



## SAFEGUARDING and CHILD PROTECTION POLICY

We intend to create an environment for children to be safe from abuse and in which any suspicion of abuse is promptly and appropriately responded to. In order to achieve this, we will:

- Make sure all staff have current Enhanced Criminal Record Bureau Disclosures/DBS's before commencing employment. Any staff member without a current CRB/DBS will not carry out toilet monitoring or nappy changing. It is our policy to ensure that all staff, students, and regular volunteers have such checks to ensure the safety of the children within the setting. Information and guidance are sought from the LSCB (Local Safeguarding Children's Board).
- Check all references and qualifications on application forms are true before offering a position of employment
- Maintain staff training and awareness, ensuring staff are always vigilant and safeguarding is discussed at all staff meetings
- Always maintain adult to child ratios
- Respond to suspicions of abuse by: Reporting any incident to the manager as soon as possible, they will then follow out the next procedure (See Flow Chart attached)

Body maps can be used with written information if need be.

- All information about any child will be strictly confidential and only known to the observer and the manager
- We aim to support families and have good communication between ourselves and them
- Work professionally with external agencies if and where necessary they may include: Children's Services, NSPCC, Health visitors, Education authority, Police and LADO.
- If allegations were made against a member of staff, the staff member would be suspended on full pay, pending an internal investigation. OFSTED would also be informed and be involved in the investigation where appropriate.



The Local Authority Designated Officer (LADO) Rebecca Paradise – 02392882500 – LADO@portsmouthcc.gov.uk , would be contacted immediately.

LADO is involved from the initial phase of the allegation through to the conclusion of the case. They will provide advice and guidance and help determine the outcome of the allegation within the scope of the procedures.

Within the role the LADO helps co- ordinate information sharing with the right people. They will also monitor and track any investigation with the expectation that it is resolved as quickly as possible.

- The setting will give support to any staff member who may have been involved in any case of abuse, they may need counselling to help them manage it. Close contact will be kept throughout the investigation until the conclusion.
- A Notifiable diseases poster is displayed within the pre-school for all staff and parents to read. Health and Safety officers update information as and when necessary, informing staff members of any changes that may occur. In such case that a notifiable disease is reported Health and Safety Officers within the setting will contact the Health Protection Unit (HPU) 0845 0552022.
- Update our policy annually unless changes need to be made prior to such date

Date: 02/02/2024

Signed..... Janet Robson

To be reviewed February 2025