

INTRODUCTION

The safeguarding officer is Kerry Mitchell, Angie Ash or Sharon Styles.

HM Government defined in the "Working Together to Safeguard Children (2018)" that all work to promote and safeguard children should be child centred, rooted in child development, focused on outcomes for children, holistic in approach, involving children and families, building on strengths as well as identifying difficulties, multi-agency in approach, a continuing process and informed by evidence.

Early Years providers have a duty under section 40 of the Childcare Act 2006 to comply with the welfare requirements of the Early Years Foundation Stage. Section 11 of the children's act 2004 places duties on organisation and individuals to ensure their functions are discharged with regards to the needs to safeguard and promote the welfare of the child.

Working together to Safeguarding Children defines safeguarding and promoting the welfare of children as:

- Protecting children from maltreatment
- Preventing impairment of children's health or development
- Ensuring children grow up in safe and effective care
- And taking action to enable all children to have the best outcome

Child Protection is part of safeguarding and promoting welfare. This refers to the activity that is undertaken to protect specific children who are suffering, or at risk of suffering significant harm.

This philosophy will work in line with this policy and the Local safeguarding children board policy and procedures.

This policy works alongside these other specific policies to cover all aspects of child protection:

- Online safety
- Human Trafficking and Modern Slavery
- Prevent Duty and Radicalisation
- Domestic Violence, Honour Based Violence (HBV) and Forced Marriages
- Looked After Children
- Female Genital mutilation
- County Lines
- Witchcraft

BBDN will ensure that our children are protected from harm, all staff need to understand that types of behaviour constitute abuse and neglect. BBDN will ensure that all staff complete training that enables them to recognise signs of potential abuse and neglect and understand how to raise their concern. BBDN will ensure that any child protection or safeguarding concerns will be recorded on the relevant paperwork and shared with the relevant agencies when necessary.

We intend to create in our nursery, environments in which these principles are fully promoted and where children are safe from abuse and in which any suspicion of abuse is promptly and appropriately responded to.

Neglect or abuse, physical, emotional, or sexual, can have a major long-term effect on all aspects of a child's health, development and well-being. Sustained abuse is likely to have a deep impact on the child's self-image and self-esteem, and on his or her future life. Difficulties may extend into adulthood. The experiences of long-term abuse may lead to difficulties in forming or sustaining close relationships, establishing oneself in workplace and to extra difficulties in developing the attitudes and skills needed to be an effective parent.

The categories of abuse are:

Physical abuse This is non-accidental harm to the body. It can include hitting, pushing, punching, kicking, pulling hair, rough handling, spitting, misuse of medication or inappropriate use of restraint. Physical abuse can present as: • Cuts, lacerations, puncture wounds, open wounds, bruises, welts, discolouration, black eyes, burns, bone fractures, broken bones, and skull fractures • Untreated injuries in various stages of recovery, or not properly treated	Physical- A child may have unexplained injuries, does not want to leave to go home, or is frightened of other parents. Some of the signs and symptoms are: • withdrawn • suddenly behaves differently • anxious • clingy • depressed • aggressive • problems sleeping
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• Poor skin condition or poor skin hygiene • Dehydration and/or malnourishment without illness-related cause • Loss of weight • Soiled clothing or bed • Broken eyeglasses/frames, physical signs of being subjected to punishment, or signs of being restrained • Inappropriate use of medication: overdosing or under dosing • A person telling you that they have been hit, slapped, kicked or mistreated	• eating disorders • wets the bed • soils clothes • takes risks • misses' school • changes in eating habits • obsessive behaviour • nightmares
Neglect Neglect is one of the four categories of child abuse (along with physical, sexual and emotional abuse). It is defined as 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 and development. Neglect may occur during pregnancy as a result of maternal substance misuse and once the child is born, neglect may involve failure to: • Provide adequate food, clothing or shelter (including exclusion from home or abandonment) • Protect from physical and emotional harm or danger • Meet or respond to basic emotional needs • Ensure adequate supervision including the use of adequate caretakers • Ensure access to appropriate medical care or treatment • Ensure that her/his educational needs are met • Ensure that her/his opportunities for intellectual stimulation are met	Neglect- A child steals food or begs for more, is not wearing appropriate clothing for the weather, or is always dirty and has a strong body odor. Some of the signs and symptoms are: - • Are often absent from nursery, are not attending school, drop out of school • Are developmentally delayed • Is constantly hungry / nutrient deficient • Lacks needed medical care such as immunizations, glasses or dental work • Is dirty with body odour • Doesn't have weather-appropriate clothing • Engages in self-harming or self-destructive behaviour • Have poor impulse control • Demand constant attention and affection • Regularly show fatigue, fall asleep in class • Take over an adult caring role of the parent • Lack trust in others, is unpredictable
Emotional abuse Emotional abuse is the persistent emotional ill treatment of a child such as to cause severe and persistent effects on the child's emotional development, and may involve: • Conveying to a child that s/he is worthless, unloved, inadequate, or valued only as far as s/he meets the needs of another person • Imposing developmentally inappropriate expectations e.g., interactions beyond the child's developmental capability, overprotection, limitation of exploration and learning, preventing the child from participation in normal social interaction • Causing a child to feel frightened or in danger e.g., witnessing domestic violence, seeing or hearing the ill treatment of another • Exploitation or corruption of a child Some level of emotional abuse is involved in most types of ill treatment of children, though emotional abuse may occur alone	Emotional- A child demonstrates extreme emotional behaviors (super aggressive or overly passive), acts too mature or too childish, or does not show any attachment to their caretaker. Some of the signs and symptoms are: - • be overly affectionate towards strangers or people they have not known for very long • lack confidence or become wary or anxious • not appear to have a close relationship with their parent, e.g., when being taken to or collected from nursery etc. • be aggressive or nasty towards other children and animals • use language, act in a way or know about things that you wouldn't expect them to know for their age • struggle to control strong emotions or have extreme outbursts • seem isolated from their parents • lack social skills or have few, if any, friends • withdrawn • suddenly behaves differently • anxious • clingy • aggressive • problems sleeping • eating disorders • wets the bed • soils clothes

