

THE FOLLY NURSERY AND PRESCHOOL



The Folly
nursery

Child Protection Policy

Building Foundations for Life, whilst allowing Children to be Children!

Useful Contacts:

Somerset Safeguarding Children Board <https://slp.somerset.org.uk/sites/somersetlscb/>

South West Child Protection Procedures www.swcpp.org.uk

Somerset Children's Services www.somerset.gov.uk/childrens-services/safeguarding-children

Child Exploitation and Online Protection Agency www.ceop.org.uk

NSPCC Safe (Safe Activities for Everyone) Network www.safenetwork.org.uk

Make referrals to:

Children's Social Care: 0300 123 2224 or email: childrens@somerset.gov.uk

Address: Customer Contact, PO Box 618, Taunton, Somerset TA1 3WF

Opening Hours: Monday to Friday 8am to 6pm, Saturday 9am to 4pm, closed Sunday

Children's Safeguarding - DSL consultation line: 0300 1233078

Opening Hours: Monday to Friday 9am to 4pm for queiries regarding level 3/4

Out of hours Emergency Duty Team: 0300 123 2327

LADO enquiries

Somerset Direct - 0300 123 2224

Somerset's Local Safeguarding Children's Board Contact details:

Somerset LSCB, PP2 BW3, County Hall, Taunton TA1 4DY

Independent Chair

Sally Halls - LSCBChair@somerset.gov.uk

Board Manager

Helen MacDonald - HMacDonald@somerset.gov.uk 01823 357868

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Jane Weatherill - JWeatherill@somerset.gov.uk

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LSCB Audit Officer

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LSCB Multi-agency Trainer

Kate Greenwood- KGreenwood@somerset.gov.uk 01823 357119

LSCB Multi-agency Training Administrator

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Child Death Review Administrator

Zoe Hiett - ZHiett@somerset.gov.uk 01823 357178

Purpose and Aims

The purpose of The Folly Nursery's safeguarding policy is to provide a secure framework for the workforce in safeguarding and promoting the welfare of those children who attend our setting. The policy aims to ensure that:

- all our children are safe and protected from harm
- other procedures and policies are in place to enable children to feel safe and adopt safe practices
- Staff, children, proprietors, visitors, volunteers and parents are aware of the expected behaviours and the setting's legal responsibilities in relation to promoting the safeguarding and welfare of our children.

Ethos

'Every child deserves the best possible start in life and the support that enable them to fulfil their potential. A secure, safe and happy childhood is important in its own right.' Statutory Framework for the Early Years Foundation Stage (EYFS).

Safeguarding in The Folly Nursery is considered everyone's responsibility and as such our setting aims to create the safest environment within which every child has the opportunity to achieve their full potential. The Folly Nursery recognizes the contribution it can make to ensure that all children who use our setting feel that they will be listened to and appropriate action taken. We will do this by working in partnership with other agencies in accordance with 'Working Together to Safeguard Children - March 2015' and seeking to establish effective working relationships with parents, carers and colleagues to develop and provide activities and opportunities that will help to equip our children with the skills they need. This will include resources and learning experiences that will encourage our children to develop essential life skills and protective behaviours.

Responsibilities and expectations

The Folly Nursery has proprietors whose legal responsibility it is to make sure that the setting has an effective safeguarding policy and procedures in place and monitors that the setting complies with them. The proprietors should also ensure that the policy is made available to parents and carers if requested. It is the responsibility of the proprietors to ensure that all staff and volunteers are properly checked to make sure they are safe to work with the children who attend our setting, that the setting has procedures for handling allegations of abuse made against members of staff (including the Manager) or volunteers and ensure the safe and appropriate use of cameras, mobile phones, technology and on line equipment within the setting. The proprietor has appointed a Safeguarding Designated Officer (SDO) who has lead responsibility for dealing with all safeguarding issues in our setting.

