



## Safeguarding

The purpose of Bright Eyes Childcare safeguarding and child protection policy is to provide a secure framework for the workforce in safeguarding and promoting the welfare of those children/young people who attend our setting. The policy aims to ensure that:

- All our children are safe and protected from harm.
- Other elements of provision and policies are in place to enable children to feel safe and adopt safe practices.
- Staff, children, visitors, volunteers, and parents are aware of the expected behaviours and the settings legal responsibilities in relation to the safeguarding and promoting the welfare of all our children.

### Our ETHOS

Bright Eyes leads to Bright Beginnings - We build positive relationships with our **Families**. Providing flexibility and trust. Our **team** are always there to protect, nurture and to build relationships with each child. Children are encouraged to build self-confidence and independence through individual interests and development needs. **Environments** are calming and neutral, providing a safe and happy place to learn and play.

Safeguarding in Bright Eyes is considered everyone's responsibility and our setting aims to create the safest environment within which every child can achieve their full potential. Bright Eyes recognises the contribution it can make in ensuring that all children registered or who use our setting have a trusted key worker with whom they feel safe and that they will be listened to and appropriate action taken. We recognise that this is especially important for children who are unable to communicate, to ensure they have a strong attachment to their care givers. We will work to ensure children's safety by working in partnership with other agencies such as Early Help, MARU, Social Care and the Police. As well as seeking to establish effective working relationships with parents, carers and other colleagues to develop and provide activities and opportunities that will help to equip our children with the skills they need. This will include materials and learning experiences that will encourage our children to develop essential life skills and protective behaviours.

This policy has been developed in accordance with the principles established by the Children Act 1989, and in line with the following:

- "Working Together to Safeguard Children 2018"
- "What to do if you are worried a Child is being Abused" 2015
- "Keeping Children Safe in Education" 2023
- "The Prevent Duty" 2023
- "Information Sharing; Advice for practitioners providing safeguarding services to children, young people, parents and carers" 2018
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The manager/area manager should also ensure the following:-

- The safeguarding and child protection policy is readily available to parents and carers.
- All staff and volunteers complete the appropriate checks to ensure they are safe to work with the children.
- The setting has procedures for handling allegations of abuse made against members of staff (including the Manager) or volunteers.
- Safe and appropriate use of cameras, mobile phones, technology, and online equipment within the setting.
- The Counter Terrorism and Security Act 2015 which places a duty on early years and childcare providers "to have due regard to the need to prevent people from being drawn into terrorism" (The Prevent Duty) is implemented, taking into account the Local

Safeguarding Children's Board 'Prevent' policies, protocols and procedures and ensuring the Fundamental British Values are implemented as stated in the EYFS.

- A Designated Safeguarding Lead (DSL) is appointed who has lead responsibility for dealing with all safeguarding issues in our setting. The Designated Safeguarding Lead is April. If they are not available, then contact The Deputy Designated Safeguarding Lead Jess (This/these person/s can also be contacted with any safeguarding concerns).
- Our procedures will be annually reviewed and updated.

The responsibilities for the Designated Safeguarding Lead (DSL) are:-

- To ensure that all safeguarding issues raised in setting for children and adults are effectively responded to, recorded, and referred to the appropriate agency.
- To ensure all adults are alert to circumstances when a child and family may need access to early help.
- All adults, (including volunteers) new to our setting will be made aware of this policy and the procedures for child protection, the name and contact details of the DSL and have these explained, as part of their induction into the setting.
- Be responsible for arranging the settings safeguarding training for all staff and volunteers who work with the children and young people. The DSL must ensure that the safeguarding training takes place at least every three years for all with regular updates during this period, which they can deliver in-house provided they are linked in to the support and quality assurance process offered by the Local Authority.
- To attend or ensure that a senior member of staff who has the relevant training and access to appropriate supervision, attends where appropriate, all child protection case conferences, reviews, core groups, or meetings where it concerns a child in our care and to contribute to multi-agency strategy discussions to safeguard and promote the child's welfare.
- For ensuring the acceptable, safe use and storage of all camera technology, images, and mobile phones through the implementation, monitoring and reviewing of the appropriate policies and procedures. This includes the on-line Safety and data protection policy.
- Implementing the Fundamental Cultural Capital values.

All Child Protection concerns need to be acted on immediately. If you are concerned that a child may be at risk or is suffering abuse, you must tell the DSL. All Adults, including the DSL, have a duty to refer all known or suspected cases of abuse to the relevant agency including MARU (Multi Agency Referral Unit), Children and Young Peoples Service (CYPS) - Social Care, or the Police. Where a disclosure is made to a visiting staff member from a different agency, e.g. Early Years Consultants, Health Visitors, it is the responsibility of that agency staff to formally report the referral to the Setting's DSL in the first instance and to follow their organisations procedures. Any records made should be kept securely in the child's safeguarding file.

