



## **Child Protection**

We aim to provide an environment in which children and young people will feel safe, secure and cared for, the purpose of this policy is to provide the staff and parents of Larkfield daycare with guidelines and support on the subject of child abuse and how they can act to assist in the protection of children and young people in the setting. The Guidance in context Larkfield daycare works in accordance with "The Child Protection Act". We also refer to the following legislation: The National Guidelines for Child Protection, Early Years Framework The Children's Charter. A copy of all documents above is available at nursery for all staff and parents to view or it can be viewed online. The Government wants England to be the best place in the world for children and young people to grow up so that they become: successful learners, confident individuals, effective contributors and responsible citizens. All children and young people (including unborn babies) have the right to be cared for and protected from harm and abuse and grow up in a safe environment in which their rights are respected and their needs met. Children and young people should get the help they need, when they need it and their safety is always paramount. The EYF's promote action to improve the wellbeing of all children and young people in seven areas. These wellbeing indicators state that children and young people must be: healthy, achieving, nurtured, active, respected, responsible, included and, above all in this context, safe. Children have a right to protection from being hurt, and from violence, abuse and neglect. A parent is defined as any person who has parental responsibilities over a child. For example: a mother or father. We may also include in this; foster and adoptive parents and carers, including those who may have substantial care of a child. A childcarer: These people may not have specific parental responsibilities but nonetheless have a duty of care for the child. This is inclusive of Larkfield daycare staff. What is Child Abuse? Child Abuse is the term used to describe ways in which children are intentionally or inadvertently harmed or placed at risk of harm, usually by adults, and often by people that they trust. Categories of Abuse, Physical Injury: This is defined as any injury inflicted or knowingly not prevented by any person having custody or care of a child. Physical abuse is often defined by injuries that cannot be explained by the normal play activities of a child, and is defined as hitting or hurting a child on purpose. Neglect: This is defined as the wilful failure to meet the basic needs of a child, for example, not clothing, feeding or caring for a child adequately and leaving them without adequate supervision. Emotional Abuse: This is defined as any abuse or torment which would have an effect on the mental health and wellbeing of a child. Most commonly emotional abuse is categorised as shouting at a child, making a child feel worthless, exposing a child to inappropriate and never punishment and inconsistency of behaviour towards a child. Sexual Abuse: This is defined as the exploitation of children in order to meet the demands of adults or other children. Sexual abuse may include: involvement of children in masturbation, involvement of

children in pornographic activity, including taking pornographic photographs and involving children in watching or viewing pornographic materials, involvement of children in sexual activity, including; rape, sodomy, oral sex and sexual intercourse with a child, even with their consent. Bullying: Bullying is defined as any form of abuse on a child which is inflicted upon them by their peers, this abuse can be subtle, including, teasing, being ignored or left out, being pushed or pulled about, or having money or possessions taken. Recognition of Child Abuse It is not in the remit of members of staff at Larkfield daycare to identify the specific category of abuse that a child may be experiencing but rather to highlight any causes for concern to the appropriate person and organisations. The following list although not exhaustive may be indicative of some of the signs and symptoms of child abuse, it should be noted that some children may display some of these signs in times of stress; it does not necessarily mean that they are being abused. Indicators of Abuse. Injuries to the child that are not consistent with the normal play activities of a child, either in position or type. Inconsistent or unreasonable explanation of an injury by a child, parent or carer, Inconsistent or inappropriate behaviour such as sexually explicit remarks or actions, mood swings, uncharacteristically quiet/aggressive, severe tantrums. Becoming isolated socially Overeating, loss of appetite, weight loss, weight gain. Inappropriately dressed or ill-kept and/or dirty. Self inflicting injury, Open distrust of, or discomfort with, parent or carer, Delayed social development, poor language and speech, Excessively nervous behaviour, such as rocking or hair twisting. Low self esteem General indicators of abuse, though often typical of sexual abuse. Recurring Abdominal Pain, Reluctance to go home. Flinching when approached or touched. Recurring headaches Recording and Reporting of an Incident – Suspicions of Abuse All staff should be aware that any incidents must be recorded. It is also very important for staff to communicate about matters of this kind. If a member of staff suspects that a child is under threat there are a number of steps that must be taken. 1. Inform the owners / manager or the [named] person responsible for Child Protection in the setting, in the event that the owners/manager is not available staff should refer to the local authority child protection guidelines for details of their local social work area office or the out of hours telephone number. 2. Report the specific concerns that you have to the manager or the person responsible for child protection for the setting 3. Record your suspicions and give them to the manager or the person responsible for child protection for the setting, records of suspicions must include the following information: The nature of the suspicion Details of any injury Times, dates and any other relevant information Dates, times and names of other adults involved with the child who may substantiate the suspicion The manager or person in charge will then determine the situation and refer the case to Social Work Children and Families or the police Disclosure of Abuse If a child discloses to you that they have been abused, the member of staff should: Inform the child that in order to help them you have to tell your line manager, the member of staff should tell the child who this person is and reassure the child that they can trust them and that they have done the right thing in telling you what has been going on. Listen to the child and note down what they say to you in their own words. It is important at this stage that you do not interrupt the child and you do not ask questions. Disclosure of Abuse Report the disclosure to the owners / manager or person responsible for child protection in the setting. The manager will then contact the relevant agency or the police who will investigate the disclosure. If the manager or member of staff dealing with the situation at the time thinks that the case is serious enough to involve Social Work Children and Families immediately, then please contact the relevant social work

