

Filton Avenue Nursery School and Children's Centre Child Protection Policy



Filton Avenue Nursery School and Children's Centre fully recognises its duty to safeguard and protect children from abuse as defined in the Children Act 2004 and the Education Act 2002. The overall intention and purpose behind the Centre's children protection policy is underpinned by the fundamental principle of the Children's Act 1989:

'The welfare of the child is paramount'

This policy applies to all staff, governors, students and volunteers working in our Centre. We all share an objective to help keep children safe by:

- Providing a safe environment in which children can learn and develop.
- Supporting children's development in ways which will foster a sense of self-esteem and independence.
- Identifying and responding to children in need of support and/or protection.
- Ensuring we practice safe recruitment in checking the suitability of staff, students and volunteers to work with children.
- Raising awareness of child protection issues and equipping children with the skills to keep them safe.
- Implementing our procedures for identifying and reporting cases, or suspected cases of abuse.

We recognise that because of our day to day contact with children and parents, staff are well placed to observe any signs of abuse. We will therefore:

- Establish and maintain an ethos where all children feel secure, are encouraged to talk, and are listened to.
- Ensure all children have effective means of communication with more than one adult including their key person.
- Plan opportunities for all children to develop the skills they need to stay safe from abuse.
- Give children the opportunities to share thoughts and feelings in an atmosphere of trust, acceptance and tolerance.

Roles and Responsibilities

All adults with or on behalf of children have a responsibility to safeguard and promote the welfare of children.

Ensure we have a Designated Safeguarding Lead (DSL) and a nominated governor responsible for child protection. All staff, students, volunteers and governors know the name of the DSL responsible for child protection and their role.

Sarah Woodfield Head teacher DSL

Johnny Swingler Assistant Head Deputy DSL

Elizabeth Williams Assistant Head Deputy DSL

Lynne James Governor for Child Protection

Ensure the DSL and nominated governor for child protection receive training every two years. All new staff will receive induction training and all staff will have refresher training at regular intervals.

All staff, students and volunteers understand their responsibilities in being alert to the signs of abuse and responsibility for referring any concerns to the DSL.

We will support staff by providing an opportunity to talk through their anxieties with the DSL.

All staff who work with children will have access to advice on the boundaries of appropriate behaviour. The DCSF provide guidance on safe working practice.

All parents/carers have an understanding of the responsibility placed on the Centre and staff for child protection by setting out it's obligations in the school prospectus.

Notify Social Care if there is an unexplained absence of a child on the child protection register and monitor daily the attendance of children who are at risk of abuse.

Ensure that a named practitioner is designated for Looked After Children (LAC) and that the list of children is regularly reviewed and updated.

The Governing Body of the Centre is responsible for ensuring the annual review of the child protection policy and to ensure that the Centre completes the annual safeguarding audit.

Procedures

Where it is believed that a child is suffering from, or is at risk of, significant harm, we will follow the procedures set out on the South West Child Protection website www.swcpp.org.uk

Parents may access the Centre's child protection procedures via the prospectus /website.

Telephone referrals to Social Care will be followed up in writing within 48 hours.

The Centre recognises that it does not have responsibility to investigate cases of suspected child abuse.

We will cooperate with relevant external agencies in any enquiries regarding child protection matters, including representation at child protection conferences, core groups and multi-agency planning meetings.

Parents will be advised of the intention to refer to Social Care and their views and cooperation sought, unless we have good reason to believe that to do so would place a child at greater risk of harm.

All staff make it clear to any child disclosing information that they cannot guarantee confidentiality, but they will pass the information on to the people that can help them.

Information concerning children at risk will be shared with all members of staff on a 'need to know' basis. The DSL will make a judgement in each individual case about who needs and has a right to access particular information.

We use CPOMS (Child Protection Online Monitoring System) for monitoring child protection, safeguarding and a whole range of pastoral and welfare issues. Working alongside our existing safeguarding processes, CPOMS is a secure and central system to which only the DSL and Deputy DSL have full access. By using CPOMS, we can ensure that children are safe and fully supported. Every member of staff across the Centre has an obligation to report any concerns which they may have. CPOMS allows us to record information in a central repository and have relevant people alerted immediately.

All records are subject to the Freedom of Speech Act (2000) and the DGPR (May 2018). If there is any doubt as to the rights of any party to access information, we may seek legal advice prior to releasing any information.

Allegations against staff

All staff should be aware of their duty to raise concerns about the attitude or actions of colleagues.