	• absence from nursery • changes in eating habits • obsessive behaviour • nightmares
Sexual abuse Sexual abuse involves forcing or enticing a child to take part in sexual activities, including prostitution, whether or not s/he is aware of what is happening. Activities may involve physical contact, including penetrative and non-penetrative acts. 'Penetrative acts' include 'rape' (forced penetration of vagina, anus or mouth with a penis) and 'assault by penetration' (sexual penetration of vagina or anus of a child with a part of the body or an object). Sexual activities may also include non-contact activities, e.g., involving a child in looking at / production of abusive images, watching sexual activities or encouraging her/him to behave in sexually inappropriate ways. It may include use of photos, pictures, cartoons, literature or sound recordings via internet, books, magazines, audio cassettes, tapes or CDs. Children under sixteen years of age cannot lawfully consent to sexual intercourse, although in practice may be involved in sexual contact to which, as individuals, they have agreed. A child of under thirteen is considered in law incapable of providing consent. Our Designated person for Child Protection is Kerry Mitchell, Angie Ash and Sharon Styles have also completed the designated person training and will take lead responsibility in Kerry's absence, this ensures that a designated member of staff is available at all times for staff to discuss concerns. As appropriate, this policy will apply to all parents, guardians, families, staff, volunteers, students, and any others in contact with Bright Beginnings Day Nurseries Ltd.	Sexual- A child has difficulty walking or sitting, experiences sudden changes in their appetite, or may demonstrate unusual or sophisticated sexual knowledge. Some of the signs and symptoms are: • Children who are sexually abused may: Stay away from certain people • they might avoid being alone with people, such as family members or friends • they could seem frightened of a person or reluctant to socialise with them. Show sexual behaviour that is inappropriate for their age • a child might become sexually active at a young age • they might be promiscuous • They could use sexual language or know information that you wouldn't expect them to. Have physical symptoms • anal or vaginal soreness • an unusual discharge

Child Sexual Exploitation

Child sexual exploitation is a form of child sexual abuse. it occurs where an individual or a group takes advantage of an imbalance of power to coerce, manipulate or deceive a child or young person under the age of 18 into a sexual act (a) in exchange for something the victim 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. Child sexual exploitation does not always involve physical contact; it can also occur through the use of technology.

At Bright Beginnings Day nursery, we recognise our responsibility to safeguard all who access nursery and promote the welfare of all our children by protecting them from sexual exploitation.

BBDN is determined to ensure that all necessary steps are taken to protect children, young people and adults from harm. This includes safeguarding children from Sexual exploitation.

The method of raising a concern of Sexual exploitation is the same procedure as raising any safeguarding concern within the nursery, please see previous section "procedure for raising a concern about a child." Early Years Safeguarding lead or the local safeguarding board and if necessary, the correct procedure for reporting sexual exploitation to the police.

All records will be confidentially stored and only shared with the relevant agencies.

ROLES & RESPONSIBILITIES

DESIGNATED PERSON

- Take the lead responsibility for safeguarding children within the setting
- Attend safeguarding training at least every 2 years and refresher training annually
- Designated lead person must complete all of the relevant training course to obtain the Doncaster Safeguarding partnership mandatory Level 3 training –
Training to obtain level 3 is:-
Introduction to Early help and thresholds for intervention (2hours)
Introduction to Signs of Safety (2hours)

4 hours face to face training in relation to safeguarding children through Buy Doncaster
(Early Years refresher in Safeguarding and Wrap/ British values training can be included in these 4 hours)

- Liaise with local statutory children's services agencies
- Represent the nursery at core group meeting and case conferences as appropriate.
- Keep up to date with changes to legislation and local issues relating to safeguarding children
- Update all team members and proprietors of changes and issues which may affect their practice in-respect of safeguarding children
- Review and update nursery policies and procedures considering any changes in-respect of safeguarding children
- Liaise with parents as appropriate in issues regarding safeguarding children.
- Ensure proprietors are kept informed of any issues relating to safeguarding children within the nursery.

TEAM LEADERS

- Support the designated person in the spread of good practice and knowledge in respect of safeguarding children.
- Role model good practice
- Support their team in understanding policy and procedures for safeguarding children.
- Take on board concerns expressed by team members in respect of safeguarding children.
- Support their team in the completion of relevant documentation and reporting of concerns in respect of safeguarding children.
- If they are responsible for the nursery and therefore responsible for making referrals, know who to contact in the relevant agencies.

ALL PRACTITIONERS, TEAM LEADERS & MANAGERS

- Attend Local authority training on safeguarding children every 3 years as a minimum
- Attend nursery training on safeguarding children
- Ensure that they have read and understood nursery policy and procedure for safeguarding children.
- Have an understanding of how to respond to significant changes in children's behaviour.
- Have an understanding of how to respond to any deterioration in children's well being
- Have an understanding of how to respond to unexplained bruising, marks or signs of possible abuse or neglect.
- Have an understanding of how to respond to children's comments which give cause for concern.
- Have an understanding of how to respond to any reason they may have to suspect neglect or abuse outside the setting.
- Have an understanding of how to respond to inappropriate behaviour displayed by other members of staff or any other person working with children. For example, inappropriate sexual comments, excessive one to one attention beyond the requirements of their usual role and responsibilities, or inappropriate sharing of images.
- Be aware that concerns may lead to criminal investigation and that they should not do anything that could jeopardise or compromise any subsequent police investigation.
- Ensure that if they refer their own concerns to the nursery manager or the designated child protection officer that they are satisfied that the correct procedures and protocols have been followed.

