

Safeguarding and Child Protection Policy

Little Munchkins fully recognises the responsibility it has to have arrangements in place to safeguard and promote the welfare of children and young people. At Little munchkins we believe that a child or young person should never experience abuse of any kind. We all have a responsibility to promote the welfare of all children and young people and to keep them safe.

The purpose of this policy is:

- To protect children and young people who receive Little Munchkins services.
- To provide staff and volunteers (Students) with overarching principles that guide our approach to safeguarding and child protection.

This policy applies to ALL staff members, paid and unpaid, working in the setting, including volunteers, all of whom have a vital role in safeguarding children. We aim to review this policy annually as a minimum.

We will follow Cambridgeshire and Peterborough Safeguarding Children Board (CPSCB) procedures and we also have regard for working together to safeguard children 2018 and What to do if you are worried a child is being abused 2015 (department for education).

The designated persons for Child protection at Little Munchkins are:

Jodie Thrower.

Sara Wilkinson.

Prevent Leads at Little Munchkins:

Jodie Thrower

Sara Wilkinson.

The difference between 'safeguarding' and 'child protection' :

Safeguarding is the action that is taken to promote the welfare of children and protect them from harm.

Child Protection is part of the safeguarding process. It focuses on protecting the individual children identified as suffering or likely to suffer significant harm.

At Little Munchkins we recognise that:

- The welfare of the child is paramount, as stated in the children act 1989
- Working in partnership with children, young people and their parents, carers and other agencies is essential in promoting young people's welfare.
- Some children are additionally vulnerable because of the impact of previous experiences, their level of dependency, communication needs or other issues.
- All children, regardless of age, disability, gender, racial heritage, religious belief, sexual orientation or identity have a right to equal protection from all types of harm or abuse.

We aim to prevent children from being abused by:

- Recognising that high self-esteem, confidence supportive friends and good lines of communication with a trusted adult help to protect children.
- Establishing and maintaining an ethos where children feel secure and encouraged to talk and are listened to; We ensure children know that there are adults they can approach if they feel worried or in difficulty.
- Appointing a Designated Safeguarding Officer (DSO) for children and young people and ensuring there is always a designated safeguarding officer on site for the staff at Little Munchkins to raise any safeguarding concerns. We aim to ensure our Designated safeguarding officers know how to contact the Multi Agency Safeguarding Hub (MASH), Early help hub and knows how to make a referral to social care. We recognise the importance of this role and will ensure that our Designated Safeguarding Officers have the time and training to undertake their duties.
- We also aim to ensure that our Designated Safeguarding Officers attend an annual refresher training and also a full designated safeguarding officer training every two years.
- Providing effective management for staff and volunteers through supervision, support and training.
- Recruiting staff and volunteers safely, ensuring all necessary checks are made. We do this by having appointed safer recruitment officers: Jodie Thrower and Anna Clark.
- Recording and storing professionally and securely.
- Using our procedures to manage any allegations against staff and volunteers appropriately.

- Creating and maintaining an anti-bullying environment and ensuring that we have a policy and procedure to help us deal effectively with any bullying that does arise.
- Ensuring we have effective complaints and whistle blowing measures in place.
- Using our safeguarding procedures to share concerns and relevant information with agencies who need to know, and involving children, young people, parents/carers appropriately.

Roles of Staff/Management

All staff members are aware of their role in regards to keeping children and young people safe, we will ensure that every member of staff knows:

- The name of the designated person and her/his role.
- How to pass on and record concerns about a child.
- That they have an individual responsibility for passing on relevant child protection concerns onto the relevant designated safeguarding officers or onto relevant agencies and within the timescales set out in CPSCB procedures if there is no DP present and/or they feel a child remains at risk of harm.

All staff and volunteers will undertake appropriate safeguarding training at induction and receive regular updates on safeguarding at least monthly.

Child Protection Procedure

Child abuse is any action by another person (Adult or Child; under 18) that causes significant harm to a child. It can be physical, sexual, emotional or just a lack of love, care and attention. Recognising child abuse is not always easy and it's not your duty to decide whether or not child abuse has taken place or if a significant harm from someone however, it is your duty to follow our child protection procedure effectively and record all your concerns.

