**Child Protection policy**

**Designated Safeguarding Officers: Lucky Dundas & Nicola Whiting**

**Emergencies:**

If a child is in immediate danger, left alone or missing, contact the police and/or ambulance service directly on 999

If a child is at immediate risk you should call MASH on 0300 126 7000 (option 1) and make a telephone referral, you will subsequently be required to put this in writing.

In all other circumstances to make a referral to Mash please complete the online referral form.

**Non –Emergencies:**

If there is no immediate danger, you will need to establish the level of need and risk before you take action. Thresholds and Pathways will help you to do this using the vulnerability matrix.

If you need advice about levels of need and whether to make a referral, please contact Multi-Agency Safeguarding Hub (MASH) or contact early years on [Earlyhelpsupport@northamptionshire.gov.uk](mailto:Earlyhelpsupport@northamptionshire.gov.uk)

**Out of hours**

Outside of normal office hours (Monday to Friday from 8am to 6pm). Please contact the Out-of-Hours Service ON 0160462693

What to do if you have concerns:

**1) Physical Abuse**

* Physical: being hurt by someone for no reason

Disclosure: Where we Obtained information from the child by play or by words from the child.

Action will be taken under heading if the staff has reason to believe that there has been a physical injury to a child, including deliberate poisoning, where there is definite knowledge or a reasonable suspicion that, the injury was inflicted or knowingly not prevented.

Procedure:

The observed instances will be reported to the Designated Safeguarding Leader of Owls Nest Nursery. The staff member who witnessed the incident will then need to fill out a child protection record and a body map if there are any marks on the body. The Designated Safeguarding Leader will make the decision based on the evidence and information received as whether or not to inform the room leader as appropriate.

Based on the information, the DSL would contact **MASH on 0300 126 7000** for advice and information and if needed we will have to fill out a referral form online which will be on Northamptonshire Safeguarding Children Partnership (NSCP).

**2) Sexual Abuse**

Sexual abuse includes:

* Being touched in a way you don't like
* Being forced to have sex
* Being forced to look at sexual pictures or videos
* You're made to watch someone do something sexual. This can include someone flashing or exposing themselves to you
* You're made to do something sexual to someone that feels uncomfortable or wrong.

Sexual abuse can happen to both girls and boys. The abusers can be men or women.

Being raped or sexually assaulted is deeply upsetting and can leave you feeling frightened, confused and vulnerable. The most important thing to remember is that it is not your fault and you should never blame yourself for what happened.

Disclosure: Where we obtain information from the child by play drawing or conversation etc.

Action will be taken under this heading if the staff team have witnessed an occasion where a child indicated sexual activity through words, play, drawing or had an excessive pre-occupation with sexual matters or had an inappropriate knowledge of adult sexual behavior.

Procedure:

The observed instances will be reported to the Designated Safeguarding Leader of Golden Steps. The staff member who witnessed the incident will then need to fill out a child protection record and a body map if there are any marks on the body. The Designated Safeguarding Leader will make the decision based on the evidence and information received as whether or not to inform the room leader as appropriate.

Based on the information, the DSL would contact **MASH on 0300 126 7000** for advice and information and if needed we will have to fill out a referral form online which will be on Northamptonshire Safeguarding Children Partnership (NSCP).

**3) Emotional Abuse/Psychological Maltreatment**

Being treated badly, such as consistently being ignored or criticised

Disclosure: Where we obtain information from the child by play drawing or conversation etc.

Action will be taken under this heading if the staff have reason to believe that there is a severe and adverse effect on the behavior and emotional development of a child caused by persistent or severe ill-treated or rejection.

Procedure:

The observed instances will be reported to the Designated Safeguarding Leader of Owls Nest Nursery. The staff member who witnessed the incident will then need to fill out a child protection record and a body map if there are any marks on the body. The Designated Safeguarding Leader will make the decision based on the evidence and information received as whether or not to inform the room leader as appropriate.