STEPS TO BE TAKEN WHERE THERE IS CONCERN

- In the first instance staff, should discuss their concerns with their Team Leader who if appropriate will help the employee complete the relevant documentation before reporting the concern to the Designated Person.
- If the concern relates to their team leader or the individual is not happy with the advice being given then they should immediately voice their concerns to the Designated Person, or their deputy.
- The first concern will be the child. Children whose condition or behaviour has given cause for concern will be listened to, reassured and helped to understand that they themselves are valued and respected and have not been at fault.
- Changes in children's behaviour /appearance to include any unexplained bruising, marks or signs of possible neglect, and any comments children make which give concern will be investigated.
- The disclosure or concern will then be taken up with the Early Help hub /Local Authority Children's Social Care Team.
- If the child is at Significant risk, the Early Help which is the first point of contact which is Local Authority Children's Social Care Department may be the first point of reference. The parents will not be informed until you have been instructed by Early Help .
- All such suspicions and investigations will be kept confidential, shared only with those who need to know. The people most commonly involved will be the member of staff/keyworker reporting the incident, the assistant managers and the nursery manager.

- When the need arises to make a referral, a report should be put together which includes information on the child's development needs and capacity of the child's parents or carers to meet those needs. Where an early help assessment has already been undertaken, it should be used to support a referral to the local authority children's social care.

PROCEDURE FOR REFERRING CONCERNS

Where a concern needs to be acted upon in terms of a child's welfare, the details should be referred to CMARAS, OFSTED and the police, where a child may be or is at risk of significant harm (section 47 of the Children Act). In the first instance staff, should raise their concerns with the designated person or their deputy who will contact the relevant authorities.

Early Help

Early help is a way of thinking and working together as services for families that have additional or more complex needs. Early help can prevent problems from getting worse by providing support to families when a need is identified or as soon as a problem emerges. This can be at any point in a child's life, from conception, through childhood and into adolescence. It can also prevent further problems arising by building resilience with families to find their own solutions in the future. It should not be seen as a specific service, but any service, and crucially how services work collectively through tailored support packages for specific needs in an individual families. Any service should therefore be seen as early help as it is the quality of response to the family's needs rather than a specific service. The early help handbook must be used in conjunction with the LSCP threshold guidance.

The early help hub is your first point of contact for all inquiries from practitioners working with children and young people who are seeking advice and information about possible resource and/ all advice on support through EHA & TAC arrangements. Contact using an Early Help enquiry form or 01302 734110 Mon- Fri 8.30-4.30

ALLEGATIONS AGAINST A MEMBER OF STAFF

(See Working together to Safeguard Children pages 48-49 April 2015 version)

Any allegations must be reported immediately to the proprietors.

If a volunteer or member of staff is accused or suspected of any form of child abuse, this requires us to make a telephone referral to the Local Authority Designated Officer (LADO) on 01302 737748. This person sits on the safeguarding board team and is responsible for providing advice and liaison and monitoring the progress of cases, to ensure that cases are dealt with as quickly as possible, consistent with a fair process.

Any allegations must be reported to LADO within one working day of coming to the nursery attention or that are made directly to the police.

An allegation about member of staff member which has been referred to LADO may result in the nursery having to inform both the DBS and Ofsted with timescales of 1 working day of the outcome of the LADO meeting.

Ofsted must also be informed of any allegations of serious harm or abuse by any person living, working or looking after children on the premises and a Referral must also be made to the Disclosure and Barring service if an employee is removed from looking after children or leave before this action occurs following the timescale set by Ofsted.

The LADO will be aware that as an "agency", Bright Beginnings Day Nurseries Ltd. has a disciplinary procedure, code of conduct and other policies and procedures to also need to be followed.

Having been given a full and accurate report of the nature of the alleged incident, by the "designated officer", the LADO will inform our "designated officer" of how to proceed and their involvement in the actual process. Should they wish to be present at the next stage, then their instructions are to be followed exactly.

Should the LADO require us to proceed without their presence, the "designated officer" will proceed in line with our disciplinary procedure.

Should our "designated officer" decide to suspend the person accused, then that person must be suspended immediately and may choose to attend any required investigative interview accompanied by a friend or colleague and to seek advice from a union representative.

See the "Company Disciplinary Procedure" for clear instructions.

Should the allegation be deemed to be unfounded, then all efforts to exonerate the member of staff to remove any level of stress.

HOW CONCERNS ABOUT A CHILD'S WELFARE WILL BE RECORDED

Whenever worrying changes are observed in a child's behaviour, physical condition or appearance, a specific and confidential record will be set up, quite separate from the usual ongoing records of children's progress and development. The record will include, in addition to the name, address and age of the child: timed and dated observations, describing objectively the child's behaviour/appearance, without comment or interpretation; where possible, the exact words spoken by the child; the dated name and signature of the recorder.

Such records will be kept in a separate file and will not be accessible to people other than the assistant managers, nursery manager and key Persons or other member of staff as appropriate by the nursery manager.

If staff have a safeguarding concern such as a child coming to nursery hungry, unkempt or any unhygienic issues such as dirty nappies. The staff member needs to immediately raise the concern with their Team leader or senior nursery nurse who will inform the safeguarding officer.

It is Paramount that the staff member begins to effectively log their concerns on the individual child's progress sheet for initial monitoring of the safeguarding issue.

