**Safeguarding Children Policy**

**Including Prevent Duty**

**Designated Safeguarding Leads are Anita Robertson and Joanne Smith**

**This policy should be read in conjunction with the following policies: Allegations against staff, Anti Bullying, Personnel and Staff Recruitment Policy, Staff Behaviour as outlined in the Guidance for Safer Working Practice for Adults Working with Children and Vulnerable Adults, Whistleblowing, Behaviour Policy (including physical intervention), Health and Safety, Medicines, First Aid Policy, Complaints Procedure, SEN Policy and Outings Policy. Reference materials include Keeping Children Safe in Education (**[**https://www.gov.uk/government/publications/keeping-children-safe-in-education--2**](https://www.gov.uk/government/publications/keeping-children-safe-in-education--2)**) and Working Together to Safeguard Children (** [**https://www.gov.uk/government/publications/working-together-to-safeguard-children--2**](https://www.gov.uk/government/publications/working-together-to-safeguard-children--2)**)**

We are a partnership between children, their families, volunteers and paid staff. The child’s welfare is the most important consideration as we work together to give children the very best start in life. When we have a concern, all actions need to be determined with the child’s best interests in mind, respecting their rights and reinforcing the adult’s responsibilities to them. We will provide an environment which ensures children are safe from all potential abuse.

**INTRODUCTION**

Safeguarding is defined as

• Protecting children from maltreatment.

• Preventing impairment of children’s health or development

• Ensuring that children are growing up in circumstances consistent with the provision of

 Safe and effective care.

• Taking action to enable all children to have the best life changes.

Woodmancote Preschool is committed to safeguarding and promoting the welfare of all its children. We believe that:

• All children have the right to be protected from harm. Children need to be safe and to feel safe in school.

• Children need support which matches their individual needs, including those who may

 have experienced abuse.

• All children have the right to speak freely and voice their values and beliefs.

• All children must be encouraged to respect each other’s values and support each other.

• All children have the right to be supported to meet their emotional, and social needs as

 well as their educational needs – a happy healthy sociable child will achieve better educationally.

• We will contribute to the prevention of abuse, victimisation, bullying, exploitation, extreme behaviours, discriminatory views and risk taking behaviours.

• All staff and visitors understand they have an important role to play in safeguarding children and protecting them from abuse.

• Where abuse impacts on children’s behaviour, we will support them in the setting and we will ensure that the child knows that some behaviour is unacceptable but they are valued and not to be blamed for any abuse/behaviour which has occurred.

A summary of our approach to Safeguarding Children: We will make sure that all staff understand and have access to County policy and procedures on Safeguarding Children. The following link accesses the ‘live’ version of the Safeguarding handbook:

<https://www.proceduresonline.com/swcpp/gloucestershire/index.html>

1. Ensure all staff understand Preschool’s policies and procedures, including our different roles and responsibilities, by providing them with the necessary information to enable them to meet their safeguarding responsibilities.
2. Ensure all staff have read the policies and have awareness of the guidance listed below. Evidence is shown by completion of a signed form.
* Working together to Safeguard Children July 2018, last updated July 2022
* Keeping Children Safe in Education September 2023
* Prevent duty guidance
* Safeguarding Policy

3. Follow County procedures in cases where referrals are being made to Children’s Social Care. Have consistent ways of:

* recording concerns
* involving agencies
* gathering information for a Child in Need and Child Protection planning meetings,
* Strategy meetings and core group meetings and Children in Care (CIC) reviews
* keeping staff informed of developments
* Working with families and keeping them informed as appropriate.

4. Keep a filing system which is easy to use, well-organised, up to date, known to exist and is secure.

5. Make sure all staff are aware of their roles and responsibilities should an allegation against a member of staff occur. (See allegations policy)

**SAFEGUARDING CHILDREN GUIDELINES FOR STAFF**

All staff should:

* Listen to and respect what children say to them, to other adults and to each other
* Pay attention to children's play, behaviour, and drawings, noticing any changes.
* Notice changes in children's physical appearance.
* Listen to what other adults have to report about children
* Bring all concerns to the attention of the DSL or Committee member responsible for Safeguarding. monitor discreetly any child about whom concerns have been expressed and report
* Report any further developments, no matter how trivial they might appear
* Give reassurance to the child.

