years.

Require the applicant to provide the names of at least two referees –

- One of the referees should be the current or most recent employer and the other should also be a person who can comment on their work with children.
- If the applicant is seeking to volunteer, or seeking paid work with children, for the first time, both references should be from people who can provide information which is relevant to their character, attitudes, behaviour etc. Towards children.
- No one should be accepted on to the staff or as a volunteer unless satisfactory references have been received. When previous references relating to similar organisations are not available, the selection criteria and the induction process must take account of this.
- Ask for evidence of any qualifications which the applicant claims to hold;
- Ask for evidence of identity and address;
- Ask for the information and proof for right to work and live in UK.
- Interview the applicant in person. At the interview we will:
 - Discuss with the applicant the details of the job that they have applied for and job roles and responsibilities.
 - Identify what relevant experience the applicant has, how long ago this was and what were the circumstances, including the circumstances in which they left any relevant employment;
 - Seek information about what the applicant has been doing for the last two years;
 - Seek an explanation of any gaps in the applicant's employment history;
 - Seek information about the level of contact between the applicant and his/her referees. If the referees are not suitable, it may be appropriate to invite the applicant to nominate different referees.
 - Applicant will be asked to complete one week voluntary in the nursery, if suitable then s/he will be employed on a 3 months probationary period.
 - Manager/Deputy to explain Induction process and go through relevant policies.

Disqualification by association

It is the responsibility of the management of Cubs Corner to check the suitability of staff they hire, to make sure they are not disqualified to work with children. All staff currently working at Cubs Corner has been informed and have clear understanding of what is meant by 'Disqualification by Association'. The document/regulation has been discussed with staff during staff meeting and appraisals and supervisions where it is the responsibility of staff member to inform their manager if anyone living within their household is disqualified to work with children, which make the staff disqualified by associating with them, by living in the same household with them.

Responding to suspicions of abuse

- We acknowledge that abuse of children can take different forms – physical, emotional, and sexual, as well as neglect. (Please see 'Definitions of Abuse' on Page 5), the abuse can be from own peers, staff, parent/carers, family members or anyone else who has access to them physically or via social media.
- When children are suffering from physical, sexual or emotional abuse, or may be experiencing neglect, this may be demonstrated through the things they say (direct or indirect disclosure) or through changes in their appearance, their behaviour, or their play, we will need to observe the behaviours of children with SEN very closely to note if they are being abused in any way or form, we will make sure we have proof before we can make any judgements.
- Where such evidence is apparent, the child's key person makes a dated record of the details of the concern and discusses what to do with the setting leader or manager who is acting as the 'designated person', who will refer it to Right Help Right Time, to take appropriate action and record it on CR10 and more detailed on CR8. The information is stored on the child's personal file.
- We refer concerns to the local authority children's social care department and co-operate fully in any subsequent investigation.

NB In some cases this may mean the police or another agency identified by the Local Safeguarding Children's Board.

- We take care not to influence the outcome either through the way we speak to children or by asking questions of children.
- We use the detailed procedures and reporting format when making a referral to children's social care or other appropriate agencies.

When and how to record Child Abuse

- When a child makes comments to a member of staff that gives cause for concern (disclosure), staff observe signs or signals that gives cause for concern, such as significant changes in behaviour; deterioration in general well-being; unexplained bruising, marks or signs of possible abuse or neglect that member of staff:
- listens to the child, offers reassurance and gives assurance that she or he will take action;
- does not question the child;
- makes a written record that forms an objective record of the observation or disclosure that includes:
 - the date and time of the observation or the disclosure;
 - the exact words spoken by the child as far as possible;
 - the name of the person to whom the concern was reported, with date and time; and
 - The names of any other person present at the time.
- These records are signed and dated and given to DSL who will gather more information about the child and the family and refer to Right Help Right Time (RHRT) to take further actions by completing Early Help referral form, if no further actions are taken the information is kept in the child's personal file which is kept securely and confidentially.
- If the abuser is another child then DSL and key person will speak to the parent of that child and find reasons why the child is abusing, all information will be written on CR8/CR10

Making a referral to the local authority social care team

- We keep a copy of this document and follow the detailed guidelines given.
DSL will complete Integrated Access Team referral form or Early Help form, which can be found on www.birminghamchildrenstrust.co.uk/downloads/3/information_for_professionals
 - All members of staff are familiar with the Cubs Corner Nursery's Child Protection Record and follow the procedures for recording and reporting.
 - The integrated access teams will need basic information about the child, family composition and nature of the issues.
 - Or the DSL will contact the following for further advice.