If the staff member's concern has continued during the initial monitoring, then the Safeguarding officer will statements, a cause a Existing injury/Incident/ disclosure to begin to formally log our concern. The Safeguarding Officer will complete the form and the Key person will assist with the completion of this form by completing the Safeguarding Chronology log on identified concerns. These documents will be kept in a separate file and will not be accessible to people other than the assistant managers, nursery manager and key Persons or other member of staff as appropriate by the nursery manager.

If a child attends nursery with unexplained marks or bruises the Body Map form on Eylog and statement must be completed and the Nursery Manager informed immediately.

The Nursery Manager will routinely contact parents to ascertain the reason for any unreported absence from the nursery, Parents should inform the nursery Manager as soon as practical that their child will not be attending and the reasons why.

If the parent/carer is not contactable, then the Nursery Manager will follow the follows procedures:

If the child has been referred to the nursery by a Social or Health Services Official, including all children under the 2-year funding scheme and the referral DOES include a "Safeguarding" issue, then feedback of the attempted contacts must be stated and the relevant Social or Healthcare Worker notified on that day. Timing of the events, including the contact times must be included in the statement.

However, if the child has been referred to the nursery by a Social or Health Services Official, including all children under the 2-year funding scheme and the referral does not include a "Safeguarding" issue, then after a week of non-attendance, the Social or Healthcare Worker notified. An Action Plan must be started to record all absences on every occasion.

If the child attends under private funding, efforts must be made to contact the parents, carers or any other person listed on the "A1- Enrolment Form".

It is policy that every non-attendance is monitored and outcomes of enquires made completed. Liaison with other agencies

The nursery operates in accordance with guidelines laid down by the registering authority and the DONCASTER SAFEGUARDING CHILDREN BOARD.

All personal records about children's care development and well-being are maintained on a confidential basis, however where concerns have been raised over a child's well-being, these records will be shared with relevant professionals.

The nursery manager will maintain ongoing contact with relevant professionals, logging names, addresses and telephone numbers of individual social workers contacted, and recording details of each interface. This will provide the nursery with relevant up-to date information, in the event of any emergency.

Records will also be kept of the local NSPCC contact, or other contact(s) as appropriate.

PROCEDURE FOR STAFF TO RAISE CONCERNS

We have in place a Whistle Blowing Policy and procedure which protects staff who make an allegation about a fellow colleague. This policy is discussed with staff during their induction training, and they have a copy within their Staff Handbook.

The whistleblowing hotline number for Ofsted is 0300 123 3155, email: whistleblowing@ofsted.gov.uk

USE OF MOBILE PHONE, TABLETS & CAMERAS

Staff mobile phones are not permitted within the secure areas of the nursery and must be secured in staff lockers. Parents and visitors will be directed to keep mobile phones in pockets or bags when entering the nursery premises. A sign advising parents of this is in the reception area.

The nursery has cameras and tablets used for taking photographs of children's learning and play, staff are not permitted to take the tablets home or bring in their own cameras to use within nursery premises.

Parental permission is sought for the use of cameras to support observations and displays within the nursery. We also ask for parental support to use photographs on our web site. (See use of mobile phone and use of reproduction of images policy)

Consulting/informing parents

The nursery will take every step in its power to build up trusting and supportive relationships between families and staff and volunteers in the group. Where abuse at home is suspected, the nursery will continue to welcome the child and family while investigations proceed.

Confidential records kept on a child will be shared with parents. Parents and Guardians will be informed of our procedures in the parent's guides of the nursery.

With the proviso that the care and safety of the child must always be paramount, the nursery will do all in its power to support and work with the child's family.

TRAINING

All staff will be given twelve-week induction training when joining the nursery which will include safeguarding children. Our policy and procedure for safeguarding children will be explained and they will be advised as to how they should raise any concerns they have about a child's safety and welfare.

The Designated Person will deliver refresher training on our Child Protection Policy every year as a minimum and keep staff updated of any changes at every staff meetings or written notifications if required.

All staff are issued with a staff handbook which includes our Child Protection Policy and the protocols for promoting and safeguarding the welfare of children, specifically to who to contact, within the organisation to express concerns.

The "what to do poster is displayed in the Staff room

Designated person(s) will be required to attend safeguard training every two years All other staff will be expected to attend safeguard training courses every 3 years.

The Designated person attends annual refresher training and complete Level 3 safeguarding through the DSCB.

The Designated person will deliver training twice each year at staff meetings to ensure that staff knowledge and skills are up to date.

Safeguarding Concerns or issues will form part of every staff members trial report or bi-monthly supervisions

SHARING PROCEDURES WITH NEW PARENTS

New parents are made aware of our obligations to safeguard children via our enrolment documentation. We also ask for their permission to share information with other professionals who may be involved with their family. Our policies are available via links on our web site and new parents are sign posted to this we also have a Parents Policy Handbook which is available to parents if they desire a hard copy. A full copy of policies and procedures is available for parents and staff to access within the nursery.

PREVENT ABUSE BY MEANS OF GOOD PRACTISE

Adults will not be left alone for long periods with individual children or with small groups. The manager will ensure that frequent random checks are made to rooms where one adult is working. An adult who needs to take a child aside - for example, for time out after behaviour which needs improvement - will leave the door ajar.

Children will be encouraged to develop a sense of autonomy and independence through adult support in making choices and in finding names for their own feelings and acceptable ways to express them. This will enable children to have the self-confidence and the vocabulary to resist inappropriate approaches.

The layout of the rooms permits constant supervision of all children. Staff must respond appropriately to suspicions of abuse by informing the line managers immediately. It is for the assistant managers' and nursery managers to assess the suspicions.

RECRUITMENT & SELECTION

It will be made clear to applicants for posts in the nursery, that the position is exempt from the provisions of the Rehabilitation of Offenders Act 1974.

All applicants for work, whether voluntary or paid, will be interviewed before an appointment is made and will be asked to provide two references. All such references will be followed up. In the case of applicants with unexplained gaps in their employment history, or who have moved rapidly from one job to another, explanations will be sought.

