



Safeguarding and Child Protection Policy

Kingfisher Kindergarten recognises its responsibility for Safeguarding and Child Protection and will therefore ensure this policy will be reviewed and updated at least every 12 months.

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”
- “Framework for the Assessment of Children in Need and their Families 2000”
- “What to do if you are worried a Child is being Abused 2015”
- Oxfordshire Safeguarding Children Board Guidelines

OUR DESIGNATED SAFEGUARDING LEADS ARE

Kirsty Johnson – 07548 645795 / Kirsty@kingfisherkindergarten.uk

La-Ryne van der Westhuizen – 07894 966562 / Laryne@kingfisherkindergarten.uk

Kirstie Hart – 07765 075910 / Kirstie@kingfisherkindergarten.uk

At Kingfisher Kindergarten, we take our responsibility seriously as stated under section 11 of the Children Act* and duties** under “Working together to safeguard Children”. We promote the welfare of children; to work together with other agencies to ensure adequate arrangements exist within our setting to identify and support those children who are suffering harm or who are likely to suffer harm.

We recognise that all staff have a full and active part to play in protecting our children from harm and that the child’s welfare is always our paramount concern. Our staff are particularly important as they are in a position to identify concerns early, provide help for children, and prevent concerns from escalating.

Our setting should provide a safe, caring, positive and stimulating environment that promotes the social, physical and moral development of the individual child, free from discrimination or bullying where the child is also able to learn and develop happily.

This policy applies to all staff and volunteers working within the setting. All staff will sign a statement annually that they have read and understood this policy.

Our Safeguarding Policy aim is:-

- To support the child’s development in ways that will foster security, confidence and resilience
- To provide an environment in which children feel safe, secure, valued and respected where they feel confident and know how to approach adults if they are experiencing difficulties
- To raise the awareness with all staff of the need to safeguard children and their responsibilities in identifying and reporting possible causes of abuse.
- To provide a systematic means of monitoring children known or thought to be at risk of harm and to ensure we contribute to assessments of need and support plans for those children where appropriate
- To acknowledge the need for effective and appropriate communication between all members of staff in relation to the importance of safeguarding our children
- To develop a structured procedure within our setting which will be followed by all members of staff in case of suspected abuse
- To develop effective working relationships with all other agencies involved in safeguarding children
- To ensure that all adults within our setting who have access to children have been checked as to their suitability. This includes other community users of our facilities, following correct staff recruitment and selection procedures

The above is achieved by always keeping Safeguarding at the forefront of our minds. We discuss Safeguarding at every Staff meeting and we update our Safeguarding Noticeboard in the office regularly to reflect any changes. Staff also complete and update their relevant Generalist Safeguarding training to ensure they comply with this

policy. This policy is readily available for any staff member, visitor or parent to access if they wish. We have a copy in the entrance hall, a copy in our Safeguarding and Policy and Procedure Folders in the office and it is available on our website.

Procedures

Our setting procedures for safeguarding children will be in line with Oxfordshire Local Authority (the LA) and Oxfordshire Safeguarding Children Board Child Protection Procedures and “Working Together to Safeguard Children 2018”

We will ensure that:-

- Senior members of staff understand and fulfil their safeguarding responsibilities by updating our policy accordingly, discussing safeguarding scenarios often as good practise, ensure our records are up to date, have the relevant paperwork in place for staff to access and ensure they and the rest of the team are up to date in all the relevant training.
- We have designated members of staff who undertake appropriate training for the role of Designated Safeguard Lead and that it is updated every 2 years. Our Designated Safeguarding Leads are Kirsty Johnson, Kirstie Hart and La-Ryne van der Westhuizen
Kirsty Johnson – 07548 645795 / Kirsty@kingfisherkindergarten.uk
Kirstie Hart – 07765 075910 / Kirstie@kingfisherkindergarten.uk
La-Ryne van der Westhuizen – 07894 966562 / Laryne@kingfisherkindergarten.uk
- All staff and volunteers new to our setting will be made aware of this policy and the procedures of safeguarding and child protection, have the name and the contact details of the Designated Safeguarding Leads and have these explained as part of their induction into our setting
- All staff members are provided with the opportunity to receive and update their Generalist Safeguarding training every three years in order to further develop their understanding of the signs and indicators of abuse, how to respond to a child who discloses abuse and the procedure to be followed in appropriately sharing a concern of possible abuse or a disclosure of abuse. This is a free training course provided by Oxfordshire County Council.
- Community users organising or facilitating activities for the children are aware of and understand the need for compliance with this policy.
- The name of any member of staff considered not suitable to work with children will be notified to the DBS (Disclosure and Barring Service) with the advice and support of LADO (Local Authority Designated Officer)
- Our Policy will be annually reviewed and updated and a summary report of findings sent to the local Authority Safeguarding Team/LADO Office, if required
- Staff will be familiar with and follow the 7 Golden Rules for Information Sharing – outlined in this Policy and is on our Safeguarding Noticeboard in the Office