At Little munchkins we are aware there are 4 main categories of abuse (Emotional, Physical, Sexual, Neglect) however we are also aware that there are other types of abuse underpinning these main categories such as : FGM, Extremism and radicalisation, bullying, child trafficking, grooming and child sexual exploitation. We fully recognise that all staff members need to be aware of these and what to do when they have a concern.

Recognising Child Abuse

Physical Abuse – Physical abuse is deliberately hurting a child causing injuries such as bruises, broken bones, burns or cuts. (NSPCC)

- Unusual Bruises in fleshy areas of skin (nappy areas, back of legs, arms, face etc.)
- Unusual cuts, scratches or bite marks.
- Any burns (cigarette burns, heat burns etc.)
- Child being continuously aggressive with children during play.
- Child Flinching or appearing scared when an adult touches them to remove coats or to pick them up etc.
- Keep an eye on the way children play with dolls because research shows that Children will reenact what's happened to them during play with dolls. This is probably because the child might assume what's happening to them is normal.
- Broken bones or fractures.
- Scarring
- effects of poisoning such as vomiting, drowsiness or seizures
- respiratory problems from drowning, suffocation or poisoning
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Sexual Abuse- A child is sexually abused when they are forced or persuaded to take part in sexual activities. There are two forms of sexual abuse;

Contact abuse involves touching activities where an abuser makes physical contact with a child, including penetration.

Non- contact abuse involves non-touching activities such as grooming, exploitation, persuading children to perform sexual acts over the internet and flashing.

Contact abuse includes:

- sexual touching of any part of the body whether the child's wearing clothes or not.
- rape or penetration by putting an object or body part inside a child's mouth, vagina or anus.
- forcing or encouraging a child to take part in sexual activity.
- Making a child take their clothes off, touch someone else's genitals or masturbate.

Non contact abuse includes:

- Encouraging a child to watch or hear sexual acts
- Not taking proper measures to prevent a child being exposed to sexual activities by others.
- Meeting a child following sexual grooming with intent of abusing them.
- Online abuse including making, viewing or distributing child images.
- Allowing someone else to make, view or distribute child abuse images.
- Showing pornography to a child.
- Sexually exploiting a child for money, power or status (child exploitation)

Signs a child may be sexually abused:

- Child may have discharge coming from vagina or penis.

- Child might have regular incidents of trying to see other children's private parts or trying to touch them.
- Child might know more about privates than they should i.e. if a child said something like "when my vagina tickles or my penis is hard"
- Child might openly disclose to you about someone touching them.
- Look out for play with dolls as again they might reenact what's happening on the doll.
- Sexual activity during play i.e. may lay on the floor and start thrusting up and down or even on another child.
- 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.
- A child might become sexually active at a young age
- anal or vaginal soreness
- sexually transmitted infection (STI)
- pregnancy.

At Little munchkins we actively promote P.A.N.T.S campaign on a daily basis and talk to child about body parts, what to do when someone touches them or makes them do something they don't want to.

PANTS Campaign:

P – Privates are Privates

A- Always remember your body belongs to you

N- No means no

T – Talk about secrets that upset you

S – Speak up, someone can help

Grooming:

Grooming: Grooming is when someone builds an emotional connection with a child to gain their trust for the purposes of sexual abuse, sexual exploitation or trafficking. (NSPCC)

The signs of grooming aren't always obvious and groomers will often go to great lengths not to be identified. If a child is being groomed they may:

- be very secretive, including about what they are doing online or on technology such as phones.
- Have older boyfriends or girlfriends
- Go to unusual places to meet friends
- Have new 'gifts' such as clothes, phones, make up, shoes that are unexplained.
- Have access to drugs and alcohol.

Child sexual exploitation:

Child sexual exploitation: Child sexual exploitation (CSE) is a type of sexual abuse. Children in exploitative situations and relationships receive something such as gifts, money or affection as a result of performing sexual activities or others performing sexual activities on them.