All Staff and volunteers must have an enhanced DBS disclosure document; these must be reviewed every three years or when the Staff and volunteer may have a change in circumstances or with whom they may be living with or in contact with unless the Staff and volunteer is on the update service where this can be checked for any changes of circumstances.

All appointments, both paid and voluntary, will be subject to a six-month probationary period (see recruitment and selection policy)

CONFIDENTIALITY & INFORMATION SHARING

We believe that effective sharing of information between professionals and local agencies is essential to the safeguarding of children under our care and that where information is shared effectively, early intervention can improve the lives of vulnerable young children and their families. (See: Information Sharing: Guidance for practitioners and managers 2008)

We make new parents aware of our beliefs that sharing of information is in the best interest of all parties and ask them to sign permission documentation to facilitate this protocol.

Both our designated person for child protection and our SENCO plays a pivotal role in sharing information on behalf of the nursery and the children attending. They attend relevant meeting and share nursery reports as appropriate and use information gained from other professionals to inform planning and care for children who attend Bright Beginnings.

CONTINUUM OF NEED

When it has been highlighted that a child attending nursery is under the vulnerable section of the Continuum of Need (child in need section 17 Children Act), particular note will be made of the child's appearance demeanour and behaviour whilst at nursery by the Key Person. This information will be recorded and passed to the designated person to support any reports required. The Designated person should be involved in any multi agency assessment and provide information about the child and family. They should also agree as part of the multi-agency team any further action including what services would help the child and family and inform local authority children's social care if any immediate action is required.

Should the Early Help Assessment highlight that a child is in the acute section of the continuum of need (section 47 Children Act) special attendance reports should continue to be gathered by the key person. The Designated Person, Kerry Mitchell will represent the nursery within the parameters of the Early Help Assessment working closely with other agencies to secure the best possible outcome for the child in question. Specifically, the designated person should provide information about the child and family, consider whether a joint investigation team should speak to a child victim without the knowledge of the parent or caregiver. Attend conferences and take part in decision making when invite.

Wider Safeguarding

Female Genital Mutilation (FGM)

At Bright Beginnings Day nursery, we recognise our responsibility to safeguard all who access nursery and promote the welfare of all the children by protecting them from physical, sexual and emotional abuse, neglect and bullying.

BBDN is determined to ensure that all necessary steps are taken to protect children, young people and adults from harm. This includes safeguarding girls from Female Genital Mutilation (FGM).

Following the new statutory duty for all practitioners to report cases of Female Genital Mutilation (FGM) in under 18-year-olds to the police.

The FGM mandatory reporting is a legal duty provided for the FGM act 2003 (amended by the Serious Crime Act 2015)

Complying with the duty does not breach any confidentiality requirements or other restriction on disclosure which might otherwise apply

Female Genital Mutilation (FGM) comprises all procedures involving the partial or total removal of the external female genitalia or any other injury to the female genital organs for non-medical reasons

All these forms of FGM have been found in the UK. FGM is sometimes known as 'female genital cutting' or female circumcision. Communities tend to use local names for referring to this practice, including 'Sunna'. FGM is considered a grave violation of the rights of girls and women.

There are four main types of FGM

Type 1: Removal of the tip of the clitoris

Type 2: Total removal of the tip of the clitoris and Labia

Type 3: The removal of the tip of the clitoris and Labia and sewing up of the vagina leaving only a small opening for urination and menstruation- This is the most barbaric form of FGM

Type 4: Pricking, piercing or incising of the clitoris and/or Labia

Staff will be vigilant when changing nappies and children, if they have any concerns about Female Genital Mutilation (FGM) they will immediately inform the nursery manager.

If BBDN observe evidence to suggest that a female child has been a victim of FGM, you should inform the police on 101 as a criminal act has been committed. The mandatory referral is part of the legal duty identified within FGM act 2003 (amended in the Serious Crime act 2015) The NSPCC has a 24-hour helpline 0800 028 3550 to provide advice and support to victims of FGM or anyone who may be considered a risk.

If you have reason to believe that the child may have FGM carried out as a serious crime has not yet been committed follow the usual procedure referral and follow advice provided, this may result in a referral to the police.

The nursery manager will then record this information and seek advice on our concerns from the local authority Safeguarding Officer or the local safeguarding partnership board and if necessary, the correct procedure for reporting Female Genital Mutilation (FGM) to the police. All records will be confidentially stored and only shared with the relevant agencies.

The staff member who has identified FGM abuse is the only person that can report it to the police as this is non-transferrable duty of care regarding Female Genital Mutilation (FGM)

THE PREVENT DUTY

Working Together to Safeguard Children (2018) defines extremism. It states *“Extremism goes beyond terrorism and includes people who target the vulnerable – including the young – by seeking to sow division between communities on the basis of race, faith or denomination; justify discrimination towards women and girls; persuade others that minorities are inferior; or argue against the primacy of democracy and the rule of law in our society.*

Extremism is defined in the Counter Extremism Strategy 2015 as the vocal or active opposition to our fundamental values, including the rule of law, individual liberty and the mutual respect and tolerance of different faiths and beliefs. We also regard calls for the death of members of our armed forces as extremist”

Bright Beginnings Day nursery and Pre-school understands that from 1 July 2015 all schools registered early years’ childcare providers are subject to a duty under section 26 of the Counterterrorism 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. It applies to a wide range of public-facing bodies. Bodies to which the duty applies must have regard to the statutory guidance.

The Prevent duty is the duty in the Counterterrorism and Security Act 2015 on specified authorities, in the exercise of their functions, to have due regard to the need to prevent people from being drawn into terrorism

Bright Beginnings Day nursery and Pre-school will ensure that all staff clearly understands what they can do to protect children from the risk of radicalisation and how they can access support to protect children from this risk.