children and families office for the area, or contact social work out of hours service. If it is felt that the child is in immediate danger then the manager or member of staff should contact the police. It should be noted that if a member of staff is named in the disclosure the member of staff should be as discreet as possible and inform the owners / manager as soon as possible. In addition to this if a member of staff observes another member of staff harming a child they should report this to the owners / manager who will act according to the child protection act. In addition to this if the manager is named in the disclosure the member of staff should be discrete and contact the nursery owners or any authorities detailed below: 0151 233 3700. Larkfield daycare recognises that it can be a traumatic experience for a member of staff to be witness to a child's disclosure of abuse; therefore all staff will be offered information on counselling services to help them through this time. General Information on Child Protection Child Protection involves several agencies working together, these include; Children Local Authority, Social Work Departments and Childcare organisations. In order to maintain the levels of protection, all persons working with children must have an Enhanced Disclosure / PVG through Disclosure Scotland and have completed an application process, interview and have 2 references. Responding to a Child who confides in you Stay Calm Do not make promises you cannot keep Offer reassurance and support Immediately tell your line manager Record the facts and discussion in the child's own words and give a copy to your manager Do not take control of the situation yourself Maintain confidentiality Keep records Talk to the right people and All parents should be aware that members of staff attend regular child protection training in order that we keep your children safe from harm. The Nursery has a duty to report any suspicions of abuse and neglect to any of the contacts below who have a duty to investigate such matters: Child Protection Flowchart This chart is to be used as a guide to the organisational procedures for The Protection of Children. For further information please refer to the internal policy for Child Protection and the local authority Child Protection Guidelines. Child Protection Code of Conduct Larkfield daycare supports the Protection of Children Act and as such all members of staff are required to abide by the code of conduct as detailed below; All Members of Staff Should: Play your part in helping to develop an ethos where all people matter and are treated with equality, and respect and dignity. Always put the care, welfare and safety needs of a child first. Respect a child's right to be involved in making choices and decisions which directly affect them. Listen attentively to any ideas and views a child wants to share with you. Respect a child's culture (for example, their faith and beliefs) Respect a child's right to privacy and personal space. Respond sensitively to children who seem anxious about participating in certain activities. Speak to a member of staff immediately if you suspect that a child is experiencing bullying or harassment. Be aware of the vulnerability of some groups of children to being isolated and hurt. Ensure that when you are working with children you are at least within sight or hearing of other adults. Listen carefully when a child 'tells you' (sometimes through drawings and behaviour as well as words) that they are being harmed and report what you have discovered immediately to your line manager. Report immediately any suspicion that a child may be at risk of harm or abuse. Never dismiss what a child tells you as lies or exaggeration. Only restrain a child who is at imminent harm of inflicting harm to themselves or others. Never underestimate the contribution that you can make to the development of safe communities for children. Members of Staff Should Not: Exaggerate or trivialise other workers concerns about a child or ignore an allegation or suspicion of abuse in the hope that it will either go away or that someone else will deal with it. Discuss personal

issues about a child or their family with other people except where it concerns the wellbeing of the child. Be drawn into derogatory remarks or gestures in front of the children or young people. Allow a child or young person to be bullied or harmed by anyone else in the organisation. Members of Staff Should Never: Engage in sexually provocative games, including horseplay Never allow others to or yourself engage in touching a child in a sexually provocative manner Never make sexually suggestive comments to a child, even in fun Engage in rough or physical contact unless it is permitted within the rules of a game or sports activity or conforms to the guidance on appropriate physical restraint Never form inappropriate emotional or physical relationships with children Harass or intimidate a child or worker because of their age, race, gender, sexual orientation, religious belief, socio-economic status or disability Unnecessarily invite or allow children to stay with you at your home. Members of Staff Should Never, Where members of staff invite or allow children to enter their own homes (for example, when playing with the staff members own children or upon request of the child's parent), this must be done with the express permission of the child's parent or carer. In addition, the member of staff should inform the manager of the setting of the arrangement and follow the child protection policy and the code of conduct as expressed above at all times. Larkfield daycare accepts no responsibility for the actions of its employees when they are not within their working hours. Parents and carers should be aware that where they request a member of staff to look after their children out with setting hours this is done by personal arrangement and has no bearing on Larkfield daycare.