Young people who are being sexually exploited may:

- go missing from home, care or education.
- be involved in abusive relationships, intimidated and fearful of certain people or situations
- hang out with groups of older people, or antisocial groups, or with other vulnerable peers
- associate with other young people involved in sexual exploitation
- get involved in gangs, gang fights, gang membership
- have older boyfriends or girlfriends
- spend time at places of concern, such as hotels or known brothels
- not know where they are, because they have been moved around the country
- be involved in petty crime such as shoplifting
- have unexplained physical injuries
- have a changed physical appearance, for example lost weight.

Peer on Peer abuse: Children and young people may be harmful to one another in a number of ways which would be classified as peer on peer abuse. Peer on Peer abuse could include:

- Sexual Bullying
- Being coerced to send sexual images
- Sexual assault
- Teenage relationship abuse.

Peer on peer abuse has clear links with sexual exploitation and domestic violence, we aim to support victims of peer on peer abuse and help build on their self-worth.

Emotional abuse:

Emotional abuse is the ongoing emotional maltreatment of a child. It's sometimes called psychological abuse and can seriously damage a child's emotional health and development. Emotional abuse can involve deliberately trying to scare or humiliate a child or isolating or ignoring them.

Emotional abuse includes:

- Humiliating or constantly criticising a child
- Threatening, shouting at a child or calling them names
- Making the child the subject of jokes, or using sarcasm to hurt a child
- Blaming, scapegoating
- Making a child perform degrading acts
- Not recognising a child's own individuality, trying to control their lives
- Pushing a child too hard or not recognising their limitations
- Exposing a child to distressing events or interactions such as domestic abuse or drug taking
- Failing to promote a child's social development
- Not allowing them to have friends
- Persistently ignoring them
- Being absent
- Manipulating a child
- Never saying anything kind, expressing positive feelings or congratulating a child on successes
- Never showing any emotions in interactions with a child, also known as emotional neglect

Neglect

Neglect is the ongoing failure to meet a child's basic needs, A child may be left hungry or dirty, without adequate clothing, shelter, supervision, medical or health care. A child may be put in danger or not protected from physical or emotional harm. They may not get the love, care and attention they need from their parents.

They may:

- be smelly or dirty
- have unwashed clothes
- have inadequate clothing, e.g. not having a winter coat
- seem hungry or turn up to school without having breakfast or any lunch money
- have frequent and untreated nappy rash in infants.
- untreated injuries, medical and dental issues
- repeated accidental injuries caused by lack of supervision
- recurring illnesses or infections
- not been given appropriate medicines
- missed medical appointments such as vaccinations
- poor muscle tone or prominent joints
- skin sores, rashes, flea bites, scabies or ringworm
- thin or swollen tummy
- anaemia
- tiredness

- faltering weight or growth and not reaching developmental milestones (known as failure to thrive)
- poor language, communication or social skills.
- living in an unsuitable home environment for example dog mess being left or not having any heating
- left alone for a long time
- taking on the role of carer for other family members.

Domestic Violence:

Domestic abuse is defined as: “any incident or pattern of incidents of controlling or coercive or threatening behaviour, violence or abuse between those aged 16 or over who have been intimate partners or family members regardless of gender or sexuality. This can encompass but is not limited to the following types of abuse: psychological, physical, sexual, financial and emotional”. (Home Office 2013)

At Little Munchkins we recognise that where Domestic Abuse in a family, the children/young person will always be affected; the longer the violence continues, the greater the risk of significant and enduring harm, which they may carry with them into their adult life and relationships.

Children who witness domestic abuse may:

- become aggressive
 - display anti-social behaviour
 - suffer from depression or anxiety
 - not do as well at school - due to difficulties at home or disruption of moving to and from refuges’.
- (nspcc)

At Little Munchkins we recognise the seriousness of any type of abuse and ensure staff are aware of all forms of abuse including domestic violence. Any concerns of domestic abuse should be logged on a cause of concern form and given to our Designated persons.

Female Genital Mutilation (FGM)

The term FGM covers all harmful procedures to the female genitalia for non-medical purposes. There are 4 types - all are illegal and have serious health risks. FGM ranges from pricking or cauterizing the genital area, through partial or total removal of the clitoris, cutting the lips (the labia) and narrowing the vaginal opening. Even partial removal or 'nipping' can risk serious health problems for girls and women. The cutting is made using instruments such as a knife, pair of scissors, scalpel, glass or razor blade. FGM is usually performed by someone with no medical training. Girls are given no anaesthetic, no antiseptic treatment and are often forcibly restrained.