Responsibilities

Our staff will ensure they follow the procedures explained in this Safeguarding and Child Protection Policy in all cases of abuse or suspected abuse.

Our staff will:-

- Understand that their responsibility to safeguard children requires that we all appropriately share any concerns that we may have about any child
- Ensure that we refer a child if there are immediate concerns about their welfare, possible abuse or neglect directly to Social Care. A written referral using the Immediate Action Referral form in the safeguarding folder in the office. This will then be faxed, posted or emailed to Social Care as soon as possible and within 24 hours. We will also inform our LCSS Link Worker and Local Authority Designated Officer, Jo Lloyd immediately.
- Ensure that detailed and accurate written records of concerns about a child are kept safe, even if there is no need to make an immediate referral.
- Ensure that all such records are kept confidential and secure, locked in the child’s individual folder in the locked cabinet in the office. Be vigilant that these records are not to be shared or discussed and should be kept confidential. Other Staff in the setting should only be made aware on a need to know basis.
- Ensure that the Designated Safeguarding Lead(s) attends case conferences, family support meetings, core groups or other multi agency planning meetings, contributes to the Framework for Assessments process and provides a report which has been shared with the parents, where there is a child of concern in our setting.
- Establish and maintain links with relevant agencies and co-operate as required within enquiries of a child protection nature

- Ensure that all staff are aware of our Safeguarding and Child Protection Policy and Procedure and understand their responsibility in being alert to and acting appropriately in cases on abuse or suspected abuse and know how to recognise and refer any concerns
- Keep themselves up to date with knowledge to enable them to fulfil their role, including attending relevant training, at least every two years, provided by Oxfordshire Safeguarding Children Board. Frequent training should include training on child sexual exploitation, radicalisation, FGM and/or any other types of abuse, as well as generalist and specialist safeguarding training
- Ensure that all staff and volunteers understand that there is a procedure to be followed in dealing with child protection allegations made against staff. This procedure must be followed on all occasions. All staff must be made aware of this process and how it differs from other concerns about children. This is explained further down in this policy under 'What should staff do if they are concerned about another member of staff' and further more in our Allegations against Staff Policy.
- Ensure the relevant staff are Safer Recruitment Trained and play an important role in interviewing potential new members of staff to ensure they are suitable for that particular role.
- Ensure that all staff/volunteers are selected and recruited only after having gone through the appropriate checks including DBS and professional references.
- All staff and volunteers working in the early years will be expected to disclose to the manager or owner any circumstances which may indicate that the member of staff or volunteer could be barred from working with children under the terms of the Childcare Regulations.
- Our setting will have regard to our obligations to prevent our children from being drawn into extremism or terrorism and will be vigilant of the indicators such as the child or someone directly related to the child become isolated, speaks in scripted speech, sudden disrespectful attitude towards others, increased levels of anger or increased secretiveness.
- We are equipped to support staff, children and their families before, during and after any Child Protection referrals.

Staff will look out for:-

- Signs of abuse and neglect so they are able to identify children who may be in need of help or protection (see 'Types of Abuse' at the end of this policy for the definitions)
- What to do if you are worried a child is being abused- Advice for practitioners provides more information on understanding and identifying abuse and neglect. A copy of this is readily available for our staff on our Safeguarding Noticeboard in the office.
- Knowing what to look for is vital to the early identification of abuse and neglect. If staff members are unsure they should always speak to the designated safeguarding leads for advice and a Record of Concern to be completed and filed for reference at a later date – DSLs are Kirsty Johnson and/or La-Ryne van der Westhuizen.

What staff should do if they are concerned about a child?