If a child makes an allegation against a member of staff the Headteacher should be informed immediately.

The Headteacher will discuss the allegation with the Local Authority Designated Officer (LADO) at the earliest opportunity and prior to taking any action. Telephone contact: 0117 9037795

If the allegation concerns the behaviour of the Headteacher the Chair of Governors should be immediately informed.

Our lettings agreement for the other users requires that the organiser will manage the suspension of adults where necessary from the Centre's premises, following an allegation against someone they employ.

Safe Recruitment Practice

All staff will have enhanced CRB checks. Checks will be accurately recorded on a single central record.

At least one person on every interview panel will be trained in safe recruitment practices.

E-Safety

See Data Protection Policy and Code of Conduct

Prevent

All staff have received the Government training and necessary awareness training

Disagreements with other professionals

The Bristol Safeguarding Children's Board have produced an escalation policy which advises on how to manage disagreements with other professionals.

Definitions - What is Child Protection?

'The process of protecting individual children identified as either suffering, or at risk of suffering significant harm as a result of abuse or neglect.'

What is Safeguarding?

'The process of protecting children from abuse or neglect, preventing impairment of their health and development, and ensuring they are growing up in circumstances consistent with the provision of safe and effective care

that enables children to have optimum life chances and enter adulthood successfully.'

What is abuse and neglect?

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 in a family or in an institutional or community setting, by those known to them or, more rarely, by a stranger for example, via the internet. They may be abused by an adult or adults, or another child or children.

Physical abuse

Physical abuse may involve hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating, or otherwise causing physical harm to a child. Physical harm may also be caused when a parent or carer fabricates the symptoms of, or deliberately induces, illness in a child.

Emotional abuse

Emotional abuse is the persistent emotional maltreatment 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 include not giving the child opportunities to express their views, deliberately silencing them or 'making fun' of what they say or how they communicate. 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 overprotection and limitation of exploration and learning, or preventing the child participating in normal social interaction. It may involve seeing or hearing the ill-treatment of another. It may involve serious bullying (including cyberbullying), causing children frequently to feel frightened or in danger, or the 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.

Sexual abuse

Sexual abuse involves forcing or enticing a child or young person to take part in sexual activities, not necessarily involving a high level of violence, whether or not the child is aware of what is happening. The activities may involve physical contact, including assault by penetration (for example, rape or oral sex) or non-penetrative acts such as masturbation, kissing, rubbing and touching outside of clothing. They may also include non-contact activities,

such as involving children in looking at, or in the production of, sexual images, watching sexual activities, encouraging children to behave in sexually inappropriate ways, or grooming a child in preparation for abuse (including via the internet). Sexual abuse is not solely perpetrated by adult males. Women can also commit acts of sexual abuse, as can other children.

Neglect

Neglect is the persistent failure to meet a child's basic physical and/or psychological needs, likely to result in the serious impairment of the child's health or development. Neglect may occur during pregnancy as a result of maternal substance abuse. Once a child is born, neglect may involve a parent or carer failing to:

- provide adequate food, clothing and shelter (including exclusion from home or abandonment);
 - protect a child from physical and emotional harm or danger;
 - ensure adequate supervision (including the use of inadequate care-givers);
- or
- ensure access to appropriate medical care or treatment.

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

Appendix

Designated Safeguarding Lead: Sarah Woodfield

Deputy Safeguarding Lead: Johnny Swingler/Elizabeth Williams

Nominated Governor: Lynne James

Related Policies

Complaints Policy
Resolution

Learning Behaviour and Conflict

Teaching and Learning

Equalities

Health and Safety

SEND

Staff Code of Conduct

E-safety

Staff Handbook

Intimate Care

Whistle blowing

Relevant documents

- [BSCB inter-agency training programme 2020-21](#)
- The Prevent Duty (June 2015)
- [Handbook for the designated child protection officer](#)

- [Induction pack for new staff](#)
- [Safeguarding audit for schools 2020](#)
- [Keeping Children Safe in Education 2020](#)
- [Working Together to Safeguard Children](#)

Reporting Allegations

LADO

Safeguarding and Specialist Services

Nicola Laird 0117 903 7795

City Hall

College Green

Bristol

BS99 7EB

To contact Children's Social Care

Follow the link in related links to the 'Concerned about a child?' page on Bristol City's public website.

Revised Sept 2020

Policy due for review on: Sept 2021