



Safeguarding Policy

'Kids Play is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment, managers engage with children and staff in policy and practice developments, and proactively encourages feedback'

Kids Play Childcare wants to work with children, parents and the community to ensure the safety of children.

Our aims are to:

- Create an environment, which encourages children to develop a positive self image, regardless of race, language, religion, culture or home background.
- Help children to establish and sustain satisfying relationship with their families, with peers and with other adults.
- Encourage children to have the self confidence and the vocabulary to resist incorporate approaches.
- Work with parents to build their understanding of and commitment to the welfare of all our children.

Liaison with other bodies:

- We work within the MKSCB.
- We have a copy of MKSCB documents available for staff and parents to see.
- We have a copy of 'Working Together to Safeguard Children' document for Parents and staff to refer to. Which is also accessible online at https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/419595/Working_Together_to_Safeguard_Children.pdf
- We notify OFSTED of any serious accidents or incidents and any changes in our arrangement which affects the wellbeing of children.
- We have procedures for contacting the local authority on child protection issues, including maintaining a list of names, address and telephone numbers of social workers, to ensure that it is easy, in an emergency, for the Kids Play Childcare staff and social services to work well together. If a child leaves the setting suddenly and with no notice we will contact our local safeguarding board.
- If a report is to be made to the authorities, we act within the MKSCB Guidelines in deciding whether we must inform the child's parents at the same time.
- Policies and procedures are in line with the Safeguarding Vulnerable Groups Act (SVG)

Staffing & Volunteering:

- Our named person who co-ordinates child protection issues is the Childcare Manager and to liaise with the local authority & OFSTED.
- We provide adequate and appropriate staffing resources to meet the needs of children.
- Applicants for posts within Kids Play are clearly informed of the needs to carry out checks before posts can be confirmed. Where applicants have the right to know and to challenge incorrect information.
- We abide by OFSTED requirements in respect of references and police checks for staff and volunteers, to ensure that no disqualified person or unfit person works for Kids Play childcare or has access to the children.
- Volunteers do not work unsupervised.

- We abide by the requirements of the Disclosure and Barring Service in respect of any person who is dismissed from our employment, or resigns in circumstances that would otherwise have led to dismissal for reasons of the protection concern.
- We have procedures for recording the details of visitors to Kids Play Childcare.
- We take security steps to ensure that we have control over who comes into Kids Play so that no unauthorised person has unsupervised access to the children.

Disciplinary Action:

Where a member of staff or volunteer is dismissed from Kids Play or internally disciplined because of misconduct relation to a child, we would have already notified LADO at the beginning of this process (please see safeguarding procedure) LADO will be able to advise whether the suspected person needs to be referred to Disclosure and Barring Service.

Training:

We seek out training opportunities for all adults involved in Topsy Turvy Day Nursery to ensure that they are recognised the signs and the symptoms of possible physical abuse, emotional abuse, sexual abuse and neglect so that they are aware of the local authority guidelines for making referrals. We ensure that all staff know the procedures for reporting their concerns in Kids Play.

Indicators of abuse and neglect:

All staff should be aware that abuse, neglect and safeguarding issues are rarely standalone events that can be covered by one definition or label. In most cases, multiple issues will overlap with one another.

Abuse: a form of maltreatment of a child. Somebody may abuse or neglect a child by inflicting harm or by failing to act to prevent harm. Children may be abused in a family or in an institutional or community setting by those known to them or, more rarely, by others. Abuse can take place wholly online, or technology may be used to facilitate offline abuse. Children may be abused by an adult or adults or by another child or children.

Physical abuse: a form of abuse which may involve hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating or otherwise causing physical harm to a child. Physical harm may also be caused when a parent or carer fabricates the symptoms of, or deliberately induces, illness in a child.

Emotional abuse: the persistent emotional maltreatment of a child such as to cause severe and adverse effects on the child’s emotional development. It may involve conveying to a child that they are worthless or unloved, inadequate, or valued only insofar as they meet the needs of another person. It may include not giving the child opportunities to express their views, deliberately silencing them or ‘making fun’ of what they say or how they communicate. It may feature age or developmentally inappropriate expectations being imposed on children. These may include interactions that are beyond a child’s developmental capability as well as overprotection and limitation of exploration and learning, or preventing the child from participating in normal social interaction. It may involve seeing or hearing the ill-treatment of another. It may involve serious bullying (including cyberbullying), causing children frequently to feel frightened or in danger, or the exploitation or corruption of children. Some level of emotional abuse is involved in all types of maltreatment of a child, although it may occur alone.

Sexual abuse: involves forcing or enticing a child or young person to take part in sexual activities, not necessarily involving a high level of violence, whether or not the child is aware of what is happening. The activities may involve physical contact, including assault by penetration (for example rape or oral sex) or non-penetrative acts such as masturbation, kissing, rubbing and touching outside of clothing. They may also include non-contact activities, such as involving children in looking at, or in the production of, sexual images, watching sexual activities, encouraging children to behave in sexually inappropriate ways, or grooming a child in preparation for abuse. Sexual abuse can take place online, and technology can be used to facilitate offline abuse. Sexual abuse is not solely perpetrated by adult

males. Women can also commit acts of sexual abuse, as can other children. The sexual abuse of children by other children is a specific safeguarding issue in education.

Neglect: the persistent failure to meet a child’s basic physical and/or psychological needs, likely to result in the serious impairment of the child’s health or development. Neglect may occur during pregnancy, for example, as a result of maternal substance abuse. Once a child is born, neglect may involve a parent or carer failing to: provide adequate food, clothing and shelter (including exclusion from home or abandonment); protect a child from physical and emotional harm or danger; ensure adequate supervision (including the use of inadequate care-givers); or ensure access to appropriate medical care or treatment. It may also include neglect of, or unresponsiveness to, a child’s basic emotional needs.

What staff should look out for:

Any child may benefit from early help, but all staff should be particularly alert to the potential need for early help for a child who:

- is disabled and has specific additional needs
- has special educational needs (whether or not they have a statutory Education, Health and Care Plan)
- is a young carer
- is showing signs of being drawn in to anti-social or criminal behaviour, including gang involvement and association with organised crime groups
- is frequently missing/goes missing from care or from home
- is at risk of modern slavery, trafficking or exploitation
- is at risk of being radicalised or exploited
- is in a family circumstance presenting challenges for the child, such as drug and alcohol misuse, adult mental health issues and domestic abuse
- is misusing drugs or alcohol themselves
- has returned home to their family from care
- is a privately fostered child

Complaints:

- We ensure that all parents know our Complaints Procedure with regards to staff or volunteers, which may include an allegation of abuse.
- We follow the guidelines of the Milton Keynes Safeguarding Children’s Board when investigating and any complaint that a member of staff has abused a child.
- We follow all the disclosure and recording procedures when investigating an allegation of abuse.
- We respond to all suspicion of abuse.
- We acknowledge that abuse of children can take different forms of abuse; this may be demonstrated thorough changes in their behaviour, or in their play. Where such changes in behaviour occur, or where children’s play gives cause for concern, Kids Play investigates.

Managers Signature.....
Reviewed.....
Date of Next Review.....