The **Safeguarding Designated Lead** is **Mrs Helen Freeman**. If they are not available, then contact the **Deputy Safeguarding Designated Lead; Mr Geoffrey Wilmot**. *These persons can also be contacted with any safeguarding concerns.*

It is the responsibility of the SDL to ensure that all safeguarding issues raised in setting are effectively responded to, recorded and referred to the appropriate agency. They are also responsible for arranging the whole settings safeguarding training for all staff and volunteers who work with

children and young people in our setting. The SDL must ensure that the whole settings safeguarding training takes place at least every three years; which they can deliver within setting provided they are linked in to the support and quality assurance process offered by the Local Authority.

The SDO is required to attend or ensure that a senior member of staff who has the relevant training and access to appropriate supervision, attends where appropriate, all child protection case conferences, reviews, core groups or meetings where it concerns a child at our setting and to contribute to multi-agency discussions to safeguard and promote the child's welfare.

The SDO is responsible for ensuring the acceptable, safe use and storage of all camera technology, images, and mobile phones through the implementation, monitoring and reviewing of the appropriate policies and procedures. This includes the E-safety Policy which includes Camera & Image Policy, Mobile Phone Policy, Acceptable Use Policy.

All Child Protection concerns need to be acted on **immediately**. If you are concerned that a child may be at risk or is actually suffering abuse, you must tell the Safeguarding Designated Lead.

All Adults, including the SDL, have a duty to refer all known or suspected cases of abuse to the relevant agency including, Somerset Direct, Children's Social Care, or the Police.

Where a disclosure is made to a visiting staff member from a different agency, e.g. Early Years Consultants, Health Visitors, it is the responsibility of that agency staff to formally report the referral to the Setting's Designated Person in the first instance. Any records made should be kept securely in the Child Protection file.

Recognising concerns, signs and indicators of abuse

Safeguarding is not just about protecting children from deliberate harm. For our setting it includes such things as child safety, bullying, racist abuse and harassment, visits, intimate care and internet safety etc. However, it must be acknowledged that technology itself will not present the greatest risk, but the behaviours of individuals using such equipment will. The witnessing of abuse can have a damaging affect on those who are party to it, as well as the child subjected to the actual abuse, and in itself will have a significant impact on the health and emotional well-being of the child. Abuse can take place in any family, institution or community setting, by telephone or on the internet. Abuse can often be difficult to recognise as children may behave differently or seem unhappy for many reasons, as they move through the stages of childhood or their family circumstances change. However, it is important to know the indicators of abuse and to be alert to the **need to consult further**.

Physical Abuse

This can involve hitting, shaking, throwing, poisoning, punching, kicking, scalding, burning, drowning and suffocating. It can also result when a parent or carer deliberately causes the ill health of a child in order to seek attention through fabricated or induced illness. This was previously known as Munchausen's Syndrome by Proxy.

Emotional Abuse

Emotional Abuse is where a child's need for love, security, recognition and praise is not met. It may involve seeing or hearing the ill-treatment of someone else such as in Domestic Violence or Domestic Abuse. A parent, carer or authority figure is considered emotionally abusive when they are consistently hostile, rejecting, threatening or undermining toward a child or other family member. It can also occur when children are prevented from having social contact with others or if inappropriate expectations are placed upon them. Symptoms that indicate emotional abuse include:

- Excessively clingy or attention seeking.
- Very low self-esteem or excessive self-criticism.
- Withdrawn behaviour or fearfulness.
- Lack of appropriate boundaries with strangers; too eager to please.
- Eating disorders or self-harm

Sexual Abuse

Sexual abuse involves forcing or enticing a child or young person to take part in sexual activities, whether or not the child is aware of what is happening. This may include physical contact both penetrative and non-penetrative, or viewing pornographic material including through the use of the internet. Indicators of sexual abuse include: allegations or disclosures, genital soreness, injuries or disclosure, sexually transmitted diseases, inappropriate sexualized behaviour including words, play or drawing.

Neglect

Neglect is the persistent failure to meet a child's basic physical and/or psychological needs which can significantly harm their health and development. Neglect can include inadequate supervision (being left alone for long periods of time), lack of stimulation, social contact or education, lack of appropriate food, shelter, appropriate clothing for conditions and medical attention and treatment when necessary.