- If staff members have any concerns about a child (as opposed to a child being in immediate danger) they will need to decide what action to take. Where possible, there should be a conversation with the Designated Safeguarding Lead to agree a course of action, although any staff member can make a referral to children's social care.
- If anyone other than the designated safeguarding lead makes the referral they should inform both or at least one of the designated safeguarding leads, as soon as possible.
- A record should be made and filed in confidence. Record of Concern forms or Immediate Referral forms are readily available to anyone and can be found in our Safeguarding folder in the office – all staff are aware of where this is located. If in doubt, the staff are aware they can ask the DSL for guidance on recording any concerns or they can contact LCSS South (Oxfordshire)/Children's Single point of Access (Berkshire) for additional support.
- If after a referral the child's situation does not appear to be improving the DSL (or the person that made the referral) should press for re-consideration to ensure their concerns have been addressed and, most importantly, that the child's situation improves.
- If early help is appropriate the designated safeguarding lead should support the staff member in liaising with other agencies and setting up an inter-agency assessment as appropriate.
- If early help and or other support is appropriate the case should be kept under constant review and consideration given to a referral to children's social care if the child's situation doesn't appear to be improving.
- Staff can contact the LCSS South Team (the child's home address must be Oxfordshire) for a Named Consultation or the Children's Single Point of Access (child's home address must be Berkshire).

- If any member of staff, in the course of their work, discovers that an act of Female Genital Mutilation appears to have been carried out on a girl under the age of 18 they must report this to the police immediately and then follow the procedure of notifying the Designated Safeguarding Lead and LCSS South (Oxfordshire)/Children's Single point of Access (Berkshire).

IF THE CHILD'S HOME ADDRESS IS OXFORDSHIRE – STAFF WILL USE:-

LCSS Oxfordshire – 0345 2412705 (Named Consultation/Advice)

LCSS@oxfordshire.gov.uk

Opening Hours: 8.30am – 5pm (Mon – Thurs) 8.30am – 4pm (Fri)

Out of Hours Emergency Duty Team (EDT) – 0800 833 408

MASH – 0345 050 7666 (Immediate Safeguarding Concerns)

mash-childrens@oxfordshire.gcsx.gov.uk

Staff can also access MASH Services online and complete a Social Care Request Form using the below link
www2.oxfordshire.gov.uk/cms/content/childrens-social-care-request-service-form

IF THE CHILD'S HOME ADDRESS IS BERKSHIRE – STAFF WILL USE:-

Children's Single Point of Access – 01189 373641

ChildrensSinglePointofAccess@reading.gcsx.gov.uk

Out of Hours Emergency Duty Team – 01344 786543

edt@bracknell-forest.gov.uk

Any Concerns around a member of Staff – Staff will use:-

LADO – Jo Lloyd 01865 810603 / lado.safeguardingchildren@oxfordshire.gov.uk

If, a child is in **immediate danger or is at risk of harm a referral should be made to children's social care and/or the police immediately. Anyone can make a referral. Where referrals are not made by the DSL, the DSL should be informed, as soon as possible, that a referral has been made.**

What should staff do if they are concerned about another member of staff?

If our staff members have concerns about another staff member then this must be referred to the Manager. If the concern is regarding the manager, it should be referred to the Owner. In the event of allegations of abuse being made against the Manager/Owner, allegations should be reported directly to the Local Authority Designated Officer(s)

Staff may consider discussing any concerns with the designated safeguarding lead and make any referral via them. A full list of Useful Contacts are also available on the Safeguarding Noticeboard in the Office.

LADO – Jo Lloyd 01865 810603 / lado.safeguardingchildren@oxfordshire.gov.uk

What staff should do if a parent expresses concerns about another parent within the setting?

Staff will advise parents to report any concerns they may have directly to MASH (Multi Agency Safeguarding Hub) for Oxfordshire/Children's Single Point of Access for Berkshire. They are able to contact them for advice, however this will be a named consultation. An internal Record of Concern form should be filled in by the member of staff,

simply stating which parent expressed a need to report a concern, just for us to keep on file. This matter should stay confidential. If staff have further information regarding the expressed concern and feels it needs further investigation or intervention, we will make our own internal enquiries with the DSL and/or LADO.

Staff are aware that any LADO/LCSS contacts are for the use of Practitioners/Childcare Settings and not the General Public. Any such concerns should be directed straight to MASH/Children's Single Point of Access or the Police.

Oxfordshire:-

MASH – 0345 050 7666

mash-childrens@oxfordshire.gcsx.gov.uk

Berkshire:-

Children's Single Point of Access – 01189 373641

ChildrensSinglePointofAccess@reading.gcsx.gov.uk

What staff should do if they have concerns about safeguarding practices within the setting?