Children's Advice and Support Service (CASS): 0121 303 1888

Email: cass@birminghamchildrenstrust.co.uk

Outside Office Hours 0121 675 4806

POLICE.....999.....Emergency

Non Emergency - 101

Ofsted Help line – 0300 123 1231

NSPCC – 0808 800 5000 help@nspcc.org.uk

Early Years Duty Line 0121 675 4996

LADO (Local Authority Designated Officer) Team on 0121 675 1669

or e-mail Ladoteam@birminghamchildrenstrust.co.uk

Local Authority referral team 0121 788 4300

Local Safeguarding Children Partnership 0121 788 4325

Local Early Help services 0121 303 8117.

Government helpline for extremism concerns 020 7340 7264

Child exploitation and Online protection command (CEOP)

<https://www.ceop.police.uk/safety-centre/>

Informing parents

- Parents are normally the first point of contact.
- If a suspicion of abuse is recorded, parents are informed at the same time as the report is made, except where the guidance of the LSCB does not allow this.
- This will usually be the case where the parent is the likely abuser. In these cases the investigating officers will inform parents.
- If the abuser is another child the parents of that child will be informed as well as LSCB

Liaison with other agencies

- We work within the Birmingham safeguarding children partnership guidelines.
- We have a copy of **'What to do if you're worried a child is being abused'** on display for parents and staff and all staff are familiar with what to do if they have concerns.
- We have procedures for contacting the local authority on child protection issues, including maintaining a list of names, addresses and telephone numbers of social workers, to ensure that it is easy, in any emergency, for the setting and social services to work well together.
- We notify the registration authority (Ofsted) of any incident or accident and any changes in our arrangements which may affect the wellbeing of children.

Please follow the procedure "Person in Position of Trust" if you are concerned about a person in position of trust, or contact the LADO (Local Authority Designated Officer). **The Local Authority Designated Officer (LADO) is the person who should be notified when there are concerns a professional or volunteer who works with children has:**

- Behaved in a way that has harmed a child, or may have harmed a child.
- Possibly committed a criminal offence against or related to a child.
- Behaved towards a child or children in a way that indicates they may pose a risk of harm to children.
- Behaved or may have behaved in a way that indicates they may not be suitable to work with children.
- Behaved in a way in their personal life that raises safeguarding concerns. These concerns do not have to directly relate to a child.
- As a parent or carer, has a child that has become subject to child protection procedures.
- Is closely associated with someone in their personal lives (e.g., partner, member of the family or other household member) who may present a risk of harm to child/ren for whom the member of staff is responsible in their employment/volunteering.

Allegations against 'Person in Position of Trust'

The following process is followed when concerns arise around "persons in a position of trust" in relation to safeguarding children.

- If a concern arises against any person in a position of trust, that raises a query as to their suitability to work with children (this may include a cleaner/ cook/student /staff member or volunteer) we will immediately take the person to one side and inform them an allegation has been made against them
- We will contact the early years consultant on 0121 303 1888 and follow guidance.
- We will **not** at this point tell the person the nature of the allegation
- We will remove that person from any direct contact with children (this may mean suspension without prejudice) Suspension is not automatic, we will need to risk assess the situation before making this decision.
- We will ensure someone in the setting is designated to offer support to the member of staff.
- If the parent of the child is not already aware of the concern, we will immediately inform them (try to ensure the confidentiality of all parties concerned)
- We will then inform Ofsted of the concern and our actions to date.
- We will fully always co-operate with any independent investigation and will take on board any advice given in relation to the allegation.
- If the allegation is founded, we will undertake our own organisations disciplinary process. If this process leads to dismissal, we will refer the individuals name to the Independent Safeguarding Authority (ISA), for them to decide if the individual is suitable to continue to work with children.

- If not proven, we will follow the advice given by the principal officer for Social Care Services and the child protection officer for early years.

Training

- Staffs are sent on child protection training through the training team or completed online via Noodle Now.
- Regular staff meetings are held where the manager will go through the child protection procedure and safe guarding. This will help the staff feel more confident.
- We ensure that all staff recognises the signs of abuse by sending them on appropriate trainings or by giving in house training and also they know the procedures for reporting and recording their concerns in the setting.
- All staff has awareness of Prevent Duty and attended WRAP workshop to gain more knowledge about radicalisation and how to prevent it. Same child protection procedure will be followed for radicalisation.
- We try our best to update staffs knowledge on safeguarding annually via in-house trainings or any workshops provided within the locality, such as network meetings.