Bright Beginnings Day nursery and Pre-school will ensure that all staff receives training on the Prevent duty as it is essential that all staff are able to identify children who may be vulnerable to radicalisation and know what to do when they are identified.

Bright Beginnings Day nursery and Pre-school will protect children from the risk of radicalisation, and this will become an important part of the wider safeguarding duties by having an understanding of how to protect the children in our care from other harms, whether these come from within their family or are the product of outside influences.

Bright Beginnings Day nursery and Pre-school will build on children’s resilience to radicalisation by promoting fundamental British values and enabling them to have an age-appropriate understanding of how to talk about their feelings and wishes and staff will not stop the older children from debating controversial issues.

Bright Beginnings Day nursery and Pre-school clearly understands that the Prevent duty is entirely consistent with their existing responsibilities and the need to have safeguarding arrangements in place to promote welfare and prevent radicalisation and extremism.

Bright Beginnings Day nursery and Pre-school will ensure that all staff are able to demonstrate both a general understanding of the risks affecting children and young people in the area and a specific understanding of how to identify individual children who may be at risk of radicalisation, to assess the risk of children being drawn into terrorism, including support for extremist ideas that are part of terrorist ideology as well as how to support them.

Bright Beginnings Day Nursery and Pre-school will ensure that all staff has an understanding that there is no single way of identifying an individual who is likely to be susceptible to a terrorist ideology. As with managing other safeguarding risks, staff

should 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. Staff should use their professional judgement in identifying children who might be at risk of radicalisation and act proportionately. Even very young children may be vulnerable to radicalisation by others, whether in the family or outside, and display concerning behaviour. Staff will ensure that their main objective is to ensure that all children in our care are safe from the risk of radicalisation as set out in the relevant statutory guidance, working together to safeguard children and Keeping children safe in education.

When a member of staff is making a Prevent duty referral, the staff member making this referral needs to ensure that they have all of the relevant information gathered as this will enable the police practitioner, channel specialist to identify the level of vulnerability. The member of staff with the concern, will have the initial conversations with the safeguarding officer/ Manager who then will make a referral to South Yorkshire Police Designated Prevent Officer on 0114 2523217 or 999 in an emergency

From the referral a preliminary assessment will be carried out to identify if the vulnerability factors of; Engagement, intent and capability are present, if so, a multi- agency panel meeting will take place and an intervention package will be created with regular review meeting.

Honour based abuse

Honour-based abuse is defined as a crime or incident which has or may have been committed to protect or defend the honour of the family and/or the community. It is a collection of practises used to control behaviour and includes **forced** marriages (FM) (not to be confused with arranged marriages) and female genital mutilation (FGM). Honour abuse can affect both men and women, and cuts across a number of cultures and communities. It is closely associated with domestic abuse and child protection matters. Issues such as address, choice of friends, relationships with members of the opposite sex and career choice amongst others can all impact on family' honour. violence and abuse can occur when perpetrators perceived the relationship has shamed the family and/or community by breaking that honour code- this is honour based abuse. there are many examples of how honour-based abuse can affect someone's life including being isolated from local communities, not being allowed independence, forced into marriage or under duress from their family. it is a violation of human rights and may be a form of domestic and/or sexual violence.

Forced Marriage

A forced marriage is a marriage in which one or both spouses do not (or, in the case of some adults with learning or physical disabilities, cannot) consent to the marriage and duress is involved. Duress can include physical, psychological, financial, sexual and emotional pressure.

There is a clear distinction between a forced marriage and an arranged marriage. In arranged marriages, the families of both spouses take a leading role in arranging the marriage but the choice whether to accept the arrangement remains with the prospective spouses.

Human Trafficking and Slavery

Legislation

The Modern Slavery Act received Royal Assent on 26 March 2015. The act consolidates slavery and trafficking offenses and introduces tougher penalties and sentencing rules.

Child trafficking and modern slavery is becoming a more frequent form of child abuse. Children are recruited, moved, transported and then exploited, forced to work or are sold on.

Modern slavery is a term that covers:

- Slavery
- Servitude and forced or compulsory labour
- Human trafficking.

Victims of modern slavery are also likely to be subjected to other types of abuse such as physical, sexual and emotional abuse. This policy should be used alongside the following policies to ensure all children, staff, parents and visitors are fully safeguarded:

- Safeguarding and child protection
- Whistleblowing
- Equality and inclusion

For an adult or child to have been a victim of human trafficking there must have been:

- *Action* (e.g. recruitment, transportation, transfer, harbouring or receipt of a child for the purpose of exploitation)

- *Means* (threat or use of force, coercion, abduction, abuse of power or vulnerability) There does not need to be “means” for children as they are not able to give informed consent
- *Purpose* (e.g. sexual exploitation, forced labour or domestic servitude, slavery, financial exploitation, illegal adoption, removal of organs).

When a concern is raised about slavery or trafficking then we will follow our safeguarding procedure. If the child (or adult) is at risk of immediate harm then the police will be called, otherwise the local authority will be contacted, and the referral process will be followed as per the safeguarding procedure.

Our nursery has a clear commitment to protecting children and promoting welfare. Should anyone believe that this policy is not being upheld, it is their duty to report the matter to the attention of the nursery manager at the earliest opportunity.

County lines/ Gangs

County lines is a form of criminal exploitation where urban gangs pursue, coerce or force children or young people to store drugs and money and/or transport them to suburban areas, market towns and coastal towns (Home office, 2018) It can happen in any part of the UK and is against the law and a form of child abuse.

Children and young people may be criminally exploited in multiple ways. Other Forms of criminal exploitation include criminal exploitation, trafficking, gangs and knife crime.