Based on the information, the DSL would contact **MASH on 0300 126 7000** for advice and information and if needed we will have to fill out a referral form online which will be on Northamptonshire Safeguarding Children Partnership.

**4) Neglect**

Neglect: not being looked after and kept healthy

Disclosure: Where we obtain information from the child by play drawing or conversation etc.

Action will be taken under this heading if the staff have reason to believe that there has been persistent or severe neglect of a child (for example by exposure to any kind of danger). Which results in severe impairment of the child’s health or development, including non- organic failure to thrive.

Procedure:

The observed instances will be reported to the Designated Safeguarding Leader of Owls Nest Nursery. The staff member who witnessed the incident will then need to fill out a child protection record and a body map if there are any marks on the body. The Designated Safeguarding Leader will make the decision based on the evidence and information received as whether or not to inform the room leader as appropriate.

Based on the information, the DSL would contact **MASH on 0300 126 7000** for advice and information and if needed we will have to fill out a referral form online which will be on Northamptonshire Safeguarding Children Partnership.

**5) FGM**

Female genital mutilation (FGM) is the partial or total removal of external female genitalia for non-medical reasons. It's also known as female circumcision or cutting.

Religious, social or cultural reasons are sometimes given for FGM. However, FGM is child abuse. It's dangerous and a criminal offence.

There are no medical reasons to carry out FGM. It doesn't enhance fertility and it doesn't make childbirth safer. It is used to control female sexuality and can cause severe and long-lasting damage to physical and emotional health.

The FGM poster is displayed and staff have under taken Training.

Disclosure: Where we obtain information from the child by play drawing or conversation etc.

Action will be taken under this heading. If a member of staff has reason to believe that a child is going away for a long time maybe abroad. If a child is talking about having an operation in a different country. If a child feels uncomfortable and saying their privates hurts or bleeding.

Procedure:

The observed instances will be reported to the Designated Safeguarding Leader of Owls Nest. The staff member who witnessed the incident will then need to fill out a child protection record and a body map if there are any marks on the body. The Designated Safeguarding Leader will make the decision based on the evidence and information received as whether or not to inform the room leader as appropriate.

Based on the information, the DSL would contact **MASH on 0300 126 7000** for advice and information and if needed we will have to fill out a referral form online which will be on Northamptonshire Safeguarding Children Partnership.

There are many other forms of abuse such as;

* **Discrimination and Bullying** - 'Bullying' is a word that gets used a lot to describe a whole lot of things. Bullying is when someone repeatedly and intentionally uses words or actions against someone else or a group of people, to cause distress and risk to their wellbeing. People who do it usually want to make someone else feel powerless or helpless. Bullying is not the same as conflict between people (like having a fight) or disliking someone, even though people might bully each other because of conflict or dislike.
* **Orangisational** – Orangisational abuse includes neglect, poor care practice within an institution or specific care setting such as a hospital or care home, poor practice in relation to care provided in one's own home. This may range from one off incidents to on-going ill-treatment.  It can be through neglect or poor professional practice as a result of the structure, policies, processes and practices within an organisation.
* **Domestic** – Domestic violence is any incident or pattern of incidents of controlling, coercive or threatening behaviour, violence or abuse between those aged 16 or over who are or have been intimate partners or family members regardless of gender or sexuality.
* **Modern Slavery** – Slave narratives offer rich, literary and anecdotal evidence of slavery throughout the world. We're in no shortage of slave narratives today as, unfortunately, we're in no shortage of slaves. Take a look at these real-life examples of slavery throughout our world today. These aren't stories from the 19th century - these are stories from the past few years.
* **Self-Neglect**

Types of self-neglect

* Lack of self-care to an extent that it threatens personal health and safety
* Neglecting to care for one’s personal hygiene, health or surroundings
* Inability to avoid self-harm
* Failure to seek help or access services to meet health and social care needs
* Inability or unwillingness to manage one’s personal affairs