What to do if you are concerned:

If a child makes a disclosure or allegation of abuse against an adult or other child or young person, it is important that you:

- Stay calm and listen carefully.
- Reassure them that they have done the right thing in telling you.
- Do not investigate or ask leading questions.
- Let them know that you will need to tell someone else.
- Do not promise to keep what they have told you a secret.
- Inform your Safeguarding Designated Lead as soon as possible.
- Make a written record of the allegation, disclosure or incident which you must sign, date and record your position using the setting safeguarding record log forms.

The Safeguarding Lead must check the details of the allegation/disclosure/incident and make the decision if a referral needs to be made. The SDL may choose to discuss it with the DSDL before making a decision. The Threshold Tool will be used to help decide. Any reading at level 1 or 2 will be internally monitored but a referral will be made if a picture builds, however any coming in at level 3 or 4 will be referred to Somerset Direct, either directly, or through the consultation line first if uncertainty occurs.

If you are concerned that a member of staff or adult in a position of trust poses a danger to a child or young person or that they might be abusing a child or young person you should report your concerns to the Safeguarding Designated Lead. Where those concerns relate to the Safeguarding Designated Lead however, this should be reported to the Proprietor using the settings 'Whistle blowing' policy. If you feel unable to do any of those things, you should report your concerns directly to the LADO (Local Authority Designated Officer) who manages allegations against staff.

Managing Allegations

We are aware of the possibility of allegations being made against members of staff or volunteers that are working or may come into contact with children and young people whilst in our setting. Allegations will usually be that some kind of abuse has taken place. This could include inappropriate behaviour displayed by members of staff or other persons working with the children such as inappropriate sexual comments, excessive one to one attention beyond the requirements of their role and responsibilities, inappropriate sharing of images. They can be made by children and young people or other concerned adults. Allegations are made for a variety of reasons:

- Abuse has actually taken place.
- Something has happened to the child that reminds them of a past event - the child is unable to recognize that the situation and people are different; Children can misinterpret your language or your actions.
- Some children recognise that allegations can be powerful and if they are angry with you about something they can make an allegation as a way of hitting out.
- An allegation can be a way of seeking attention.

If an allegation is made against an adult in a position of trust whether they be members of staff or volunteers this should be brought to the immediate attention of the SDL who will advise the Proprietors. In the case of the allegation being made against the SDL this will be brought to the immediate attention of the Proprietors. The SDL/Proprietors will need to discuss with the Local Authority Designated Officer (LADO) the nature of the allegations made against the adult, in order for the appropriate action to be taken. This may constitute an initial evaluation meeting or strategy discussion depending on the allegation being made. The Proprietor will need to:

- Refer to the Local Authority Designated Officer (LADO) immediately and follow up in writing within 48 hours. Consider safeguarding arrangements of the child or young person to ensure they are away from the alleged abuser.
- Contact the parents or carers of the child/young person if advised to do so by the LADO.
- Consider the rights of the staff member for a fair and equal process of investigation.
- Advise Ofsted of allegation within 14 days of the allegation
- Ensure that the appropriate disciplinary procedures are followed including whether suspending a member of staff from work until the outcome of any investigation if this is deemed necessary.
- Act on any decision made in any strategy meeting.
- Advise the Independent Safeguarding Authority where a member of staff has been disciplined or dismissed as a result of the allegations being founded.
- Inform DBS of any allegations made leading to dismissal.

A copy of "**What to do if you're worried a child is being abused**" booklet is kept with this policy. This sets out the guidelines on dealing with incidents, disclosures and the procedures that must be followed.

Training

All members of staff and volunteers will have access to whole setting safeguarding training at least every three years in line with Somerset's Local Safeguarding Children's Board (LSCB). We will also, as part of our induction, issue information in relation to our Safeguarding policy and any policy related to safeguarding and promoting our children/young people's welfare to all newly appointed staff and volunteers.

Our Safeguarding Designated Leads will undertake further safeguarding training, Group 3 DSCB Multi-agency Safeguarding course or Group 3 Refresher Courses, in addition to the whole setting training. This will be undertaken at least every three years which updates their awareness and understanding of the impact of the wide agenda of safeguarding issues. This will support both the SDL to be able to better undertake their role and support the setting in ensuring our safeguarding arrangements are robust and achieving better outcomes for the children in our setting. This includes taking part in multi-agency training in addition to safeguarding training.