### Recognising concerns, signs, and indicators of abuse

Safeguarding is not just about protecting children from deliberate harm. For our setting it includes such things as child safety, bullying, racial abuse and harassment, visits, intimate care, and internet safety. However, it must be acknowledged that technology itself will not present the greatest risk, but the behaviours of individuals using such equipment will. The witnessing of abuse can have a damaging effect on those who are party to it, as well as the child/adult subjected to the actual abuse, and in itself will have a significant impact on the health and emotional well-being of the child/adult.

The table below outlines the four main categories of abuse as defined by the Department of Health 'Working Together to Safeguard Children' document 2010. Adults should be aware that the possible indicators are not a definitive list although children's poor behaviour may be a sign that they are suffering harm or that they have been traumatised by abuse, some children may present these behaviours for reasons other than abuse. However, it is important to know the indicators of abuse and to be alert to the need to consult further.

Type of Abuse	Possible indicators
<p><b>Neglect</b></p> <p>The persistent failure to meet a child's basic physical and psychological needs, likely to result in the serious impairments of the child's health or development. Neglect may occur during pregnancy because of maternal substance abuse. Once a child is born, neglect may involve a parent or carer failing to: provide food, clothing and shelter; protect a child from physical and emotional harm or danger; ensure adequate supervision; ensure access to appropriate medical care or treatment.</p>	<p>Obvious signs of lack of care including: Problems with personal hygiene; Constant hunger; Inadequate clothing; Emaciation; Lateness or non-attendance at the setting; Poor relationship with peers; Untreated medical problems; Compulsive stealing and scavenging; Rocking, hair twisting, thumb sucking; Running away; Low self-esteem.</p>
<p><b>Physical Abuse</b></p> <p>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</p>	<p>Physical signs that do not tally with the given account of occurrence conflicting or unrealistic explanations of cause repeated injuries delay in reporting or seeking medical advice.</p>
<p><b>Sexual Abuse</b></p> <p>Forcing or enticing a child to take part in sexual activities, not necessarily involving a high level of violence, whether the child is aware of what is happening or not. The activities may involve physical contact, penetrative or non-penetrative acts and includes involving children in watching pornographic material or watching sexual acts.</p>	<p>Sudden changes in behaviour Displays of affection which are sexual and age-inappropriate Tendency to cling or need constant reassurance Tendency to easily cry, Regression to younger behaviour - e.g., thumb sucking, acting like a baby Unexplained gifts or money Depression and withdrawal Wetting/soiling day or night Fear of undressing for PE</p>
<p><b>Emotional Abuse</b></p> <p>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.</p>	<p>Rejection Isolation child being blamed for actions of adult's child being used as carer for younger siblings' affection and basic emotional care giving/warmth, persistently absent or withheld.</p>
<p><b>Radicalisation</b></p> <p>The action or process of causing someone to adopt radical positions on political or social issues.</p>	<p>Isolating themselves from family and friends. Talking as if from a scripted speech. Unwillingness or inability to discuss their views. A sudden disrespectful attitude towards others. Increased levels of anger</p>
<p><b>FGM</b></p> <p>An illegal procedure on young girls</p>	<p>Unexpected or long absence from nursery A long holiday overseas especially in the summer holidays Having difficulty walking, standing or sitting. Spending longer in the bathroom or toilet. Appearing quiet, anxious or depressed.</p>

	<p>Acting differently after an absence from school or college.</p> <p>Reluctance to go to the doctors or have routine medical examinations.</p>
<p><b>Witchcraft</b>  In various cultural worldviews, <b>witchcraft</b> is the use of magic or supernatural powers, usually to harm others. A practitioner of <b>witchcraft</b> is a witch.</p>	<p>This can involve ritualistic beating, burning, cutting, stabbing, semi-strangulating, tying up the child, or rubbing chilli peppers or other substances on the child's genitals or eyes.</p> <p>Isolation. A child may not be allowed near or to share a room with family members, and threatened with abandonment. The child may also be convinced that they are possessed.</p> <p>In situations of neglect, the child's family and community may have failed to ensure appropriate medical care, supervision, education, good hygiene, nourishment, clothing or warmth.</p> <p>Children who have been singled out in this way can be particularly vulnerable to sexual abusers within the family, community or faith organisation. These people exploit the belief as a form of control or threat.</p>

### Children who have special educational needs and/or disabilities

All children have the right to be safe, yet research shows that disabled children are three times more likely to be abused. Several factors have been identified as to reasons why these children are more at risk (see bullet points) and as setting we are aware of these and endeavour to protect all our children.

- Assumptions that nobody would abuse or neglect disabled children in fact they are 3 times more likely to be abused.
- Disabled children are well protected because of all the helpers they have in fact this puts them at greater risk.
- Disabled children are not attractive to abusers in fact abusers are usually driven by desire to dominate and some disabled children can be seen as particularly helpless.
- Many abusers think disabled children won't be believed and will not be able to give evidence in court. But with the right help and support all disabled children can tell or show what happened to them.
- If the child cannot speak s/he cannot communicate. A wide range of communication systems and equipment is available and skilled people to help children communicate.
- Abusers believe abuse doesn't have the same effect on disabled children. However the betrayal of trust and hurt is as acutely felt as by any other child

### Prevent

The Counter Terrorism & Security Act 2015 places a Prevent duty on settings to have "due regard to the need to prevent people from being drawn into terrorism". Settings subject to the Prevent Duty will be expected to demonstrate activity in the following areas.

- Assessing the risk of children being drawn into terrorism
- Demonstrate that they are protecting children and young people from being drawn into terrorism by having robust safeguarding policies.
- Ensure that their safeguarding arrangements consider the policies and procedures of the Local Safeguarding Children Board.
- Make sure that staff have training that gives them the knowledge and confidence to identify children and families at risk of being drawn into terrorism, and to challenge extremist ideas which can be used to legitimise terrorism.
- Expected to ensure children are safe from terrorist and extremist material when accessing the internet in the setting.

## What to do if you are concerned

If a child makes a disclosure or allegation of abuse against an adult or other child or young person, it is important that you:

- Stay calm and listen carefully.
- Reassure them that they have done the right thing in telling you.
- Do not investigate or ask leading questions.
- Let them know that you will need to tell someone else and don't promise to keep secrets.
- Inform your Safeguarding Designated Officer as soon as possible.
- Make a written record of the allegation, disclosure or incident which you must sign, date and record your position using the setting safeguarding record log forms.

If you are concerned that a member of staff or adult in a position of trust poses a danger to a child or young person or that they might be abusing a child or young person you should report your concerns to the DSL and complete an adult/staff welfare concern form. Where those concerns relate to the DSL however, this should be reported to the area manager/managing director using the whistle blowing procedure below.

## Whistleblowing

Bright Eyes is committed to the highest possible standards of openness and accountability. In line with that commitment we expect employees who have serious concerns about any aspect of the Company's ability to provide safe, quality childcare to come forward and voice those concerns. This procedure makes it clear that you can do so without fear of victimisation, subsequent discrimination or disadvantage. It is intended to encourage and enable employees to raise serious problems within the setting rather than overlooking a problem or "blowing the whistle" outside.

This procedure aims to:

- encourage you to feel confident in raising serious concerns and to question and act upon concerns about practice.
- provide avenues for you to raise those concerns and receive feedback on any action taken in confidence.
- ensure that you receive a response to your concerns and that you are aware of how to pursue them if you are not satisfied.
- Reassure you that you will be protected from possible victimisation if you have a reasonable belief that you have made any disclosure in good faith.

The procedure is intended to supplement, rather than to replace, the existing complaints, disciplinary and grievance procedures. It is intended to cover serious concerns that fall outside the scope of other procedures.

Anonymous Allegations - we would encourage you to put your name to your concern as anonymous allegations may often be difficult to substantiate/prove. Concerns expressed anonymously are much less powerful but will be investigated unless the Monitor in consultation with the management agrees there is insufficient evidence to proceed.

Untrue Allegations - If you raise a concern in good faith, but it is not subsequently confirmed by the investigation, no action will be taken against you. If, however, you make an allegation frivolously, maliciously or for personal gain, disciplinary action may be taken against you.

How to Raise a Concern - As a first step you should normally raise concerns with your Line Manager and inform him/her you are using this procedure. Concerns may be raised verbally or in writing. If a concern is shared verbally, this will be documented and signed by the person making the complaint and the person contacted regarding the complaint. Although you are not expected to prove beyond doubt the truth of your concerns, you will need to demonstrate that you have reasonable grounds to raise them.

Where employees fail to report their concerns, they may become themselves implicated and consequently the Management may treat failure by an employee to report such matters as a serious matter which could lead to disciplinary action.

You may wish to obtain assistance in putting forward your concern from a Trade Union representative or a colleague. You may choose to be represented by a Trade Union representative or colleague at any meetings which are required.

How the Management will Respond - In order to protect individuals and the Management, initial enquiries will be made to decide whether an investigation is appropriate and, if so, what form it should take. Concerns or allegations which fall within the scope of specific procedures (for example Child Protection issues) will normally be referred for consideration under those procedures.

