



## **Safeguarding Children - Including managing allegations of abuse against a member of staff and Prevent of Duty (Extremism, Radicalism, British Values and Female Genital Mutilation)**

### **Policy statement**

Tiggers' priority is the children in our care. If any member of staff has any cause for concern they will report it without delay in accordance with the procedures set out by the Children and Young People's Service department within the Social and Caring Services ("CYPS"). Members of staff understand that abuse can be physical, sexual, emotional and/or neglectful. Tiggers will notify Ofsted without delay of any allegations of abuse that are alleged to have taken place while a child is in our care and of the action taken in respect of these allegations. All details of concerns, progress, case conferences etc. are confidential and will not be discussed with anyone not authorised to have this information. Tiggers will aim to follow instructions and guidance provided by CYPS and/or Ofsted.

### **Procedures**

#### **General procedures**

All staff and any volunteers assisting at a session are responsible for the welfare of children at Tiggers.

Children attending at Tiggers are in our care throughout the session until they are handed into the care of their parent/carer or a person designated to pick them up. Child/staff ratios are maintained at all times during sessions in accordance with Ofsted regulations.

Children are encouraged to play outside in the contained garden. Appropriate staff supervision is maintained and the exit gate is kept bolted at all times.

#### **Concerns about a Child's Welfare**

Notwithstanding the responsibility of all staff for the children's welfare, a member of the Tiggers' staff is designated to take lead responsibility for safeguarding children within the setting, to attend a child protection training course and to liaise with local statutory children's services agencies as appropriate. A member of the Tiggers Management Committee is also designated as Child Protection Officer to provide support to the lead practitioner in any way possible. Please refer to the list on the notice board at Tiggers which sets out who these persons are.

All staff members have appropriate training which will enable them to recognise the symptoms of possible physical abuse, neglect, emotional and/or sexual abuse, and that staff are aware of the procedures to be followed.

Tiggers takes the safeguarding of children under its care very seriously and failure by staff to follow safeguarding procedures may result in disciplinary action being taken.

Staff will respond to any concerns and will keep records of observations of significant changes in a child's behaviour or appearance including existing injuries and bruises, and/or comments that a child may make which give cause for concern. These records will be written in ink, dated and signed and kept in the child's file.

Where appropriate, Tiggers will liaise with parents/carers and may ask them to sign the record entries. However Tiggers recognises that it will not always be appropriate to discuss concerns with parents/carers and will assess each situation carefully before taking any action. Where Tiggers is in any doubt as to the steps it should take, Tiggers will contact MASH (Multi Agency Safeguarding Hub) and follow the guidance provided.

**Anyone who has concerns about the welfare of a child can contact a single countywide phone number and speak to a qualified Social Care Worker.**



**Phone Number Tel:01403 229900**  
**Out of Hours: 0330 222 6664**  
**MASH@westsussex.gcsx.gov.uk**

**The procedure for reporting concerns is as follows:**

Report any concerns immediately to the lead practitioner responsible for safeguarding children and to the Supervisor; where appropriate, work closely with the CYPS department, Police and the local NSPCC in the interests of the child;  
maintain support for the child and the child's family.

**Staff Checks**

When employing new staff, Tiggers will make decisions of suitability using evidence obtained from at least two references, details of their full employment history, qualifications and interview. Potential employees must also agree to a DBS check, which includes a Protection Of Children Act list/List 99 check. Any offer of employment will be dependent on the results of the DBS check. Tiggers will have regard to any requirements made under the Safeguarding Vulnerable Groups Act 2006 and the introduction of the Vetting and barring scheme for those working with children from September 2010.

**Allegations against staff**

If an allegation of misconduct relating to a child's welfare is made against a member of staff, an emergency worker, a parent helper, a committee member or an outside contracted agency, Tiggers will follow the procedure set out by The Local Safeguarding Children's Board. If a parent/carer, or member of staff believes that a misconduct has occurred, they should report it to the Designated Officer (Please see Parent notice board). If the allegation is against the Designated Officer then it is to be reported to the Deputy Designated Officer or the chair of the management committee. These allegations will be reported to OFSTED and to the Local Authority Designated Officer (LADO). The LADO is involved from the initial phase of the allegation through to the conclusion of the case. They will provide advice, guidance and help to determine whether the allegation sits within the scope of the procedures. The LADO helps coordinate information-sharing with the right people and will also monitor and track ant investigation with the aim to resolve it as quickly as possible.