Our Proprietors will have access to safeguarding training and will also undertake additional awareness training at least every three years. They will also be advised to undertake additional training to support their employers' role in Handling Allegations against adults who work with children and young people, including our staff and volunteers.

Our safeguarding arrangements are reported on an annual basis to our Proprietors and our Safeguarding policy is reviewed annually, in order to keep it updated in line with local and national guidance/legislation. We will include our Safeguarding Policy in our settings website and will post copies of our policy throughout the setting. We are also able to arrange for our policy to be made available to parents whose first language is not English, on request.

Mobile Phones ,Cameras and other 'smart' devices

The Folly Nursery has policies and procedures in place with regard to the use of mobile phones, cameras, Ipads and other smart devices such as Smart watches in the setting and on visits etc. This can be found within our Policies and Procedures booklet.

Staff Behaviour Policy

All staff at The Folly Nursery needs to act and behave in certain ways whilst at work and whilst out in the community representing our company. Full policy is contained within the staff's Employment Handbook.

Whistle Blowing Policy

Introduction

Open reporting is to be encouraged, and it is a cornerstone of this Policy that employees should be comfortable in bringing any concerns forward in the secure knowledge that they will be taken seriously - and there will be no adverse repercussions where they have acted in good faith.

It is important to the Company that any fraud, misconduct or wrongdoing by workers is reported and properly dealt with. It is the responsibility of all employees to raise any concerns they might have about malpractice within the workplace. We therefore encourage all employees to raise any concerns they may have about the conduct of

others in the business or the way in which the business is run. This Policy sets out the way in which employees may raise their concerns and how we will deal with those concerns.

What is Whistle Blowing?

A Whistle Blower is someone who discloses information to their Employer or to the relevant authorities which relates to some danger, fraud or other illegal or unethical conduct in the workplace.

The law recognises that Whistle Blowing occurs and protects employees who are Whistle Blowers from suffering detrimental treatment or from being unfairly dismissed as a result. To be protected by legislation a Whistle Blower must fall within the stringent legal rules. Anyone who does not act in good faith will not be protected.

Company Policy

We seek to conduct our business honestly and with integrity at all times. It is our policy as an Employer to ensure that at every level of management our business is conducted in such a way as to comply with all legal requirements that govern our activities. However, we acknowledge that all businesses face the risk of their activities going wrong from time to time, or of unknowingly harbouring malpractice.

We believe we have a duty to take appropriate measures to identify such situations and to attempt to remedy them. By encouraging a culture of openness and accountability, we believe we can help prevent such situations occurring. There is no reason for any employee to believe that he or she will suffer a detriment for speaking up if they believe something is wrong or if we are alerted to it we will conceal or destroy evidence.

Qualifying Disclosures

The Public Interest Disclosure Act 1998 ("the Act") protects Whistle Blowers from suffering detriment in employment and makes dismissal for having made certain disclosures automatically unfair. There is no qualifying period of employment for this protection.

Employees who raise legitimate concerns about specified matters are protected under the Act. Specified matters are called "qualifying disclosures". A qualifying disclosure is one made in good faith by an employee who has a reasonable belief that:

- (a) A criminal offence has been committed, is being committed, or is likely to be committed.
- (b) A person has failed, is failing, or is likely to fail to comply with a legal obligation.
- (c) A miscarriage of justice has occurred, is occurring, or is likely to occur.
- (d) The health and safety of any individual has been, is being or is likely to be endangered.
- (e) The environment has been, is being or is likely to be damaged.
- (f) Information tending to show any matter falling within any one of the above categories has been, is being, or is likely to be deliberately concealed.

It is not necessary for you to have proof that such an act is being, has been or is likely to be committed - a reasonable belief is sufficient, even if that belief later turns out to be wrong. You have no responsibility for investigating the matter. It is our responsibility to ensure an appropriate investigation takes place.

If you have a complaint relating to your personal circumstances in the workplace, then you should use the normal Grievance Procedure set out in the company's Policies and Procedures.