All our staff and volunteers should feel able to raise concerns about poor or unsafe practice and potential failures in our setting's safeguarding regime. Any such concerns should be brought to the attention of the Manager/Owner and those concerns will be taken seriously. Appropriate action will be taken and it will be dealt with as a matter of urgency and resolved appropriately.

Further procedures are in place and outlined in our Whistleblowing Policy, found in our Safeguarding folder.

Where a staff member feels unable to raise an issue with their employer or feels that their genuine concerns are not being addressed, other whistleblowing channels may be open to them:

The NSPCC whistleblowing helpline is available for staff who do not feel able to raise concerns regarding child protection failures internally. Staff can call: 0800 028 0285 – line is available from 8:00 AM to 8:00 PM, Monday to Friday and Email: help@nspcc.org.uk

Early Help/Strengths and Needs

We understand that early help is more effective in promoting the welfare of children, rather than reacting later. This means providing help as the problem emerges at any stage and point during a child's life. Effective Early Help will be sought from the relevant local agencies, listed in our Useful Contacts Sheet on the Safeguarding Noticeboard in the office, and we would support and be part of this process, undertaking the relevant assessments. We believe that it is important for us to improve the outcomes of children lives and would rather intervene early during a case of abuse or suspected abuse.

For a Child whose home address is Oxfordshire, we will offer an Early Help Assessment for the family to help and support them and offer the relevant advice/support services. For a Child whose home address is Berkshire, advice will be sought from the Children's Single Point of Access team and a Children's Referral Form will be completed.

Staff will also be able to engage with services by completing a Strengths and Needs form on the OSCB website where we will be able to pin point the Early Help services required for the family.

Best Interest of the Child

Staff members working with children are advised to maintain an attitude of **'it could happen here'** where safeguarding is concerned. When concerned about the welfare of a child, staff members should always act in the best interest of the child and make a record of their concern as soon as possible.

Supporting Children

We recognise that a child who is abused, who witnesses violence or who lives in a violent environment may feel helpless and humiliated, may blame him/herself and find it difficult to develop and maintain a sense of self-worth. We accept that research shows that the behaviour of a child in these circumstances may range from that which is perceived to be normal to aggressive or withdrawn.

We will support all children by:-

- Encouraging the development of self-esteem and resilience in every aspect of life
- Promoting a caring, safe and positive environment

- Liaising and working together with all other support services and those agencies involved in the safeguarding of children
- Notifying Social Care as soon as there is a significant concern
- Notifying Social Care when a child attending our setting is privately fostered
- Providing continuing support to a child, about whom there have been previous concerns, who leaves the setting by ensuring that those concerns and any medical records are forwarded under confidential cover to the Designated Safeguard Person at the child's new school/setting immediately

Children who go missing

At Kingfisher Kindergarten we take seriously children who go missing from pre-school and we have put appropriate safeguarding responses in place for such incidents. We keep records of all late arrival/no show children in the appropriate folder in the office. We find this will flag any repeat occasions and help identify the possible risk of abuse and neglect including sexual abuse or exploitation and we will intervene where necessary to help prevent the risks of their going missing in the future.

If a child does not arrive to our setting when they are due in, we ask parents to notify and let us know of the reason. We record this on our daily register. If we are in doubt, we contact the relevant agencies for advice and record our concern in the Safeguarding Folder in the office.

If a child was to leave our setting, we try to track where they are going to and where we do not have complete and sufficient information, we will alert the relevant agencies.

7 Golden Rules

1. Remember the data protection act and ensure that personal information is shared appropriately (GDPR)
2. Be open and honest with the individual/family
From the outset about why what how and with whom information will or could be shared.
3. Seek advice from other practitioners
If you are in any doubt about sharing the information concerned without disclosing the identity of the individual where possible.
4. Share with informed consent where appropriate
Respect the wishes of those who do not consent to share confidential information. You still may share information without consent if in your judgement there is a good reason to do so such as where safety may be at risk.
5. Consider safety and well being
Base your information sharing decisions on considerations of the safety and wellbeing of the individual and others who may be affected by their actions.
6. Necessary, proportionate, relevant, adequate, accurate, timely, and secure
Ensure that the information you share is necessary for the purpose for which you are sharing it is shared only with those individuals who need to have it is accurate and up-to-date is shared in a timely fashion and is shared securely.
7. Keep a record of your decision and the reason for it
Whether it is to share information or not. If you decide to share then record what you have shared with whom, and for what purpose.