Curriculum

- We introduce key elements of keeping children safe into our programme to promote the personal, social and emotional development of all children, so that they may grow to be strong, resilient and listened to and that they develop an understanding of why and how to keep safe.
- We create within the setting a culture of value and respect for the individual, having positive regard for children's heritage arising from their colour, ethnicity, languages spoken at home, cultural and social background.
- We ensure that this is carried out in a way that is developmentally appropriate for the children.

Confidentiality and Media

- All suspicions and investigations are kept confidential and shared only with those who need to know. Any information is shared under the guidance of the Local Safeguarding Children Board.
- In an event of any Child Protection issue displaying on media, only one authorised person from Cubs Corner will be communicating with the media. Any Cubs Corner Staff member not following this will be facing disciplinary action.

Collecting Children and Late Pickups

Children will only be released from the nursery to parent/carer or an authorised person named on child's form by carers, but if the nursery staff has not seen that person before either parents will have to ring nursery to inform staff or the nursery will contact parents. If the person is not named on the form then the child will not be collected by that person unless they have a valid ID and password agreed between nursery and parents, nursery will also need confirmation from parents to make sure someone else is collecting their child. Children will not be released to anyone under the age of 16 years.

At Cubs Corner we will only hold children for 1 hour if they are not picked up at agreed time and if children staying late then until 6pm, during that hour nursery will try to contact parents on the numbers provided and emergency contact if parents are unavailable and if still we are unable to contact parents than it becomes a children protection issue and we will have to contact CASS.

Support to families

- We believe in building trusting and supportive relationships with families, staff and volunteers in the group.
- We make clear to parents our role and responsibilities in relation to child protection, such as for the reporting of concerns, providing information, monitoring of the child, and liaising at all times with the local children's social care team.
- We will continue to welcome the child and the family whilst investigations are being made in relation to any alleged abuse.

- We follow the Child Protection Plan as set by the child's social care worker in relation to the setting's designated role and tasks in supporting that child and their family, subsequent to any investigation.
- Confidential records kept on a child are shared with the child's parents or those who have parental responsibility for the child in accordance with the Confidentiality and Client Access to Records procedure and only if appropriate under the guidance of the Local Safeguarding Children Board.

Types of abuse and particular procedures followed

Abuse and neglect are forms of maltreatment of a child. Somebody may abuse or neglect a child by inflicting harm, or by failing to act to prevent harm. Children may be abused within a family, institution or community setting by those known to them or more rarely, a stranger. This could be an adult or adults, another child or children.

What to do if you're worried a child is being abused (advice for practitioners) 2015 and Working Together to Safeguard Children (2018)

The signs and indicators listed below may not necessarily indicate that a child has been abused, but will help us to recognise that something may be wrong, especially if a child shows a number of these symptoms or any of them to a marked degree.

Indicators of child abuse

- Failure to thrive and meet developmental milestones
- Fearful or withdrawn tendencies
- Unexplained injuries to a child or conflicting reports from parents or staff
- Repeated injuries
- Unaddressed illnesses or injuries
- Significant changes to behaviour patterns.

Softer signs of abuse as defined by National Institute for Health and Care Excellence (NICE) include:

Emotional states:

- Fearful
- Withdrawn
- Low self-esteem.

Behaviour:

- Aggressive
- Oppositional habitual body rocking.

Interpersonal behaviours:

- Indiscriminate contact or affection seeking
- Over-friendliness to strangers including healthcare professionals
- Excessive clinginess, persistently resorting to gaining attention
- Demonstrating excessively 'good' behaviour to prevent parental or carer disapproval
- Failing to seek or accept appropriate comfort or affection from an appropriate person when significantly distressed
- Coercive controlling behaviour towards parents or carers
- Lack of ability to understand and recognise emotions
- Very young children showing excessive comforting behaviours when witnessing parental or carer distress.

Peer-on-peer abuse

We are aware that peer-on-peer abuse does take place, so we include children in our policies when we talk about potential abusers. This may take the form of bullying, physically hurting another child, emotional abuse or sexual abuse. We will report this in the same way we do for adults abusing children, and will take advice from the appropriate bodies on this area; to support

for both the victim and the perpetrator, as they could also be a victim of abuse. We know that children who develop harmful sexual behaviour have often experienced abuse and neglect themselves.