Protected Disclosures

In order to qualify for protection, there are specified methods of disclosure, or procedures, which you must have followed in order to disclose one of the above matters. We encourage employees to raise their concerns under the procedure outlined in this Policy in the first instance. The aim of this Policy is to provide an internal mechanism for reporting, investigating and remedying any workplace wrongdoing. It is, therefore, desirable that you will not find it necessary to alert external organisations.

A qualifying disclosure is protected if it is made to the Company under the terms of this Policy or to another person, other than the Company, whom you reasonably believe to be solely or mainly responsible for the relevant failure. You must act in good faith at all times.

Disclosure Procedure

This Procedure applies to all employees. In addition, agency workers and contractors who perform functions in relation to the Company are encouraged to use it.

In the event of you wishing to make a qualifying disclosure, you should follow the steps below:

- (a) In the first instance, report the situation to your Manager. If you do not wish to speak to your Manager, you can instead speak to Mr G Wilmot. Such disclosures should be made promptly so that an investigation may proceed and any action taken expeditiously.
- (b) All qualifying disclosures will be treated seriously. The disclosure will be promptly and fairly investigated and, as part of the investigatory process, you will be interviewed and asked to provide a written witness statement setting out the nature and details of the disclosure and the basis for it. Confidentiality will be maintained during the investigatory process to the extent that this is practical and appropriate in the circumstances. However, in order to effectively investigate a disclosure, we must be able to determine the scope of the investigation and the individuals who should be informed of or interviewed about the disclosure. If it becomes necessary to disclose your identity, we will make efforts to inform you that your identity is likely to be disclosed. In order not to jeopardise the investigation, you are also expected to keep the fact that you have raised a concern, the nature of the concern and the identity of those involved confidential. The length and scope of the investigation will depend on the subject matter of the disclosure. We reserve the right to arrange for another Manager to conduct the investigation other than the Manager with whom you raised the matter. In addition, an investigative team with experience of operating workplace procedures or specialist knowledge of the subject matter of the disclosure may be appointed. It is not normally appropriate to set a specific timeframe for completion of investigations in advance, because the diverse nature of disclosures makes this unworkable.
- (c) Once the investigation has been completed, you will be informed in writing of the outcome, together with our conclusions and decision in a timely manner. However, the need for confidentiality may prevent us from giving you specific details of the investigation or actions taken. We are committed to taking appropriate action with respect to all qualifying disclosures which are upheld.
- (d) When our conclusions have been finalised, any necessary action will be taken. This could include either reporting the matter to an appropriate external Government Department or Regulatory Agency and/or taking internal disciplinary action against relevant members of staff. We will endeavour to inform you if a referral to an external agency is about to or has taken place, although we may need to make such a referral without your knowledge or consent if this is appropriate in the circumstances. We will also review and implement any recommendations for change to minimise the risk of the recurrence of any malpractice or impropriety which has been uncovered. If no action is to be taken, the reasons for this will be explained to you.

- (e) If, upon conclusion of the above stages, you reasonably believe that appropriate action has still not been taken, you may then report the matter to the proper authority in good faith. The Act sets out a number of prescribed external bodies or persons to which qualifying disclosures may be made. These include HM Revenue & Customs (HMRC), The Financial Services Authority (FSA), Office of Fair Trading (OFT), Health & Safety Executive (HAS), the Local Area Designated Officer for Safeguarding (LADO) and the Environment Agency. However, we always encourage employees to raise their concerns directly in the first instance, rather than externally.

General Principles

You should be aware of the importance of eliminating fraud or wrongdoing at work. You should report anything you become aware of that is illegal.

You will not be victimised, subjected to a detriment or dismissed for raising a genuinely-held concern in good faith under this Policy, even if your disclosure is not upheld.

Employees who victimise or retaliate against those who have raised concerns under this Policy will be subject to disciplinary action.

If an investigation under this Policy concludes that a disclosure has been made maliciously, vexatiously, in bad faith or with a view to personal gain, the Whistle Blower will be subject to disciplinary action.

Covering up someone else's wrongdoing is a disciplinary offence. You should never agree to remain silent about a wrongdoing, even if told to do so by a person in authority such as a Manager. You should report the matter to a Director.