**If the parent/carer does not feel able to report to persons connected to Tiggers, they can contact Ofsted directly.**

**Telephone: 0300 123 1231**

**Ofsted  
Piccadilly Gate  
Store Street  
Manchester**



**M1 2WD**

**Or**

**Local Authority Designated Officer (LADO)  
Phone: 01243 642962**

Further details of Tiggers' procedures are set out in the Complaints & Allegations against Tiggers policy.

### **The Prevent Duty and Promoting British Values**

From 1<sup>st</sup> July 2015 all schools, registered early years childcare providers and registered later years childcare providers are subject to duty under section 26 of the Counter-Terrorism and security Act 2015, in the exercise of their functions, to have "due regard to the need to prevent people from being drawn into terrorism". This duty is known as the Prevent duty. Here at Tiggers Preschool we take Safeguarding very seriously, therefore to ensure that we adhere to the Prevent duty we will;

- Provide appropriate training for staff as soon as possible. Part of this training will enable staff to identify children who may be at risk of radicalisation.
- We will build the children's resilience to radicalisation by promoting fundamental British values and enabling them to challenge extremist views (for early years providers the statutory framework for the EYFS sets standards for learning, development and care for children from 0-5, thereby assisting their personal, social and emotional development and understanding of the world)
- We will assess the risk, by means of a formal risk assessment, of children being drawn into terrorism, including support for extremist ideas that are part of terrorist ideology.
- We will ensure that our staff understand the risks so that they can respond in an appropriate and proportionate way.
- We will be aware of the online risk of radicalisation through the use of social media and the internet.
- As with managing other safeguarding risks, our staff will be alert to changes in children's behaviour which could indicate that they may be in need of help or protection (children at risk of radicalisation may display different signs or seek to hide their views) The Key Person approach means we already know our key children well and so we will notice any changes in behaviour, demeanour or personality quickly.
- We will not carry out unnecessary intrusion into family life but we will take action when we observe behaviour of concern. The key person approach means that we already have a rapport with our families so we will notice any changes in behaviour, demeanour or personality quickly.
- We will work in partnership with our LSCB for guidance and support.
- We will build up an effective engagement with parents/carers and families. (This is important as they are in a key position to spot signs of radicalisation)



- We will assist and advise families who raise concern with us. It is important to assist and advise families who raise concerns and be able to point them to the right support mechanisms.
- We will ensure that our Child Protection Officers will undertake Prevent awareness training (as a minimum) so that they can offer advice and support to the members of staff.

## **Female Genital Mutilation**

The statutory guidance 'Keeping Children Safe in Education' asks schools to ensure that they raise awareness of Female Genital Mutilation (FGM)

Female genital mutilation (FGM) is a procedure where the female genitals are deliberately cut, injured or changed, but where there's no medical reason for this to be done.

It's also known as "female circumcision" or "cutting", and by other terms such as sunna, gudniin, halalays, tahur, megrez and khitan, among others.

FGM is usually carried out on young girls between infancy and the age of 15, most commonly before puberty starts. It is illegal in the UK and is child abuse.

It's very painful and can seriously harm the health of women and girls.

Female Genital Mutilation affects girls particularly from North African Countries, including Egypt, Sudan, Somalia and Sierra Leone. At Tiggers we believe that all our pupils should be kept safe from harm Although our school has no/few children from these backgrounds and consider girls in our preschool safe from FGM, we will continue to review our policy annually.

## **Legal framework**

- The Prevent duty Departmental advice for schools and childcare providers (June 2015)
- Prevent Duty Guidance: for England and Wales (2015)
- Safeguarding: Ofsted Inspections and Safeguarding from (Sept. 2015)
- Information Sharing (2015)
- What to do if you are worried a child is being abused (2015)
- Children Act (1989 s47)
- Working Together to Safeguard Children (2015)
- Protection of Children Act (1999)
- The Children Act (2004)
- Safeguarding Vulnerable Groups Act (2006)
- Human Right Act (1998) Secondary legislation
- Sexual Offences Act (2003)
- Criminal Justice and Court Services Act (2000)
- Equalities Act (2010)
- Data Protection Act (1998) Non Statutory Guidance
- Domestic Violence, Crime and Victims (amendment) Act 2012 Further Guidance



- Working Together to Safeguard Children (revised HMG 2010-under revision 2012-updated 2015)
- What to do if you are Worried a Child is Being Abused (HMG 2006-updated 2015)
- Every Child Matters - Green Paper (2003)
- Framework for the Assessment of Children in Need and their Families (DoH 2000)