Female Genital Mutilation (FGM)

It is our duty to report any known cases of FGM to the police that are disclosed by any students on work placements or training, DSL will make a note of the disclosed information and report it to police on 101, and will record the call reference number. The girl and family and the school/college will be informed about the report. Staffs has had access to FGM training and have gained knowledge on what signs and symptoms to look out for if a child in our care has had FGM or will be taken away for it. In case of children under 5 years of age CASS will be informed as well as the police.

Domestic abuse

If we have cause to believe that any child or parent in our care or any staff member working within our organisation is living within home where domestic violence/abuse, DASH (Domestic Abuse, Stalking and Harassment) is prevalent we have a duty to refer our concerns to SCS (Social Care Services), Police and Early Help.

Definition of Abuse

- **Physical abuse:** physical abuse may involve hitting, throwing, poisoning, and burning,

scalding, drowning, suffocation, breast ironing or otherwise causing physical harm to a child. Physical harm may also be caused when parents or carers fabricate or deliberately induces ill health in a child.

Signs and indicators

- Unexplained recurrent injuries or burns
- Improbable excuses or refusal to explain injuries
- Inappropriately over-dressed
- Refusal to undress for gym
- Bald patches
- Chronic running away
- Fear of medical help or examination
- Self-destructive tendencies
- Aggression towards others
- Fear of physical contact
- Excessive/inappropriate punishment
- Fear of suspected abuser being contacted

- **Emotional abuse:** emotional abuse is the persistent emotional ill treatment of a child such as to cause severe and persistent adverse effects on the child's emotional development. It may involve conveying to children that they are worthless or unloved, inadequate, or valued only insofar as they meet the needs of another person. It may feature age or developmentally inappropriate expectations being imposed on children. These may include interactions that are beyond the child's developmental capability as well as over protection and limitation of exploration and learning, or preventing the child participating in normal social interaction. It may involve seeing or hearing ill-treatment of another person. It may also involve serious bullying causing the child frequently to feel frightened or in danger, or exploitation or corruption of children. Some level of emotional abuse is involved in all types of maltreatment of a child, though it may occur alone.

Signs and Indicators

- Physical, mental and emotional development delayed or slow
- Sudden speech disorders

- Continual self-deprecation
- Overreaction to mistakes
- Extreme fear of any new situation
- Inappropriate response to pain
- Neurotic behaviour
- Extremes of passivity or aggression
- **Sexual abuse:** sexual abuse involves forcing or enticing a child or young person to take part in sexual activities, including prostitution, whether or not the child is aware of what is happening. The activities may involve physical contact, including penetrative (e.g. rape, buggery or oral sex) or non-penetrative acts. They may include non-contact activities, such as involving children in looking at, or in the production of pornographic material or watching sexual activities or encouraging children to behave in sexually inappropriate ways.

Signs and Indicators

- - Overly affectionate or knowledgeable in a sexual way inappropriate to the child's age
 - Medical problems such as chronic itching, pain in genitals, venereal diseases
 - Extreme reactions, e.g. depression, self-mutilation, suicide attempts, running away, overdoses, anorexia
 - Personality changes such as becoming insecure or clinging
 - Regressing to younger behaviour pattern such as thumb sucking or bringing out discarded cuddly toys
 - Sudden loss of appetite or compulsive eating
 - Being isolated or withdrawn
 - Inability to concentrate
 - Lack of trust or fear of someone they know well, such as not wanting to be alone with a babysitter or child minder
 - Starting to wet again, day or night/nightmares
 - Become worried about clothing being removed
 - Suddenly drawing sexually explicit pictures
 - Trying to be 'ultra-good' or 'perfect;' overreacting to criticism
- **Neglect:** neglect is the persistent failure to meet a child's basic physical, emotional and /or psychological needs, likely to result in severe impairment of the child's health or development. Neglect may also occur during pregnancy as a result of maternal substance misuse. Once a child is born, neglect may involve a parent or carer failing to provide:
 - Adequate food, clothing, shelter (including exclusion from home) or abandonment.
 - Protection to a child from physical harm or danger.
 - Adequate supervision including the use of inadequate care-taking.
 - Access to appropriate medical care or treatment.

It may also include neglect of, or unresponsiveness to a child's basic emotional needs.