Related Setting Policies

'Safeguarding covers more than the contribution made to child protection in relation to individual children. It also encompasses issues such as child health and safety, bullying and a range of other issues, for example, arrangements for meeting the medical needs of children, providing first aid, setting security, drugs and substance misuse, etc.

There may also be other safeguarding issues that are specific to the local area or population'
Safeguarding Children and Safer Recruitment in Education DfES 2007

This policy will cross reference to related setting policies and other protocol:

Behaviour (Including guidance on positive-handling)	Adopted: Pg 19 Policies and Procedures
Physical Restraint	Adopted: Covered under Behaviour Management
Anti-bullying	Adopted: Contained within Behaviour Management Policy Pg 20
Confidentiality	Adopted: Pg 2 Policies and Procedures
Drugs and substances	Adopted: Pg 26 Employee Handbook
Attendance	Adopted: Pg 13 Operational Plan
E-Safety Policy	Adopted: Pg 21 Policies and Procedures
Camera & Image Policy	Adopted: Pg 21 Policies and Procedures
Mobile Phone Policy	Adopted: Pg 21 Policies and Procedures
Acceptable Use Policy	Adopted: Pg 23 Policies and Procedures
Health and Safety	Adopted: Pg 3 Policies and Procedures
Intimate Care Policy	Adopted: Pg 11 Policies and Procedures

Racial Discrimination	Adopted: Included in equal opportunities Pg 14 P & P
Equality and Diversity (equal opportunities)	Adopted: Pg 14 Policies and Procedures
Educational Visits	Adopted: Pg 7 Policies and Procedures
Code of Conduct	Adopted: Pg 25 Employee handbook
Safer Recruitment	Adopted: Pg 5 Operational Plan
Information Sharing	Adopted: Pg 16 Operational Plan

Legislation relating to this policy:

Children Act 1989, 2004
 Education Act 1996, 2002 (Section 175)
 School Standards and Framework act 1998
 Safeguarding Children and Safer Recruitment in Education Guidance DfES 2007
 Every Child Matters
 Statutory Framework for the Early Years Foundation Stage 2012
 Working Together to Safeguard Children 2015

Manuals kept in setting:

What to do if you're worried a child is being abused March 2015
 Working Together to Safeguard Children 2015
 Information Sharing - March 2015
 Keeping children safe in Education - July 2015
 Prevent Duty - July 2015

The above list is not exhaustive and as new policy guidance and legislation develops within the remit of Safeguarding we will review and update our policies and procedures as appropriate and in line with the Somerset Safeguarding Children Board and Local Authority.

Written by Helen Freeman SDL

Approved by Geoffrey Wilmot - Proprietor

Adopted on 1st October 2017 Review Date August 2018

For further information regarding any child protection procedure, please consult

www.swcpp.org.uk

Current Safeguarding Issues

The following Safeguarding issues are all considered to be child Protection issues and should be referred immediately to the most relevant agency. The issues featured below are linked to guidance and local procedures which can be found on the South West Child Protection Procedures at www.swcpp.org.uk (Direct links to the policies listed below are included where available).

Some members of our communities hold beliefs that may be common within particular cultures but which are against the law of England. The Folly Nursery does not condone practices that are illegal and which are harmful to children. Examples of particular practices are:

Child Exploitation and E-Safety

Children and young people can be exploited and suffer bullying through their use of modern technology such as the internet, mobile phones and social networking sites. In order to minimize the risks to our children and young people The Folly Nursery will ensure that we have in place appropriate measures such as security filtering, and an acceptable use policy linked to our E-Safety policy. We will ensure that our Staff are aware of how not to compromise their position of trust in or outside of the setting and are aware of the dangers associated with social networking sites.

Our E-safety policy will clearly state that mobile phones, camera or electronic communications with a child at our setting is not acceptable other than for approved setting business. Where it is suspected that a child is at risk from internet abuse or cyber bullying we will report our concerns to the appropriate agency.

Forced Marriage

The Folly Nursery does not support the idea of forcing someone to marry without their consent.