Dealing with Disclosures

We will ensure the below is highlighted to staff and a copy is up on our Safeguarding Noticeboard in the office.

Receive

Always stop and listen straight away to someone who wants to tell you about incidents or suspicions of abuse. Listen quietly and actively, giving your undivided attention. Allow silences when needed. Do not show shock or disbelief but take what is said seriously.

Reassure

Stay calm, no judgements, empathise. Never make a promise that you can keep what a child has said a secret. Give reassurance that only those who need to know will be told. Reassure that they were right to tell you, if appropriate.

React

React to the child only as far as is necessary for you to establish whether or not you need to refer this matter, but don't interrogate for full details.

Don't ask leading questions – Remember the T.E.D. technique (Tell me, Explain to me, Describe to me)

Do not criticise the perpetrator; the child may have affection for him/her.

Explain what you will do next if this is appropriate to the child – inform Designated Safeguarding Lead.

Record

If possible make brief notes about what they are actually telling you at the time. Keep these notes, however rough they are, and include them in the record of concern form. If you are unable to make notes at the time write down what was said as soon as you can. It is vital to write down what the child has said in their own words, even if it does not make much sense. Only record what was actually said by the student rather than your interpretation of what they are telling you.

Record the date, time, place and any noticeable nonverbal behaviour.

Report

Report the incident to the Designated Safeguarding Lead/LADO and do not tell any other adults what you have been told.

Never attempt to carry out an investigation of suspected abuse by interviewing the child or any others involved. This is a highly skilled role and any attempts by yourself could affect the investigation and possible criminal proceedings.

Confidentiality

- We recognise that all matters relating to child protection are confidential.
- The Designated Safeguarding Lead(s) will disclose personal information about a child or young person to other members of staff on a need to know basis only.
- However, all staff must be aware that they have a professional responsibility to share information with other agencies in order to safeguard children.
- All staff must be aware that they cannot promise a child to keep secrets which might compromise the child's safety or well-being or that of another.
- We will always undertake to share our intention to refer a child to Social Care with their parents /carers unless to do so could put the child at greater risk of harm, or impede a criminal investigation. If in doubt, we will consult with the Schools Safeguarding Team or Social Care on this point.

Supporting Staff

- We recognise that staff working in the school who have become involved with a child who has suffered harm, or appears to be likely to suffer harm may find the situation stressful and upsetting.
- We will support such staff by providing an opportunity to talk through their anxieties with the Designated Safeguarding Lead, Manager or Owner who will then offer to seek further support. This could be provided by another trusted colleague, Occupational Health, and/or a representative of a professional body or trade union, as appropriate.
- In consultation with all staff, we have adopted a code of conduct for staff at our setting. This forms part of staff induction and is in the staff handbook. We understand that staff should have access to advice on the boundaries of appropriate behaviour.
- We recognise that our Designated Safeguarding Lead(s) should have access to support and appropriate workshops, courses or meetings as organised by the Local Authority. These are outlined and available through OSCB or Step in to Training. A brochure is available in the office for all staff to access in the Training folder.

Allegations against staff

- All staff should take care not to place themselves in a vulnerable position with a child. It is always advisable for interviews or work with individual children or parents to be conducted in view of other adults.

- We understand that a child may make an allegation against a member of staff. If such an allegation is made, the member of staff receiving the allegation will immediately inform the Manager or the most senior member of staff available.
- The manager on all such occasions will discuss the content of the allegation with the Designated Officer for the Local Authority (LADO), before taking any action. In our county contact should be made with:-
 1. LADO team/Jo Lloyd 01865 810603 or
 2. Lado.safeguardingchildren@oxfordshire.gov.uk
- If the allegation made to a member of staff concerns the manager themselves, the person receiving the allegation will immediately inform the Owner who will consult with LADO, without notifying the manager first.
- We will follow the procedures for managing allegations against staff, as outlined in our Allegations against Staff Policy which is in line with “Keeping Children safe in Education 2023”.
- Suspension of the member of staff against whom an allegation has been made needs careful consideration, and we will consult with LADO regarding the specific allegation.