Signs and Indicators

- Constant hunger
- Poor personal hygiene
- Constant tiredness
- Poor state of clothing
- Emaciation/obesity
- Untreated medical problems
- Poor social relationships

- Compulsive scavenging
- Destructive tendencies
- Low self esteem
- Indiscriminate seeking affection attention
- Developmental problems

Fabricated illness

- Physical harm may also be caused when a parent or carer fabricates the symptoms of, or deliberately induces, illness in a child. The parent or carer may seek out unnecessary medical treatment or investigation; they may exaggerate a real illness and symptoms or deliberately induce an illness through poisoning with medication or other substances or they may interfere with medical treatments. Fabricated illness is a form of physical abuse and any concerns will be reported, in line with our safeguarding procedures.

Child sexual exploitation (CSE)

Keeping Children Safe in Education (2020) describes CSE as: CSE occurs where an individual or group takes advantage of an imbalance of power to coerce, manipulate or deceive a child into sexual activity (a) in exchange for something the victim needs or wants, and/or (b) for the financial advantage or increased status of the perpetrator or facilitator. The victim may have been sexually exploited even if the sexual activity appears consensual. CSE does not always involve physical contact; it can also occur through the use of technology. CSE can affect any child or young person (male or female) under the age of 18 years, including 16 and 17 year olds who can legally consent to have sex. It can include both contact (penetrative and non-penetrative acts) and non-contact sexual activity and may occur without the child or young person's immediate knowledge (e.g. through others copying videos or images they have created and posted on social media).

Signs and indicators may include:

- Physical injuries such as bruising or bleeding
- Having money or gifts they are unable to explain
- Sudden changes in their appearance
- Becoming involved in drugs or alcohol, particularly if you suspect they are being supplied by older men or women
- Becoming emotionally volatile (mood swings are common in all young people, but more severe changes could indicate that something is wrong)
- Using sexual language that you wouldn't expect them to know
- Engaging less with their usual friends
- Appearing controlled by their phone
- Switching to a new screen when you come near the computer
- Nightmares or sleeping problems
- Running away, staying out overnight, missing school
- Changes in eating habits
- Talk of a new, older friend, boyfriend or girlfriend
- Losing contact with family and friends or becoming secretive
- Contracting sexually transmitted diseases.

Child Criminal Exploitation (CCE)

CCE is where an individual or group takes advantage of an imbalance of power to coerce, control, manipulate or deceive a child into any criminal activity (a) in exchange for something the victim needs or wants, and/or (b) for the financial or other advantage of the perpetrator or facilitator and/or (c) through violence or the threat of violence. The victim may have been criminally exploited even if the activity appears consensual. CCE does not always involve physical contact; it can also occur through the use of technology.

CCE can include children being forced to work in cannabis factories, being coerced into moving drugs or money across the country forced to shoplift or pickpocket, or to threaten other young people. Some of the following can be indicators of CCE:

- Children who appear with unexplained gifts or new possessions.
- Children who associate with other young people involved in exploitation;
- Children who suffer from changes in emotional well-being;
- Children who misuse drugs and alcohol;
- Children who go missing for periods of time or regularly come home late; and

Children who regularly miss school or education or do not take part in education.

Whistle blowing

All Staff members must acknowledge their individual responsibilities to bring matters of concern to the attention of the management/or relevant agencies. Although this can be difficult this is particularly important where the welfare of children may be at risk.

You may be the first to recognise that something is wrong but may not feel able to express your concern out of a feeling that this would be disloyal to colleagues or you may fear harassment or victimisation. These feelings, however natural, must never result in a child or young person continuing to be unnecessarily at risk. Remember it is often the most vulnerable children or young people who are targeted. These children need someone like you to safeguard their welfare.

Don't think what if I am wrong - think what if I am right.

Reasons for whistle blowing

- Each individual has a responsibility for raising concerns about unacceptable practice or behaviour.
- To prevent the problem worsening or widening.
- To protect or reduce risks to others.
- To prevent becoming implicating yourself.

What stops people from whistle blowing?

- Starting a chain of events which spirals.
- Disrupting the work or project.
- Fear of getting it wrong.
- Fear of repercussions or damaging careers.
- Fear of not being believed.

How to raise a concern

You should voice your concerns, suspicions or uneasiness as soon as you feel you can. The earlier a concern is expressed the easier and sooner it is possible for action to be taken.

- Try to pinpoint what practice is concerning you and why.
- Approach the manager.
- Make sure you get a satisfactory response—don't let matters rest.
- Put your concerns in writing on a 'Confidential Incident Record' form.
- Discuss your concerns with the management.
- A member of staff is not expected to prove the truth of an allegation, but you will need to demonstrate sufficient grounds for the concern.
- The Management will undertake an investigation into your concerns and offer you support.
- If you are unhappy about the response than approach Ofsted.