Under-age Marriage

In England, a young person cannot legally marry until they are 16 years old (without the consent of their parents or carers) nor have sexual relationships.

Genital mutilation/female circumcision

This is against the law, yet for some communities it is considered a religious act and cultural requirement. It is illegal for someone to arrange for a child to go abroad with the intention of having her circumcised. If any of the above areas of concern is brought to the attention of The Folly Nursery we will report those concerns to the appropriate agency in order to prevent this form of abuse taking place.

Ritualistic Abuse

Some faiths believe that spirits and demons can possess people (including children). What should never be considered is the use of any physical or psychological violence to get rid of the possessing spirit. This is abusive and will result in the criminal conviction of those using this form of abuse even if the intention is to help the child.

Sexually Active under Eighteen years old

It is acknowledged by those working with young people that most young people under the age of 18 will have an interest in sex and sexual relationships. The Protocol for Sexually Active Young People under 18 years old has been designed to assist those working with children and young people to identify where these relationships may be abusive, and the children and young people may need the provision of protection or additional services.

Safeguarding Disabled Children

Disabled children have exactly the same human rights to be safe from abuse and neglect, to be protected from harm and achieve the Every Child Matters outcomes as non-disabled children. Disabled children do however require additional action. This is because they experience greater risks and 'created vulnerability' as a result of negative attitudes about disabled children and unequal access to services and resources, and because they may have additional needs relating to physical, sensory, cognitive and/ or communication impairment. (Safeguarding Children, DCSF, July 2009) The Folly Nursery will ensure that our disabled children are listened to and responded to appropriately where they have concerns regarding abuse. In order to do this we will ensure that our staff and volunteers receive the relevant training to raise awareness and have access to specialist staff in the event they have concerns regarding abuse of a child.

Safer Recruitment and Selection

It is a requirement for all agencies to ensure that all staff recruited to work with children and young people are properly selected and checked. At The Folly Nursery we will ensure that we have a member on every recruitment panel who has received the appropriate recruitment and selection training. That all of our staff are appropriately qualified and have the relevant employment history and checks to ensure they are safe to work with children in compliance with the Key Safeguarding Employment Standards.

Honour Based Violence

Honour based violence is a 'crime or incident, which has or may have been committed to protect or defend the honour of the family and/or community'. It is important to be alert to signs of distress and indications such as self-harm, absence from setting, infections resulting from female genital mutilation, isolation from peers, being monitored by family, not participating in setting activities, unreasonable restrictions at home. Where it is suspected that a child/young person is at risk from Honour based violence The Folly Nursery will report those concerns to the appropriate agency in order to prevent this form of abuse taking place.

Trafficked Children

Child trafficking involves moving children across or within national or international borders for the purposes of exploitation. Exploitation includes children being used for sex work, domestic work, restaurant/ sweatshop, drug dealing, shoplifting and benefit fraud. Where The Folly Nursery is made aware of a child is suspected of or actually being trafficked/exploited we will report our concerns to the appropriate agency.

Domestic Abuse

The Government defines domestic abuse as "**Any incident of threatening behaviour, violence or abuse (psychological, physical, sexual, financial or emotional) between adults who are or have been intimate partners or family members regardless of gender or sexuality**".

Staff need to understand what is required of them if children are members of the household where domestic abuse is known or suspected to be taking place. Our policy includes action to be taken regarding referrals to the Police and Children and Young People's Services and any action to be taken

where a member of staff is the alleged perpetrator or victim of domestic abuse. At The Folly Nursery we will follow our safeguarding policy and report any suspected concerns regarding Domestic Abuse to the relevant agency.

Private Fostering

Private fostering is an arrangement made between the parent and the private foster carer, who then becomes responsible for caring for the child in such a way as to safeguard and promote his/her welfare. A privately fostered child means a child under the age of 16 (18 if a disabled child) who is cared for and provided with accommodation by someone other than:

- A parent.
- A person who is not a parent but has parental responsibility.
- A close relative.
- A Local Authority.

for more than 28 days and where the care is intended to continue. It is a statutory duty for us at The Folly Nursery to inform the Local Authority via MASH where we are made aware of a child or young person who may be subject to private fostering arrangements.