

Child Protection Policy

In accordance with the reformed EYFS Trinity Day Nursery will have regard to the Government's Statutory Guidance "Working together to Safeguard Children" If our staff have concerns about a child's safety or welfare the setting will notify agencies with statutory responsibilities without delay. This means the local Children's social care services, and in emergencies, the police.

Trinity Day Nursery fully recognises its responsibility for safeguarding children. This policy applies to all staff, management and volunteers working within the setting, and the families accessing the setting.

- The welfare of the children attending this setting is paramount and concerns about child abuse will be taken seriously.
- We work within the guidelines set out by the Lincolnshire Safeguarding Children Board which are underpinned by the statutory document "Working Together to Safeguard Children"
- All staff will be aware of safeguarding children procedures and will be required to attend safeguarding children training regularly.
- All staff will be required to undertake safeguarding induction training within their first week of employment.
- Recruitment procedures will ensure the suitability of staff and volunteers working with children and will follow EYFS welfare requirements with regard to Disclosure and Barring Service (DBS) checks, and references.
- Any delays in obtaining a DBS check and staff will either not start at the setting or not be allowed to have unsupervised access to children.
- 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 at the setting. There is a process which allows staff to share such information.
- Procedures will be implemented for identifying and reporting concerns, or suspected cases of abuse.
- The setting will ensure a safe environment in which children feel valued, can learn and develop, feel secure and are encouraged to talk and be listened to.
- The staff will be made aware of the importance of recognising reporting inappropriate behaviour displayed by other members of staff, or any other person working with the children. For example, inappropriate sexual comments: excessive one to one attention beyond the requirements of their usual role and responsibilities: or inappropriate sharing of images (see Whistleblowing Policy) through staff training, both internal and external.
- We work within the guidelines set out by the Local Safeguarding Children's Board (refer to procedure).
- We have procedures for contacting the local authority on child protection issues.

- The setting will notify the registration body (Ofsted) of any circumstances affecting the wellbeing of a child and in the event of an allegation being made against a member of staff or volunteer.
- A designated staff member will have responsibility for safeguarding issues. The designated person is Julia Merivale but both Judi Hills and Dawn Wright can act as DSL
- Where an allegation is made against a member of staff we will ensure that we cooperate fully with any investigation. The settings disciplinary procedure may follow depending on the result of an investigation.
- Where there is an indication or evidence to suggest that a member of staff failed to execute their duty to safeguard a child(ren) at the setting or elsewhere they will be subjected to the settings safeguarding and/or disciplinary procedure.

Digital Cameras

- Children should use the child friendly digital camera and any photographs will be downloaded or deleted at the end of each week.
- Staff must only use the setting's own digital camera to take any photographs and these must be downloaded or deleted at the end of each week.
- Staff may not use any other digital device to take photographs in the setting.

Mobile phones

- Staff may not carry or use their personal mobile phones whilst working in the setting.
- Setting telephone number should be given out to be used as an emergency contact for staff.
- Staff are allowed to use their mobile phones during breaks in the staff room or office only.
- Whilst out on walks staff must only use the Nursery mobile phone, not their own personal phone.
- Staff may not use any camera facility on their mobile during a session.

Social Networking sites

- Staff should at no times post anything regarding children, their parents/families or other staff at the setting.
- No photographs from the setting may be used, or ones which identify the setting or children from the setting.
- No photographs of other members of staff to be used without their consent.
- Anyone posting remarks which breach confidentiality or are deemed to be of a detrimental nature to the setting or other employees may be subject to disciplinary proceedings.
- Maintain professionalism whilst using social networking sites.
- Any employee, who becomes aware of social networking activity that would be deemed distasteful or not appropriate, should make their manager/owner aware.
- For more information please use Social Networking policy.

Advice and concerns regarding safeguarding children should be directed to

- Lincolnshire Safeguarding Children's Board Customer Service Centre:

Office Hours: Tel. 01522 782111

Out of Hours: Tel. 01522 782333

- Lincolnshire Police – Tel. 01427 810910 or 101
- Ofsted: Tel. 0300 123 1231

Safeguarding children (child protection) concerns will be confidential and shared only on a need to know basis. This policy will be implemented in conjunction with the safeguarding children procedure. The welfare of all children is paramount and any suspicion of abuse will be dealt with immediately.

Where there is an allegation against a member of staff we will also liaise directly with LADO (Local Authority Designated Officer) 01522 554674

The setting will implement the Lincolnshire Safeguarding Children Board Escalation Policy, if there are concerns that a referral to the Customer Service Centre (CSC) has not been dealt with appropriately.

Prevent duty

As part of the Guidance issued by the Government on the prevent duty, Trinity Day Nursery has undertaken a risk assessment of the children attending the setting being at risk of exposure to radical ideals and due to this the following will apply.

- Any visitors taking to the children will be supervised closely
- Promotion of fundamental British values will apply within the setting
- Any children identified as being at risk, setting will need to challenge extreme ideas
- Work in partnership with local schools and the Local Safeguarding Children's Board.