The Prevent Duty & Promoting British Values

From 1st July 2015 all registered early years childcare providers and are subject to a duty under section 26 of the Counter-Terrorism and Security Act 2015, in the exercise of their functions, to have "due regard to the need to prevent people from being drawn into terrorism". This duty is known as the Prevent duty. Here at Cubs Corner Nursery we take Safeguarding very seriously, therefore to ensure that we adhere to the Prevent duty we will;

- Provide appropriate training for appropriate staff as soon as possible. Part of this training will enable staff to identify children who may be at risk of radicalisation
- We will build the children's resilience to radicalisation by promoting British values, (EYFS, Early Years Foundation Stage, sets standards for learning, development and care for children from 0-5,

thereby assisting their personal, social and emotional development and understanding of the world)

- We will assess the risk, by means of a formal risk assessment, of children being drawn into terrorism.
- We will ensure that our staffs understand the risks so that they can respond in an appropriate and proportionate way
- As with managing other safeguarding risks, our staff will be alert to changes in children's behaviour which could indicate that they may be in need of help or protection (children at risk of radicalisation may display different signs or seek to hide their views). The Key Person approach means we already know our key children well and so we will notice any changes in behaviour or personality quickly
- We will not carry out unnecessary interest into family life but we will take action when we observe behaviour of concern. The key person approach means that we already have a rapport with our families so we will notice any changes in behaviour or personality quickly
- We will work in partnership with our LSCB for guidance and support

We will build up an effective engagement with parents/carers and families. (This is important as they are in a key position to spot signs of radicalisation)

We will assist and advise families who raise concerns with us. It is important to assist and advise families who raise concerns and be able to point them to the right direction.

We will ensure that our DSL's will undertake Prevent awareness training (as a minimum) so that they can offer advice and support to other members of staff. We will ensure that any resources used in the nursery are age appropriate for the children in our care and that our staff have the knowledge and confidence to use the resources effectively.

Missing Children

If there are any children missing from our care who are suppose to be in the nursery, their family and emergency contact will be contacted to ask about their whereabouts, if still the child/family are not located after few attempts than the safeguarding procedure will be followed.

Evacuation Drill

We currently have regular drills to evacuate the nursery in case of fire or any other emergency, the fire alarm will be sounded in every evacuation procedure so children are aware of the sound and get use to the sound.

MOBILE PHONE and Smart Watch (Device)

Cubs Corner Nursery provides an environment which children, parent and staff are safe from misuse of personal mobile phone and smart watch (device).

To ensure safety and wellbeing in our care we stipulate that personal mobile phones cannot be used in the presence of children, on the premises or on outings.

To ensure this we will enable:

- Staff mobile phones will be locked away in their personal lockers on arrival and can be taken back after the working hours.
- Staff bringing personal mobile phones, must ensure there is no inappropriate or illegal content on the device.
- Staffs are not allowed to contact parents or students using their own mobile phones.
- Mobile phone calls (via mobile phone or smart watch) will **not** be taken at staff members working hours.
- In case of emergency staff are allowed to use nursery phone to make calls and use nursery number as emergency contact during working hours.
- During group outings nominated staff will have access to the settings mobile that will only be used for emergency.
- It is duty of all members of staff/students to be vigilant and report any concerns to management/leader.
- Concerns will be taken seriously, logged and investigated.
- The manager or deputy reserve the right to check the image content of a member of staff IF THERE IS ANY CAUSE TO CONCERN.

- Should any inappropriate images be found the Police will be contacted immediately and further guidance will then be taken.
- Parents and visitors will be asked to switch off their mobile phone when on premises.
- **NO MOBILE PHONES MEANS NO MOBILE PHONES.**

(See Social media policy for social networking)

This policy was adopted at a meeting of	Cubs Corner Nursery
Held on	August 2024
Date to be reviewed	January 2025
Signed	<i>G. Kausar</i>
Name of signatory	Ghazala Kausar
Role of signatory	Nursery Manager

References

Statutory Framework for the Early Years Foundation Stage (EYFS) 2023

Inspecting Safeguarding in Early Years Education and Skills Setting 2015

RHRT Version 5-Dec 2021

The Children's Act 1989 (Rights of the Child), 2004, 2006

The Prevent Duty 2015. 2021

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HMG What to do if you're worried a child is being abused. 03/2015, advice for practitioners

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<https://lscpbirmingham.org.uk/working-with-children/lado#:~:text=The%20Local%20Authority%20Designated%20Officer,or%20related%20to%20a%20child.>

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