FGM has been illegal and a criminal offence in the UK since 1985. The newest legislation supporting the illegalisation of FGM is The Female Genital Mutilation Act 2003 which has set a maximum penalty for FGM to 14 years imprisonment.

The age at which FGM is carried out varies. It may be carried out when a girl is new-born, during childhood or adolescence, just before marriage or during pregnancy. A girl may not know it's going to happen however there is a few things that you may notice :

- A long holiday abroad or going 'home' to visit family.
- Relative or cutter visiting from abroad
- A special or ceremony to 'become a women' or get ready for marriage.
- A female relative being cut – a sister, cousin or an older female relative such as a mother or aunt.

There are a few signs that may indicate FGM has taken place:

- Child/young person may have difficulty in walking, standing or sitting.
- Child/young person may Spend longer in the bathroom or toilet.
- Child/young person may appear withdrawn, anxious or depressed.

- Child/young person may Have unusual behaviour after an absence from school or college.
- Child/young person may Be particularly reluctant to undergo normal medical examinations.
- Child/young person may ask for help but may not be explicit about the problem due to embarrassment or fear.

Breast Ironing- Breast Ironing also known as 'breast flattening' is the process whereby young pubescent girls breasts are ironed, massaged and/or pounded down through the use of hard and heated objects in order for the breasts to disappear or delay the development of the breasts entirely. It is believed that by carrying out this act, young girls will be protected from harassment, rape, abduction and early forced marriage and therefore be kept in education. It is a harmful cultural practise and is child abuse. Similarly to FGM and Breast ironing is physical abuse and therefore the reporting on physical abuse procedure must be followed.

Child/Human Trafficking:

Child trafficking and modern slavery are child abuse. Children are reunited, moved or transported and then exploited, forced to work or sold. Children are trafficked for:

- Child sexual Exploitation (See page 2 of child protection procedure)
- Benefit fraud
- Forced marriage
- Domestic servitude such as cooking, cleaning, and childcare.
- Forced labour in factories or agriculture
- Criminal activity such as pick pocketing, begging, transporting drugs, working on cannabis farms, bag theft and selling pirated DVD's.

Many children are trafficked into the UK from abroad however, children can also be trafficked from one part of the UK to another. Trafficked children experience multiple forms of abuse and neglect. Physical, sexual and emotional violence are used to control victims of trafficking. Children are also likely to be physically and emotionally neglected. Children are tricked, forced or persuaded to leave their homes, this is because traffickers use grooming techniques to gain the trust of a child, family or community.

It is really difficult to identify signs of a child being trafficked especially with our Early Years age group, signs may be more visible in our older children such as before and after school club or children with older siblings. All though it might be difficult to identify signs in younger children we must be aware at all times that child trafficking can happen to any child at any age.

You might notice unusual behaviour or events of a child, these might include a child who:

- Tells you they spend a lot of time doing household chores, they rarely leave home and isn't allowed any time to play.
- Is orphaned or living apart from family; often in unregulated foster care. They may be reluctant in discussing accommodation or personal details.
- May not be registered with a school or GP and may not having any legal documents confirming who they are or the documents could potentially be false.
- Possesses unaccounted for money or goods.

Online Safety

It is important that children and young people receive consistent messages about the safe use of technology and are shown to recognise and manage risks posed in both the real and virtual world. We aim to ensure that staff members are promoting online safety through our curriculum and are aware of the risks children face being exposed to technology. We also aim to provide as much support and guidance to parents as we possibly can. Please refer to our e-safety policy and procedure for more information on what we do to promote online safety.