Whistleblowing

- We recognise that children cannot be expected to raise concerns in an environment where staff fail to do so.
- All staff should be aware of their duty to raise concerns about the attitude or actions of colleagues and appropriate advice will be sought from the LADO or Safeguarding Team where necessary.
- See full details in our Whistleblowing Policy which is available to staff in our Safeguarding Folder/Policies and Procedures Folders in the office or on our website.
- The NSPCC whistleblowing helpline is available for staff who do not feel able to raise concerns regarding child protection failures internally. Staff can call: 0800 028 0285 – line is available from 8:00 AM to 8:00 PM, Monday to Friday and Email: help@nspcc.org.uk

Anti-Bullying

- Our policy on the prevention and management of bullying is set out in our Behaviour Policy. Bullying could lead to a safeguarding matter that, if left unresolved, can become a child protection matter. Our setting will take seriously any bullying concerns and both investigate and take action to protect children where appropriate.
- We will liaise with the anti-bullying co-ordinator from OCC where appropriate by contacting the Family Information Service on 01865 323332.

Health & Safety

Our Health & Safety policy reflects the consideration we give to the protection of our children both physically within the environment of our setting and when away from the setting when undertaking any trips and visits.

Children with Special Educational Needs

At our setting we recognise that children with special educational needs (SEN) and disabilities can face additional safeguarding challenges. Our staff are aware that additional barriers can exist when recognising abuse and neglect in this group of children. This can include:

- assumptions that indicators of possible abuse such as behaviour, mood and injury relate to the child’s disability without further exploration;
- children with SEN and disabilities can be disproportionately impacted by things like bullying- without outwardly showing any signs; and
- communication barriers and difficulties in overcoming these barriers.

Role of the Proprietor

- The Owner, together with working in conjunction with the manager, will undertake the regular review of Safeguarding related policies and procedures that operate within our setting.
- They recognise they have a crucial role in monitoring and challenging staff on the effectiveness of safeguarding arrangements in the setting.
- All staff have a responsibility for action in cases of suspected child abuse. This Policy outlines the procedures which should be followed if any member of staff suspects a child is being abused or if a disclosure is made.
- The Owner and Manager will always ensure that we run the setting well within ratio’s to ensure we are able to provide a high level of care to our children and we are in the best position to keep them safe.

Immediate action is required where there is concern about possible abuse. Written records must be made at each stage of the process

Record Keeping

The Designated Safeguarding Leads are responsible for ensuring that the necessary paperwork is completed and sent to the relevant people and stored in a safe and confidential place. This means that the records will be a coherent factual record of the concerns that are stored on individual children in a clear chronological order.