County line gangs are highly organised criminal networks that use sophisticated, frequently evolving techniques to groom young people and evade capture by the police.

Perpetrators use children and young people to maximise profits and distance themselves from the criminal act of physically dealing drugs (National Crime Agency, 2019). Young people do the majority of the work and take the risk.

Dedicated mobile phone lines or deal lines are used to help facilitate County line drug deals. Phones are usually cheap, suitable and old fashioned because they are changed frequently to avoid detection by the police.

Gangs use the phones to receive orders contact young people to instruct them where to deliver drugs. This maybe to a local drug dealer or drug user, or dealer or drug user in another county.

Child Criminal exploitation

Child Criminal Exploitation is common in county lines and occurs where an individual or group takes advantage of an imbalance of power to coerce, control manipulate or deceive a child or young person under the age of 18. The victim may have been criminally exploited even if the activity appears consensual. Child Criminal Exploitation does not always involve physical contact; it can occur through the use of technology .

Child Criminal Exploitation of children is broader than just county lines and includes for instance children forced to work on cannabis farms or commit theft.

Like other forms of abuse and exploitation, county lines exploitation:

- Can affect any child or young person under the age of 18
- Can still be exploited even if the activity appears consensual
- Can involve force and/or enticement-based methods of compliance and is often accompanied by violence or threats of violence.
- Can be perpetrated by individuals or groups, males or females, young people or adults; and
- Is typified by some form of power imbalance in favour of those perpetrating the exploitation.

Breast ironing/ breast flattening

The process during which young pubescent girls' breasts are ironed, massage, flattened and/or pounded down over a period (sometimes years) in order for the breast to disappear or delay the development of the breast entirely. In some families, launch stones, hammer, or spatula that have been heated over scorching calls can be used to compress the breast tissue. Other families may adopt to using elastic belt or binder to press the breasts so as to prevent them from growing. breast flattening usually starts within the first sign of puberty, which can be as young as nine years old and is usually carried out by female relatives.

It should be acknowledged that some adolescent girls and boys may choose to bind their breasts using constrictive material due to gender transformation or identity, and this may also cause health problems

Breast ironing is a form of child abuse and suspected cases must be reported to the police.

Signs that breast iron and maybe happening include.

- reluctant to show body e.g. swimming or changing of clothes
- lengthy unexplained absences from the setting
- unusual anxious or aggressive behaviour

Child abuse linked to Faith and beliefs

Abuse linked to faith or beliefs is where concerns for a child's while there has been identified, and could be caused by, a believe in witchcraft, spirit or demonic possession, ritual satanic abuse features; or when practise is linked to faith or belief are harmful to a child.

Any abuse that takes place against those who are branded (or labelled) either witchcraft or as having been possessed by an evil spirit is unacceptable. Significant harm (including murder) can occur because of concerted efforts to “excise” or “deliver” evil from a child (or vulnerable adult)

Spotting the signs that this abuse exists can prevent escalation from “subtle” harm that may often go unnoticed by many, to extreme situations where there is loss of life.

Online Abuse

Online abuse is any type of abuse that happens on the web, whether through social networks, playing online games or using mobile phones. Children on young people make experience cyberbullying, , sexual abuse, sexual exploitation, or emotional abuse. children can be at risk of online abuse from people they know, as well as strangers. online abuse may be part of abuse that is taking place in the real world (e.g. bullying or grooming). Or it may be the abuse only happens online (e.g. pursuing children to take part in sexual activity online)

Children can feel like there is no escape from online abuse- abuses can contact them at any time of the day or night, the abuse can come into a safe place like their bedroom, and images and videos can be stored and shared with other people.

Domestic Abuse

At Bright Beginnings Day nursery, we recognise our responsibility to safeguard all who access nursery and promote the welfare of all our children by protecting them from domestic violence. BBDN staff will have training to ensure that they can recognise the signs of a child who is witnessing domestic violence within the family home.

BBDN staff understand that it is very upsetting for children to see one of their parents been abusing, attacking or controlling the other. In relationships where there is domestic violence and abuse, children witness about three-quarters of the abusive incidents. About half the children in such families have themselves been badly hit or beaten. Sexual and emotional abuse are also more likely to happen in these families.

The term ‘domestic abuse’ is used to describe any incident or pattern of incidents of controlling and threatening behaviour, violence or abuse between anyone over 16 years, who are/have been intimately involved or are family members. These incidents may be physical (including throwing objects), sexual, emotional (including verbal threats and controlling behaviour) or financial. Honour-based violence and forced marriage are forms of domestic violence and abuse.

BBDN staff will understand that younger children may become anxious. They may complain of tummy-aches or start to wet themselves. They may find it difficult to sleep, have temper tantrums and start to behave as if they are much younger than they are. They may also find it difficult to separate from their abused parent when they come to nursery. The method of raising a concern of domestic violence is the same procedure as raising any safeguarding concern within the nursery, please see previous section “procedure for raising a concern about a child”,

The nursery manager will then record this information and report our concerns of domestic violence to the Early Help team. All records will be confidentially stored and only shared with the relevant agencies.

Fabricated illness (FI)

At Bright Beginnings Day nursery, we recognise our responsibility to safeguard all who access nursery and promote the welfare of all our children by protecting them from parents who fabricate illness on their children.

Fabricated or induced Illness (FI) is rare form of child abuse. It occurs when a parent or carer, usually the child’s biological mother, exaggerates or deliberately causes symptoms in their child.

There are three main ways, not mutually exclusive, of a parent/carers fabricating or inducing illness in a child:

- Fabrication of signs and symptoms, for example, fabrication of past medical history
- Falsification of hospital charts, records, letters, documents and specimens of bodily fluids
- Induction of illness by a variety of means.