Prevent Duty

Since 2010, when the government published the prevent strategy, there has been an awareness of the specific need to safeguard children, young people and families from violent extremism. There have been several occasions nationally in which extremist groups have attempted to radicalise vulnerable children and young people to hold extremist views including views justifying political, religious, sexist or racist violence or to steer them into a rigid and narrow ideology that is intolerant of diversity and leaves them vulnerable to future radicalisation. The current threat from terrorism in the United Kingdom may include the exploitation of

vulnerable people, to involve them in a terrorism or in an activity to support terrorism. The normalisation of extreme views may also make children and young people vulnerable to future manipulation and exploitation. At Little Munchkins it is clear that this exploitation and radicalisation should be viewed as a safeguarding concern. At little munchkins all of the above should be recorded on our 'reporting of discriminative incidents form' and then passed on to the designated safeguarding officer (Jodie Thrower and Sara Wilkinson) Who are also the Nurseries prevent lead.

We aim to build children's resilience to radicalisation by:

- Providing a safe environment for debating controversial issues and helping children to understand how they can influence and participate in decision making.
- We highly promote British values in every day play and practise.
- During play we teach children how to manage risks, make safer choices and give them the confidence to say no to something they don't want to do.
- We regularly teach children who to go to for help when they need it, we did this by regularly talking about other occupations and people who help us.
- We aim to develop children's resilience, determination, confidence and self esteem by giving them choices, listening to their thoughts and opinions, valuing there talents and differences as well as similarities.

The counter terrorism and security Act 2015 places a duty on authorities 'to have due regard the need to prevent people from being drawn into terrorism'. We ensure all of our staff are aware of this and have included our knowledge on the prevent strategy into our in house child protection training which we aim to deliver to new members of staff within their first month of employment and then on a regularly basis after that. Staff are also allowed to access the online prevent training provided by the government. Time can be allocated during their working day for them to complete this or they can do it at home if they wish. Having carried out a risk assessment to establish the level of risk of children being drawn into terrorism whilst being at Little Munchkins, we has come to the conclusion that the level is Low.

Children with Special Educational Needs and/or disabilities (SEND):

At Little Munchkins we are aware that statistically children with Special Educational Needs and/or Disabilities are more vulnerable to abuse. We are fortunate enough to have a dedicated team that know their key children inside out and therefore would immediately pick up and unusual behaviour for a child and instantly act upon this immediately. Practitioners who support children with SEND will use their knowledge of that individual child to ensure that signs and indicators of abuse are recognised and acted upon quickly and sensitively. Children who have difficulty with expressive language may be particularly vulnerable to abuse so practitioners will be alert to changes in behaviour and other possible signs of abuse.

Children of Parents/carers misusing Drugs and/or alcohol.

Misuse of drugs and/or alcohol is strongly associated with the risk of significant harm to children, especially when combined with other features such as domestic violence.

When the setting receives information about drug and/or alcohol abuse by a child's parents/carers we will follow appropriate procedures. This is particularly important if the following factors are present:

- Use of the family resources to finance the parents/carers dependency, characterised by inadequate food, heat and clothing for the children.
- The effects of drugs and/or alcohol leading to an inappropriate display of sexual and/or aggressive behaviour.
- Children exposed to unsuitable visitors e.g. customers or dealers.
- Chaotic drug and/or alcohol use leading to emotional unavailability, irrational behaviour and reduced parental vigilance.
- Unsafe storage of drugs and/or alcohol or injecting equipment.
- Drugs and/or alcohol having an adverse impact on the growth and development of an unborn child.
- Disturbed moods as a result of withdrawal symptoms or dependency.

Children Misusing Drugs or Alcohol.

The discovery that a young person is misusing legal or illegal substances or reported evidence of their substance misuse is not necessarily sufficient in itself to initiate child protection proceedings but we will consider such action in the following situations:

When there is evidence or reasonable cause:

- To believe the young person's substance misuse may cause him or her to be vulnerable to other abuse such as sexual abuse.
- To believe the young person's substance related behaviour is a result of abuse or because of pressure or incentives from others, particularly adults.
- Where the misuse is suspected of being linked to parent/career substance misuse.
- Where the misuse indicates an urgent health or safeguarding concern.
- Where the young person is perceived to be at risk of harm through any substance associated criminality.