Staff will be told if a referral is made to the Children’s Social Care and, where possible, you will be kept informed of subsequent developments. (Sometimes this might not be possible but be assured that hearing nothing does not mean that nothing is being done).

Any information about individual children or their families should be treated with the utmost confidentiality and discretion.

Woodmancote Preschool takes seriously its moral and statutory responsibility to protect and safeguard the welfare of the children entrusted to its care. We are committed to:

• Encouraging and supporting parents/carers/guardians, working together in partnership with them.

• listening to, relating effectively to, and valuing, each individual child in our care.

• ensuring that all children, regardless of age, gender, ability, culture, race, language, religion or sexual identity, have equal rights to protection.

• ensuring that all members of staff, are properly trained and supported

• ensuring all staff understand that they have equal responsibility to act on any suspicion or disclosure that may suggest a child is at risk or harm.

• be subject to Safer Recruitment processes and checks.

All action taken is in line with the Gloucestershire Safeguarding Children Partnership (GSCP) procedure and the following Legislative Framework:

• Children’s Act 1989 and 2004

• Data Protection Act 2018

• Safeguarding Children and Safer Recruitment in Education 2011

• Working Together to safeguard Children 2018

• Keeping Children Safe in Education 2023

• GSCP – Safeguarding Children Handbook

• Guidance for Safer Working Practice for Adults who work with Children and Young

People in Education Settings

• The Education Act 2002 s175/s157

• Prevent Strategy Guidance for England and Wales

Any member of staff who receives a disclosure of abuse or suspects that abuse may have occurred has a duty to report it as soon as possible to the DSL. It is, of course, the right of any individual as a citizen to make direct referrals to the Children’s Helpdesk or the police. However, we strongly advise members of staff to use the guidelines contained in this policy. If, however, you feel that your concerns have not been

responded appropriately to, then it is open to any member of staff to make a direct referral to the Children’s Helpdesk. Reporting procedures for concerns about the safety of a child can be found in the GSCP – Safeguarding Children Handbook, see above link.

**Procedures**

* Our setting works in partnership with the Gloucestershire Safeguarding Children’s Partnership for the protection of children. Up to date procedures for our setting are found at <https://www.proceduresonline.com/swcpp/gloucestershire/index.html>
* We require staff to disclose any convictions/cautions that they or someone they live with may have had in the previous year.
* All setting staff attend three yearly update / refresher training on how to implement the procedures.
* The designated safeguarding leads will undertake an enhanced child protection course. This includes an initial full day inter-agency training and then every two years a half day revision and update course. These are run by GSCP.
* We will inform Ofsted without delay of any allegations of serious harm or abuse by any person living, working, or looking after children at the premises (whether that allegation relates to harm or abuse committed on the premises or elsewhere), or any other abuse which is alleged to have taken place on the premises, and of the action taken in respect of these allegations.
* We will notify Social Services without delay of allegations of abuse as above.
* In emergencies we will notify the police.
* All members of staff understand the procedures to be followed in the event of an allegation being made against a member of staff.
* Staff have an up to date understanding of safeguarding children issues and are able to implement the safeguarding policy and procedure appropriately.

**Specific Safeguarding Issues**

Behaviours linked to the likes of drug taking and alcohol abuse, put children in danger. Safeguarding issues can manifest themselves via peer on peer abuse. This is most likely to include, but may not be limited to, bullying, gender based violence and sexual assaults. Other safeguarding issues are listed below:

• Child Sexual Exploitation (CSE)

• Children Missing Education (CME)

• Children missing from home or care. Or missing adults.

• Gender identity and sexuality.

• Female Genital Mutilation (FGM)

• Bullying

• Faith Abuse

• Domestic violence

• Drugs

• Hate

• Fabricated and Induced Illness

• Gangs and youth violence

• Gender-based violence/violence against women and girls (VAWG) and Honour violence.

• Mental health

• Private fostering

• Radicalisation (PREVENT)

• Relationship abuse

• Trafficking

• Medication

Further information on these can be found in Keeping Children Safe in Education 2021

**Staff will respond appropriately to.**

* Significant changes in children’s behaviour
* Deterioration in their general well-being
* Unexplained bruising, marks or signs of possible abuse
* The comments children make which give cause for concern
* Any reason to suspect neglect or abuse outside the setting. E.g., in the child’s home or that a girl may have been subjected to (or is at risk of) female genital mutilation and/or
* Inappropriate behaviour displayed by other members of staff or other persons working with the children.
* Ensure children are not being radicalised at an early age. Staff are watching out for and checking that children are safe, healthy and secure in all environments. Staff members will complete the Prevent Duty training.