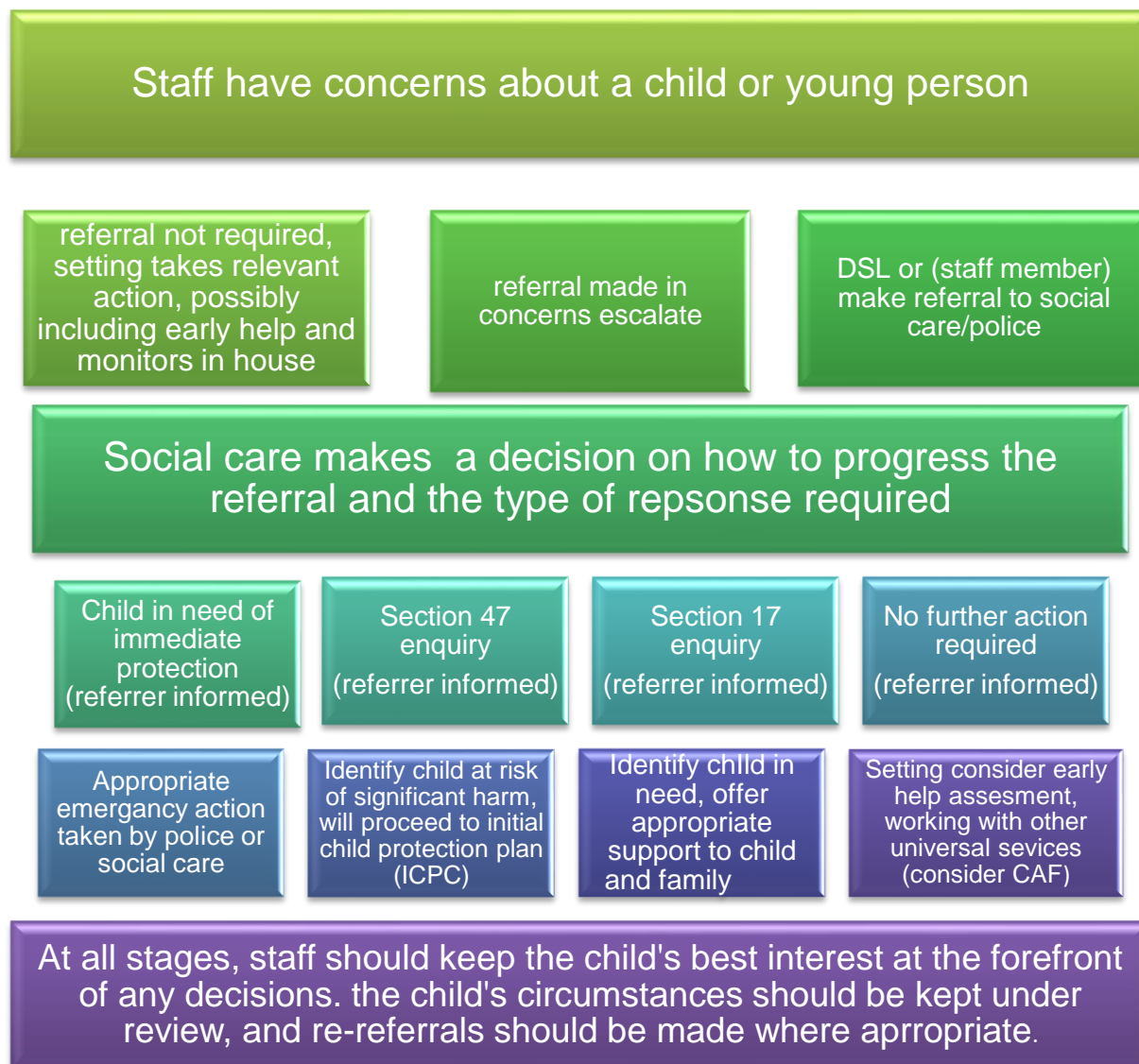
Specific Safeguarding Issues to be aware of

- All staff have an awareness of safeguarding issues- some of which are listed below. Staff are made aware that behaviours linked to the likes of drug taking, alcohol abuse, truanting and sexting put children in danger.
- All staff are made aware that safeguarding issues can manifest themselves via peer on peer abuse. This is most likely to include, but not limited to: bullying (including cyber bullying), gender based violence/sexual assaults and sexting.

Other areas of Specific Safeguarding are:-

- bullying including cyberbullying
- children missing education
- child missing from home or care
- child sexual exploitation (CSE)
- domestic violence
- drugs
- fabricated or induced illness
- faith abuse
- female genital mutilation (FGM)
- forced marriage and honour based violence
- gangs and youth violence
- gender-based violence/violence against women and girls (VAWG)
- hate
- mental health
- missing children and adults
- online safety
- private fostering
- preventing radicalisation
- relationship abuse
- sexting
- trafficking

Referral Flow Chart



Types of Abuse

All staff should be aware that abuse, neglect and safeguarding issues are rarely standalone events that can be covered by one definition or label. In most cases multiple issues will overlap with one another.

Abuse: a form 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 others (e.g. via the internet). They may be abused by an adult or adults or another child or children.

- **PHYSICAL ABUSE** - a form of abuse which 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.

Repeated injuries could be a sign of physical abuse and needs to be recorded and reported.

- **EMOTIONAL ABUSE** - the persistent emotional maltreatment of a child such as to cause severe and adverse effects on the child's emotional development. It may involve conveying to a child 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 a 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, although it may occur alone.

Possible indications could include isolation, rejection, a child being blamed for actions of an adult, child being used as a carer for younger siblings, persistent absent or withheld from activities, resisting affection.

- **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.

Possible indicators could include sudden changes in behaviour, displays of affection that are inappropriate, regression to young behaviour such as sucking thumb or acting like a baby, wetting/soiling day or night, fear of undressing for nappy changes or PE etc.

- **NEGLECT** - 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.

Obvious signs of possible Physical abuse include problems with personal hygiene, constant hunger, inadequate clothing, emaciation (extreme weight loss), lateness or non-attendance, poor relationship with peers, untreated medical problems, low self-esteem.