Record Keeping:

At Little Munchkins we will keep clear, detailed written records of concern about children's welfare using our log of concern form. Once our designated safeguarding officer's has dealt with the incident she will ensure that the document is filed away in the 'safeguarding' folder which is stored securely and confidentially. All files are kept in individual plastic wallets for each child and are in chronological order of first name. Upon opening of the folder there is a document with 'Children with welfare files' that is updated every time a child has their first welfare concern or if welfare concerns get transferred from a different setting. At the front of each child's welfare file is a 'chronology of welfare concerns' form which is filled out every time an additional welfare concern is made against a child. We aim to keep our safeguarding documents organised so that the designated officers can regularly check and monitor the frequency of a child receiving logs of concern and the cause of concern so she can decide if any other action is needed and what to do next.

Parents do not have an automatic right to access child welfare records and consideration will be given as to what the consequences of information sharing might be (in line with Information Sharing Guidance 2018). Unless it would place the child at risk of significant harm parents will be informed that a log of concern form has been completed, where it will be stored and what will happen to it when the child leaves the setting if they ask about the welfare concerns regarding their child/children.

When a child who has welfare concerns leaves Little Munchkins

We will ensure that their individual child welfare file will be transferred to the receiving school or setting by using the following protocol:

- we will phone and speak to the Designated Safe guarding officer of new setting and will briefly explain the causes of concerns and will then arrange a safe way for the file to be transferred over to Her/Him. This will either be by dropping the file off in person in a sealed envelope addressed to the name of safeguarding officer or sent via recorded delivery addressed to the name of the setting/school safeguarding officer. The envelope will also be marked 'Confidential, Addressee Only'. We will also get the setting/school' safeguarding officer to confirm they have received the documents by either emailing us or signing a form to say they received it.
- We will not keep any copies of transferred records unless there are younger siblings who there are similar concerns about, but will keep a record of the current location and date the file was transferred.

When a child starts at Little Munchkins and Staff are aware of the child attending a previous setting then the designated safeguarding officer will contact the previous settings designated safeguarding officer to discuss whether there are/have been any causes for concern. If the child has a welfare file then we will arrange a safe way for the file to be sent to Little Munchkins whether this be the previous settings safeguarding officer dropping it on in person in a secured envelope or sending it via recorded delivery in a secured envelope addressed to Designated Safeguarding Officers. When Jodie Thrower/Sara Wilkinson has received the files by post she will contact the setting to make the Designated Safeguarding Officer aware.

If for any reason children's welfare files cannot be transferred for any reason the setting will archive them for 25 years from the child's date of birth. All actions and decisions will be led by what is considered to be in the best interests of the child.

Working with other Agencies:

We are aware of the responsibility we have to work with other agencies to help keep children safe, we aim to:

- Work to develop effective links with relevant services to promote the safety and welfare of all children
- Co-operate as required, in line with Working together to safeguard children 2018, with key agencies in their enquiries regarding child protection matters including attendance and providing written reports at child protection conferences and core groups.
- Notify the relevant social care unit immediately if there is unexplained absence of a child who is subject to a child protection plan or there is any change in circumstances to a child who is subject to a child protection plan.
- Respond to requests for information about the children in the setting's care from the education navigator at the MASH in a timely manner.

Confidentiality and information sharing;

We are aware of that information sharing is essential for effective safeguarding and promoting the welfare of children and young people. At Little Munchkins our staff will ensure confidentiality and that relevant information is shared appropriately. We aim to work within the guidelines set out in information sharing- advice for practitioners providing services to children, young people, parents and carers; July 2018. (department of education). Our designated safeguarding officers are aware they may disclose any information about a child to other members of staff on a 'need to know basis' only.

Our staff members are fully aware that if a child discloses information that may indicate they are at risk of abuse or neglect; the staff member will be clear that they cannot promise to keep the information a secret and the staff member will be honest to the child and explain that it will be necessary to tell someone else in order to keep them safe.

Fears about sharing information will not be allowed to stand in the way of the need to safeguard and promote the welfare of children at risk of abuse or neglect. The general data protection regulation (GDPR) and Data protection act 2018 do not prevent, or limit, the sharing of information for the purposes of keeping children and young people safe:

- 'information will be shared legally without consent, If the DP or a member of staff is unable to or cannot be reasonably expected to gain consent from the individual, or if to gain consent could place a child at risk'
- 'relevant personal information will be shared lawfully if it is to keep a child or individual at risk safe from neglect or physical, emotional or mental harm, or if it is protecting their physical, mental, or emotional well-being.'