**Pre-school will refer to the Disclosure and Barring Service, any member of staff who is dismissed, or resigned because they have harmed a child or have put a child at risk of harm.**

**Offer of Early Help**

Providing early help is more effective in promoting the welfare of children than reacting later. Early help means providing support as soon as a problem emerges, at any point in a child’s life. Early help can also prevent further problems arising, for example, if it is provided as part of a Support plan where a child has returned home to their family from care. Effective early help relies upon local agencies working together to:

• identify children and families who would benefit from early help.

• undertake an assessment of the need for early help; and

• provide targeted early help services to address the assessed needs of a child and their Family which focuses on activity to significantly improve the outcomes for the child. Working Together to Safeguard Children (2015)’ guidance re-emphasises the collective Responsibility placed on all agencies – including schools – to identify, assess and provide effective targeted early help services. Our aim is to ensure that professionals are clear when it is their responsibility to help children and families as problems emerge from families living in difficult circumstances. When involved in assessing needs preschool will, where possible, seek to obtain the views of the child about their experiences, and will ask for their thoughts and feelings about their circumstances. Assessments will also include as much information as possible about the family history, needs, risks and strengths. This should lead to sound conclusions and outcomes, based on a good analysis of the information.

The following are examples of the types of help we can signpost people to

• Benefits Advice

• Provide contact details of other support services, including Gloucestershire Families Directory.

 • General care, support and advice

• A listening ear.

Where a higher level of assessment and support for families or the professionals helping them is required, contact will be made with the local Early Help Service

**Prevent Strategy –Safeguarding children who are vulnerable to extremism.**

Extremist groups have attempted to radicalise children so they hold extreme views which justify political, religious, sexist or racial violence, or steers them into a narrow and rigid ideology which is intolerant of diversity and leave them vulnerable to future radicalisation

Woodmancote Preschool values freedom of speech and expression of beliefs and ideology as fundamental rights underpinning our society’s values. Both children and staff have the right to speak freely and voice their opinions. However, freedom comes with responsibility and free speech that is designed to manipulate the vulnerable or that leads to violence and harms others goes against the moral principles in which freedom of speech is valued. Freedom of speech is not an unqualified privilege, it is subject to laws and policy governing equality, human rights, community safety and community adhesion.

The threat from terrorism in the UK may include the exploitation of vulnerable people, to involve them in terrorism or an activity in support of terrorism. The normalisation of extreme views may also make people and young people vulnerable to future manipulation and exploitation. Preschool is clear that this exploitation and radicalisation will be viewed as a safeguarding concern.

Definitions of radicalisation and extremism, and indicators of vulnerability to radicalisation are contained in the Prevent Duty guidance.

Woodmancote Preschool seeks to protect children against the messages of all violent extremism including, but not restricted to those linked with:

* Islamist Ideology
* Far right/ Neo Nazi/ White Supremist Ideology
* Irish nationalist and loyalist paramilitary groups
* Extreme Animal Rights activists.

**Risk Reduction**

**All staff should complete Prevent duty training.**

The managers will assess the level of risk and put measures in place to reduce that risk.

If a member of staff has concerns that a child and or parent/ carer may be at risk of radicalisation they should speak with the DSL. Numbers of factors can contribute to and influence a range of behaviours that are defined as violent extremism, but most young people do not become involved in extremist actions. For this reason, the appropriate interventions in any particular case may not have any specific connection to the threat of radicalisation, for example, they may address mental health, relationship or drug/ alcohol issues.

All incidents of prejudicial behaviour will be reported to the DSL and will be fully investigated and recorded in line with procedures for any other safeguarding incident. Parents/ carers will be contacted and the incident discussed in detail, aiming to identify motivating factors, any changes in home circumstances, parental views of the incident and assessment of whether the incident is serious enough to warrant a further referral.

The DSL will follow up any referrals for a period of 4 weeks after the incident to assess whether there is a change of behaviour or attitude. A further meeting with parents/ carer will be held if there is no significant positive change of behaviour.

In the event of a referral relating to serious concerns about potential radicalisation or extremism, Preschool will follow normal safeguarding procedure, which may include talking to the Counter Terrorism hotline.