Indicators of self-neglect

* Very poor personal hygiene
* Unkempt appearance
* Lack of essential food, clothing or shelter
* Malnutrition and/or dehydration
* Living in squalid or unsanitary conditions
* Neglecting household maintenance
* Hoarding
* Collecting a large number of animals in inappropriate conditions
* Non-compliance with health or care services
* Inability or unwillingness to take medication or treat illness or injury
* **Honour based violence** –Honour based violence (HBV) is a form of domestic abuse which is perpetrated in the name of so called Honour. The Honour code which it refers to is set at the discretion of male relatives and women who do not abide by the ‘rules' are then punished for bringing shame on the family. Infringements may include a woman having a boyfriend; rejecting a forced marriage; pregnancy outside of marriage; interfaith relationships; seeking divorce, inappropriate dress or make-up and even kissing in a public place.
* **Poor Parenting** – Poor parenting makes a child more prone to criminal behaviors. Neglected children and those who are exposed to abuse are more likely to be prosecuted for juvenile delinquency. Other common effects of poor parenting parentinginclude failure to thrive and poor growth and development both physically and mentally.
* **Fabricated Illness** – Fabricated or induced illness (FII) is a rare form of child abuse. It occurs when a parent or carer, usually the child's biological mother, exaggerates or deliberately causes symptoms of illness in the child.
* **Child Sexual Exploitation** - Someone taking advantage of you sexually, for their own benefit. Through threats, bribes, violence, humiliation, or by telling you that they love you, they will have the power to get you to do sexual things for their own, or other people’s benefit or enjoyment (including touching or kissing private parts, sex, taking sexual photos.
* **Spirit Procession** – Spirit Procession is when someone believes that there is a spirit taking over them. This leads them to do things that are dangerous towards others.
* **SEN** – Special educational needs and disabilities (SEND) can affect a child or young person’s ability to learn. They can affect their:

1. Behaviour or ability to socialise, for example they struggle to make friends
2. reading and writing, for example because they have dyslexia
3. ability to understand things
4. concentration levels, for example because they have ADHD
5. physical ability

* **Drugs and Alcohol** – Alcohol misuse is harmful drinking and alcohol dependence. Harmful drinking is a pattern of alcohol use which causes alcohol-related health problems, including psychological problems such as depression, physical illnesses or alcohol-related accidents. Alcohol dependence is characterised by craving alcohol and continued drinking in spite of harmful consequences. It's associated with increased criminal activity, domestic abuse and an increased rate of significant mental and physical health problems (NICE, 2011). Drug misuse is a dependence on, or regular excessive consumption of, psychoactive substances leading to social, psychological, physical or legal problems. Drug misuse is more prevalent in socially deprived areas. In England and Wales the most commonly used psychoactive substance is cannabis, followed by cocaine and ecstasy. Opioids such as heroin are used less commonly but present the most significant health problems (NICE, 2012).
* **Forced Marriage** – Forced marriage can be coupled with other forms of slavery. Children who are trafficked for sex may also be sold into forced marriages. An adult who is forcibly married may then be trafficked for labor or sex by and for the financial gain of his or her spouse.
* **Gang Based Crime** – Gang violence refers mostly to the illegal and non-political acts of violence perpetrated by gangs against civilians, other gangs, law enforcement officers, firefighters, or military personnel. Throughout history, such acts have been committed by gangs at all levels of organization.
* **Racism** - Racism is the belief that some races are better than others, and the actions which result from those beliefs.
* **Impact of Technology** – The impact that technology has on children has changed drastically throughout the years. Children now use the phones and iPads a lot more causing them to become vulnerable to hackers.
* **Gender Based Violence** - Gender-based violence is a phenomenon deeply rooted in gender inequality and continues to be one of the most notable human rights violations within all societies. Gender-based violence is violence directed against a person because of their gender. Both women and men experience gender-based violence but the majority of victims are women and girls.
* **Private Fostering** - The nationally accepted definition of Private Fostering is when a child under the age of 16 (under 18 if disabled) is cared for by someone who is not their parent or a 'close relative'. This is a private arrangement made between a parent and a carer for 28 days or more. Close relatives are defined as step-parents, grandparents, brothers, sisters, uncles or aunts (whether of full blood, half blood or marriage/affinity). Many private fostering arrangements remain unknown to the local authority. This is a cause for concern as privately fostered children and young people, without the safeguards provided by law, are a particularly vulnerable group.
* **Trafficking** -humantrafficking as the recruitment, transportation, transfer, harboring, or receipt of persons by improper means (such as force, abduction, fraud, or coercion) for an improper purpose including forced labor or sexual exploitation.
* **Radicalisation** - The government's [Prevent Duty Guidance](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/445977/3799_Revised_Prevent_Duty_Guidance__England_Wales_V2-Interactive.pdf) defines radicalisation as "the process by which a person comes to support terrorism and extremist ideologies associated with terrorist groups".