(information sharing, July 2018, page 5).

What information will be shared?

When taking decisions about what information to share, our designated person's will consider how much information they need to release and the impact of disclosing information on the information subject and any third parties. Information should be proportionate to the need and level of risk. We aim to ensure only information that is relevant to the purposes will be shared with those who need it, This allows others to do their job effectively and make informed decisions.

Information sharing decisions must be recorded, whether or not the decision is taken to share. If the decision is to share, reasons must be cited including what information has been shared and with whom. If the decision is not to share, the DP will record the reasons for this decision and discuss them with the person requesting the information.

Communication with Parents

We aim to ensure that we undertake appropriate discussions with parents prior to involvement of another agency, unless the circumstances may put the child at further risk of harm. If we are in any doubt we will contact social care. We will also ensure that all parents/carers have an understanding of the responsibility placed on the setting and staff members for safeguarding and child protection by ensuring they receive a copy of this policy when registering at Little Munchkins and there will also be a copy available in the Lobby for parents to read. We will also record on any logs of concern form what discussions have taken place with parents and if a decision was made not to discuss the concern with parents then the reason why will also be stated. Particular circumstances where parents may not be informed of a welfare concern is if the DP is unable to or cannot be reasonably expected to gain consent from the individual, or if gaining consent could place a child at risk of harm such as potential physical or sexual abuse.

Our aims to support children who have suffered abuse of any form:

We recognise that children who are abused or witness violence may find it difficult to develop a sense of self-worth and to trust others surrounding them. Little Munchkins may be the only stable, secure and predictable element of a child's life therefore we aim to go above and beyond to support all children in our care particularly children who have been a victim of abuse. We will undertake appropriate discussions with parents/ carers prior to involvement of other agencies unless circumstances preclude this. If a child is at risk then our safeguarding policy will override our confidentiality policy.

We also recognise that some children may adopt inappropriate or abusive behaviours and that these children may be referred on for appropriate support and intervention. Little Munchkins will endeavour to support the child through:

- Activities encouraging self- esteem, self- motivation and resilience.
- An ethos that actively promotes a positive, supportive and secure environment that values people.
- A behaviour policy aimed at supporting all children and all our staff members will agree on a consistent approach, which focuses on the behaviour of the child but does not damage the child's sense of self-worth,
- Liaison with other agencies which support the child and family such as Social Care and Locality teams.
- A commitment to work in partnership with parents.
- Monitoring any welfare concerns and ensuring the child's safety is paramount to any decisions made and all correct policies and procedures are followed.
- Recognition that children living in a home environment where there is domestic abuse/violence, mental ill health or substance misuse may be vulnerable and in need of support and protection.

At Little Munchkins we aim to promote a positive ethos in which children will feel secure, the viewpoints are valued, they are encouraged to talk and they are listened to. We aim to achieve this by:

- Ensuring ALL staff, including the designated persons, are trained regularly to ensure skills and knowledge are up to date.
- Staff knowing how to respond to child protection concerns.
- We contribute to an inter-agency approach to child protection by working effectively with other agencies.
- We raise children's awareness and actively promote self-esteem building.
- We actively promote personal safety programmes such as NSPCC PANTS campaign.
- We ensure the relevant policies are in place i.e. the use of mobile phones and other technology devices, e-safety, behaviour management, intimate care, social networking. All policies relevant to keeping children safe are located in the safeguarding section of policies and procedures folder.
- We are vigilant to the inappropriate behaviour of staff or adults working with children and ensuring that all staff and volunteers know the allegations procedure.
- Staff act as positive role models to children and young people.
- We ensure that staff are aware of the need to maintain appropriate and professional boundaries in their relationships with children and parents/carers.

In effect as of 10th April 2018.
Signed by: Jodie Thrower
Reviewed on.../.../.....
Signed by:
Reviewed on.../.../.....
Signed by:

When cause of concerns have been given to Little Munchkins Designated Safeguarding officer's this is the process that will be followed:



