



In accordance with the Government's statutory guidance 'Working Together to Safeguard Children' our staff have a duty of care to share concerns about children's safety or welfare for our setting to notify agencies with statutory responsibilities without delay. This means the local children's social care services and in emergencies, the police, in order to uphold our shared responsibility for safeguarding children.

The welfare of the children attending this setting is paramount and concerns about child abuse will be taken seriously.

Procedures are in place for identifying, recording and reporting concerns or suspected cases of abuse to the designated safeguarding lead who will liaise with the local statutory children's services and with the LSCB. In addition, 'Whistleblowing' procedures are in place for any concerns identified about staff who may have behaved in a way that has harmed a child, or may have harmed a child; possibly committed a criminal offence against or related to a child; or, behaved towards a child or children in a way that indicates s/he is unsuitable to work with children.

Advice and concerns regarding safeguarding children will be directed to:
Lincolnshire County Council Children Services Customer Service Centre (CSC)
Office Hours: Tel. 01522 782111
Out of Hours: Tel. 01522 782333
LADO: Tel: 01522 554674

All staff are trained in safeguarding children procedures and attend safeguarding children training annually.

Recruitment procedures ensure the suitability of staff and volunteers working with children and will follow EYFS welfare requirements and have checks completed by the Disclosure and Barring Service. All staff are expected to disclose any convictions, cautions, court orders, reprimands and warnings which may affect their suitability to work with children, whether received before or during their employment.

Safeguarding Children Procedure

We will work with the guidelines laid down by the Lincolnshire Safeguarding Children Board and current government guidance on Keeping Children Safe in Education. All information can be found in the Staff Room. The designated named persons for our setting are:





-  Hayley Adams
-  Dawn McCutcheon

Categories of Concern:

Physical Abuse

Action will be taken under this heading if staff have reason to believe that there has been a physical injury to a child, including deliberate poisoning, where there is definite knowledge, or reasonable suspicion that the injury was inflicted or knowingly not prevented.

Procedure:

-  Any sign of a mark/injury to a child when they come into nursery will be recorded.
-  The incident will be discussed with the parent/carer, unless this is deemed likely to put the child at risk.
-  Such discussion will be recorded and the parent/carer will have access to such records.
-  If there appear to be any queries regarding the injury, the LSCB/CSC/Police will be notified.

Sexual Abuse

Action will be taken under this heading if the staff team have witnessed occasions where a child indicated sexual activity through words, play, drawing or had an excessive preoccupation with sexual matters or had an inappropriate knowledge of adult sexual behaviour.

Procedure:

- 👤 The observed instances will be recorded and reported to the DSL.
- 👤 The incident will be discussed with the parent/carer, unless this is deemed likely to put the child at risk.
- 👤 The matter will be referred to the LSCB/CSC/Police.

Emotional Abuse

Action will be taken under this heading if the staff team have reason to believe that there is severe, adverse effect on the behaviour and emotional development of a child caused by persistent or severe ill treatment or rejection.

Procedure:

- 👤 The concern will be discussed with the parent/carer, unless this is deemed likely to put the child at risk.
- 👤 Such discussion will be recorded and the parent/carer will have access to such records.
- 👤 If there appear to be any queries regarding the circumstances, the matter will be referred to the LSCB/CSC/Police.

Neglect

Action will be taken under this heading if the staff team have reason to believe that there has been persistent or severe neglect of a child, (for example, by exposure to any kind of danger, including cold and starvation) which results in serious impairment of the child's health or development, including failure to thrive.

Procedure:

- 👤 The concern will be discussed with the parent/carer unless this is deemed likely to put the child at risk.
- 👤 Such discussion will be recorded and the parent/carer will have access to such records.
- 👤 If there appear to be any queries regarding the circumstances the LSCB/CSC/Police will be notified.

It is always important to listen to children. Should any member of staff have concerns for the welfare of any child they will immediately inform a senior staff member and the designated named person. It is not our responsibility to investigate the suspected abuse. However, we will keep accurate records of observations and of anything said to them by the child or others in connection with the suspected abuse.

Strict confidentiality will be observed at all times.

Whenever concerns are raised or worrying changes are observed in a child's behaviour, physical condition or appearance, a specific record will be set up. All suspicions will remain confidential and shared on a need to know basis and the guidance set by the LSCB will be followed.

Where a disclosure is made:

- 👤 Reassurance is given to the child
- 👤 The child will be listened to
- 👤 The child may be asked open ended questions
- 👤 Promises will not be made to the child regarding not sharing the information in the disclosure

Records will be made to include:

- 👤 The child's name, full address, date of birth
- 👤 Date and time of the disclosure/observation
- 👤 Exact record of disclosure
- 👤 Name of person to whom the disclosure was made
- 👤 Name of any third party present
- 👤 Records will be kept separately and securely from the child's main records with limited access