The person with whom you have raised your concern will inform the Monitor of the facts. The Monitor will write to you, within ten working days with acknowledgement that the concern has been received, an indication of how the concern will be dealt with and how long it will take, whether initial enquiries have been made and if a further investigations are going to take place.

The Management will inform you in writing of the outcome of any investigation, or any action taken, subject to the constraints of confidentiality and the law.

Management have every intention to provide you with a route within the setting to raise concerns but if you do not feel your concern has been addressed adequately you may raise it with an independent body such as your union, citizens advice or your local authority.

You have a duty to the setting not to disclose confidential information. This does not prevent you from raising concerns with an independent body referred to above, or Public Concern at Work (telephone number 020 7404 6609 or more information is available at [www.pcaaw.co.uk](http://www.pcaaw.co.uk), a registered charity which advises on serious malpractice within the workplace in accordance with the provisions of the Public Interest Disclosure Act 1998.

## Managing Allegations

We are aware of the possibility of allegations being made against members of staff or volunteers that are working or may come into contact with children and young people whilst in our setting. Allegations will usually be that some kind of abuse has taken place. This could include inappropriate behaviour displayed by members of staff or other persons working with the children such as inappropriate sexual comments, excessive one to one attention beyond the requirements their role and responsibilities, inappropriate sharing of images.

They can be made by children and young people or other concerned adults. Allegations are made for a variety of reasons:

If an allegation is made against an adult in a position of trust whether they be members of staff or volunteers this should be brought to the immediate attention of the DSL who will advise the area manager/managing director. In the case of the allegation being made against the DSL this will be brought to the immediate attention of the area manager/managing director. The DSL/Area Manager/Managing director will need to discuss with the Local Authority Designated Officer (LADO) the nature of the allegations made against the adult, in order for the appropriate action to be taken. This may constitute an initial evaluation meeting or strategy discussion depending on the allegation being made. DSL/Area Manager/Managing Director will need to:

- Refer to the Local Authority Designated Officer (LADO) immediately and follow up in writing within 48 hours. Consider safeguarding arrangements of the child or young person to ensure they are away from the alleged abuser.
- Contact the parents or carers of the child/young person if advised to do so by the LADO.
- Consider the rights of the staff member for a fair and equal process of investigation.
- Advise Ofsted of allegation within 14 days of the allegation
- Ensure that the appropriate disciplinary procedures are followed including whether suspending a member of staff from work until the outcome of any investigation if this is deemed necessary.
- Act on any decision made in any strategy meeting.
- Advise the Disclosure and Barring Service where a member of staff has been removed, dismissed or would have been removed had they a result of the allegations being founded.

A copy of "What to do if you're worried a child is being abused, Advice for Practitioners" booklet is available on our Family app. This sets out the guidelines on dealing with incidents, disclosures and the procedures that must be followed.

## Training

All members of staff and volunteers will have access to safeguarding training at least every three years. We will also, as part of our induction, issue information in relation to our Safeguarding policy.

Our DSL's will undertake further safeguarding training, Level 3. This will be undertaken at least every three years which updates their awareness and understanding of the impact of the wide agenda of safeguarding issues. This will support both the DSL and deputy DSL to be able to better undertake their role and support the setting in ensuring our safeguarding arrangements are robust and achieving better outcomes for the children in our setting. They will also be advised to undertake additional training to support their employers' role in Handling Allegations against adults who work with children and young people, including our staff and volunteers. Our Safeguarding policy is reviewed annually, to keep it updated in line with local and national guidance/legislation.

We will include our Safeguarding Policy in our settings website and will post copies in the entrance of the setting. We are also able to arrange for our policy to be made available to parents whose first language is not English, on request.

### **Mobile Phones and Cameras**

Bright Eyes has policies and procedures in place regarding the use of mobile phones and cameras in the setting and on visits. Bright Eyes does not allow the use of any mobile or device capable of capturing videos/photos in the rooms with the children, other than the devices owned by Bright Eyes for the intent of gaining photos/videos for children's learning journals and advertising with parental permission.

We use digital images in the day to day running of our nursey in some capacity as this can play a very important part in communicating with the children, aiding their development, as well as allowing parents/guardians to see what their children access.

As an ESSENTIAL safeguarding requirement, on Registration prior to a child starting, we ask parents/guardians to sign a Permission Form for the use of Images.

Photographs are stored on the settings locked computer and iPads. When no longer required are deleted.

Multi Agency Referral Unit (MARU) on 0300 123 1116

Local Authority Designated Officer (LADO) on 01872 326536

DBS referral helpline on 01325 953795

Reviewed 28<sup>th</sup> September 2023

Signed by: Nursery Manager