- **CHILD SEXUAL EXPLOITATION (CSE)** - The sexual exploitation of children and young people under 18 involves exploitative situations, contexts and relationships where young people, (or a third person or persons) receive something, (e.g. food, accommodation, drugs, alcohol, cigarettes, affections, gifts, money) as a result of them performing and/or others performing on them, sexual activities. Child sexual exploitation can occur through the use of technology without the child's immediate recognition; for example being persuaded to post sexual images on the internet/mobile phones without immediate payment or gain. In all cases those exploiting the child/young person have power over them by virtue of their age, gender, intellect, physical strength and/or economic or other resources. Violence, coercion and intimidations are common, involvement in exploitative relationships being characterised in the main by the child's or young person's limited availability of choice, resulting from their social/economic and/or emotional vulnerability. (DCSF 2009).

Key Facts about CSE

- Sexual exploitation often starts around the age of 10 years old. Girls are usually targeted from age 10 and boys from age 8.
- It affects both girls and boys and can happen in all communities.
- Any person can be targeted but there are some particularly vulnerable groups: Looked after Children, Children Leaving Care and Children with Disabilities.
- Victims of CSE may also be trafficked (locally, nationally and internationally).
- Over 70% of adults involved in prostitution were sexually exploited as children or teenagers.

Sexual violence or abuse against children represents a major public health and social welfare problem within UK society, affecting 16% of children under 16. That is approximately 2 million children.

Good Practice:-

- Recognise the symptoms and distinguish them from other forms of abuse
- Treat the child/young person as a victim of abuse
- Understand the perspective / behaviour of the child/young person and be patient with them

- Help the child/young person to recognise that they are being exploited
- Collate as much information as possible
- Share information with other agencies and seek advice / refer to Social Care
- Ensure robust safeguarding policies and procedures are in place which cover CSE
- Promote and engage in effective multi-agency working to prevent abuse
- Work to help victims move out of exploitation
- Cooperate to enable successful investigations and prosecutions of perpetrators

- **FORCED MARRIAGES** – Forced Marriages are now a specific offence under s121 of the Anti-Social Behaviour, Crime and Policing Act 2014 that came into force on 16 June 2014.

A Forced Marriage is a marriage conducted without the valid consent of one or both parties, and where duress is a factor. Forced marriage is when someone faces physical pressure to marry (e.g. threats, physical violence or sexual violence) or emotional and psychological pressure (e.g. if someone is made to feel like they're bringing shame on their family). This is very different to an arranged marriage where both parties give consent.

FM is illegal in England and Wales. This includes:

- taking someone overseas to force them to marry (whether or not the forced marriage takes place)
- marrying someone who lacks the mental capacity to consent to the marriage (whether they're pressured to or not)

- **FEMALE GENITAL MUTILATION (FGM)** - FGM is child abuse and a form of violence against women and girls, and therefore should be dealt with as part of existing child safeguarding/protection structures, policies and procedures.

FGM is illegal in the UK. In England, Wales and Northern Ireland, the practice is illegal under the Female Genital Mutilation Act 2003.

Other than in the excepted circumstances, it is an offence for any person (regardless of their nationality or residence status) to:

- perform FGM in England, Wales or Northern Ireland (section 1 of the Act);
- assist a girl to carry out FGM on herself in England, Wales or Northern Ireland (section 2 of the Act); and
- Assist (from England, Wales or Northern Ireland) a non-UK person to carry out FGM outside the UK on a UK national or permanent UK resident (section 3 of the Act).

- **PREVENT** - The Counter Terrorism & Security Act 2015

The Act places a Prevent duty on specified schools to have "due regard to the need to prevent people from being drawn into terrorism". The education and childcare specified authorities in Schedule 6 to the Act are as follows:

- The proprietors of maintained schools, non-maintained special schools, maintained nursery schools, independent schools (including academies and free schools) and alternative provision academies, PRUs, registered early years providers, registered late years providers and some holiday schemes.

Schools/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 take into account 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 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 school

Remember that PROTECTION is PREVENTION.

* **Section 11 of the Children Act 2004** places duties on a range of organisations and individuals to ensure their functions, and any services that they contract out to others, are discharged having regard to the need to safeguard and promote the welfare of children.

** Specifically the police, clinical commissioning groups and the local authority are **under a duty** to make arrangements to work together, and with other partners locally, to safeguard and promote the welfare of all children in their area. Everyone who comes into contact with children and families has a **role to play**.

This policy was adopted by Kingfisher Kindergarten Ltd

Date to be reviewed	Annually
Signed on behalf of the provider	La-Ryne van der Westhuizen
Role of signatory	Owner