Staff must be aware of the behaviours associated with Fabricated/Induced illness: -

- Deliberately inducing symptoms in children by administering medication or other substances, or by means of intentional suffocation.
- Interfering with treatments by overdosing, not administering them or interfering with medical equipment such as infusion lines.
- Claiming the child has symptoms, which are unverifiable unless observed directly, such as pain, frequency of passing urine, vomiting, or fits.
- Exaggerating symptoms, causing professionals to undertake investigations and treatments which may be invasive, are unnecessary and therefore are harmful and possibly dangerous.
- Obtaining specialist treatments or equipment for children who do not require them.
- Alleging psychological illness in a child.

It is all staff member's responsibility to have understand the signs and symptoms of Fabricated illness to ensure that they can recognise where illness is being fabricated or induced, extensive, unnecessary imposed on a child.

When dealing with a concern regarding fabricated illness, the member of staff must ensure that they:

- Focus should be on the harm to the child, not on understanding the characteristics or motivation of the perpetrator.
- Keep an open mind.
- Keep questioning your assumptions.
- Be familiar with the range of behaviours that perpetrators of FII exhibit.
- Communicate clearly.
- Be familiar with barriers to identification of FII.
- Be open to accept FII and objectively question information given by parents and to evidence it.

The nursery manager will then record this information and seek advice on our concerns from the local authority Safeguarding Officer or the local safeguarding board and if necessary, the correct procedure for reporting fabricated illness to the Early help team.

All records will be confidentially stored and only shared with the relevant agencies.

Private Fostering

BBDN understands that private fostering is private arrangement with the local authority and that we have certain duties and responsibilities under the Children Act 1989 and 2004, to ensure that children who are privately fostered are protected.

BBDN understand that it is the job of Doncaster Children's Services to check that these regulations are being observed and BBDN will assist them with safeguarding of the child/children.

The law requires that Doncaster Children's Services makes regular visits to ensure that children are safe and well cared for, and that advice is available to those caring for them. They must check various aspects of the fostering arrangements, including undertaking safeguard checks on the carers, and assessing whether or not they find the arrangement acceptable

Private fostering is when a child or young person aged under 16 (or under 18 if they are disabled),

- who lives with someone outside their immediate family – friend, neighbour, great aunt or uncle , great grandparents (close family is someone who is related by blood e.g. Anyone with Parental responsibility, sibling or half sibling, aunt, uncle or grandparent)
- The arrangement is for more than 28 days

Private fostering covers a diverse range of situations.

Here are some of the most common:

- Children sent to this country for education or health care by birth parents living overseas
- Children living with a friend's family as a result of parental separation, divorce or arguments at home
- Children whose parents' study or work involves unsociable hours, which make it difficult for them to use ordinary day care or after school care.

Online abuse

Online abuse is any type of abuse that happens on the web, whether through social networks, playing online games or using mobile phones. Children and young people may experience cyberbullying, grooming, sexual abuse, sexual exploitation or emotional abuse.

Children can be at risk of online abuse from people they know, as well as from strangers. Online abuse may be part of abuse that is taking place in the real world (for example bullying or grooming). Or it may be that the abuse only happens online (for example persuading children to take part in sexual activity online).

Children can feel like there is no escape from online abuse – abusers can contact them at any time of the day or night, the abuse can come into safe places like their bedrooms, and images and videos can be stored and shared with other people.

Bulling online or Cyberbullying

Cyberbullying is an increasingly common form of bullying behaviour which happens on social networks, games and mobile phones. Cyberbullying can include spreading rumours about someone, or posting nasty or embarrassing messages, images or videos.

Children may know who's bullying them online – it may be an extension of offline peer bullying - or they may be targeted by someone using a fake or anonymous account. It's easy to be anonymous online and this may increase the likelihood of engaging in bullying behaviour.

Cyberbullying includes:

- sending threatening or abusive text messages
- creating and sharing embarrassing images or videos
- 'trolling' - the sending of menacing or upsetting messages on social networks, chat rooms or online games
- excluding children from online games, activities or friendship groups
- setting up hate sites or groups about a child
- encouraging young people to [self-harm](#)
- voting for or against someone in an abusive poll
- creating fake accounts, hijacking or stealing online identities to embarrass a young person or cause trouble using their name
- sending explicit messages, also known as [sexting](#), pressuring children into sending sexual images or engaging in sexual conversations

USEFUL NUMBERS:	Links to other policies & procedures
Local Authority Designated Officer 01302 734434 Doncaster safeguarding children partnership 01302 734214 Early Help 01302 734110 Mul Agency Safeguard Hub 01302 737777 Out of hours – 01302 796000 Professional helplines 01302 737033 (Not to be shared with parents) Urgent referrals outside office hours 01302 796000 Doncaster Safeguarding Children Partnership 01302 734214 dsdp@dcstrust.co.uk Local Authority Designated Office LADO 01302 737332 LADO@dcstrust.co.uk South Yorkshire Police (non-emergency) 101 South Yorkshire Police (emergency) 999 OFSTED 0300 123 1231 Disclosure and Barring services (DBS) 0300 0200190 or 0870 9090811 Child sexual exploitation team (CSE) 01302 737200 Domestic violence helpline 0800 4701 505 NSPCC- 24-hour helpline 0800 028 3550 Prevent 0114 2523217/ 0202 73407 264, 101 or 999 in emergency prevent@southyorks.pnn.police.uk	• Whistle blowing • Staff training and development • Supervision & appraisal • Grievance • Disciplinary Recording of information • Illness, injury & accident • Inclusion • SEND • Looked after children

This policy was adopted on	Signed on behalf of the nursery	Date for review
31/08/2024	K. Mitchell	31/08/2025