**Managing Allegations Against Staff** –All allegations of abuse of children by those who work with children must be taken seriously. Allegations against any person who works with children, whether in a paid or unpaid capacity, cover a wide range of circumstances.

This procedure should be applied when there is such an allegation or concern that a person who works with children, has:

* Behaved in a way that has harmed a child, or may have harmed a child;
* Possibly committed a criminal offence against or related to a child;
* Behaved towards a child or children in a way that indicates he or she may pose a risk of harm to children.
* These behaviours should be considered within the context of the four categories of abuse (i.e. physical, sexual and emotional abuse and neglect). These include concerns relating to inappropriate relationships between members of staff and children or young people, for example:
* Having a sexual relationship with a child under 18 if in a position of trust in respect of that child, even if consensual (see s16-19 **Sexual Offences Act 2003**);
* 'Grooming', i.e. meeting a child under 16 with intent to commit a relevant offence (see s15 **Sexual Offences Act 2003**);
* Other 'grooming' behaviour giving rise to concerns of a broader child protection nature (e.g. inappropriate text / e-mail messages or images, gifts, socialising etc);
* Possession of indecent photographs / pseudo-photographs of children. Also see leaflet.

Procedure- If staff have concerns about staff/manager. We notify our designated officer about our concerns and referral to mash and Ofsted will be notified WITHIN 1 DAY. **MASH@northamptonshire.gcsx.gov.uk**

Clear records will be kept. All staff including the provider are aware of responding to allegations.

* **Professional Disagreements**- It is natural for professionals to sometimes disagree about a case / child welfare sometimes. The NSCB Conflict Resolution Policy provides a procedure to follow where a disagreement cannot be resolved by professionals at front line level. At no time must professional disagreement detract from ensuring that the child is safeguarded. The child's welfare and safety must remain paramount throughout. Also see leaflet.
* **Professionals Guide to Social Media** - Social media has become an everyday part of our lives. The development of “user created content” can blur the boundaries between personal and professional lives. Professionals need to be aware that personal observations and comments on issues can be misinterpreted as a professional view or a view of the agency for which they work. This can have consequences for both the individual posting the view and their agency.
* **Self-Harm**- If a staff member as identified any signs of children/Staff presenting with Self harming behaviour then contact our own safeguarding lead and to be followed up (NSCB) on 01604 364036.
* **Mobile and cameras-** Mobile phones are prohibited within the nursery, use of mobile phones are to be used in the office area only. Staff members mobile phones are also stored In the office/staff room area. Visitors are asked to switch off their mobile phones whilst in the nursery. Cameras are stored in the office at the end of each day in a locked cabinet. Photographs are only permitted to be printed on site**.** Please see our mobile phone and camera use policy.

Owls Nest Nursery takes all of these into consideration and looks out for any signs and symptoms of these types of abuse.

**Relevant contact details:**

Mash team – 0300 126 1000

Ofsted – 0300 123 1231

Lado - 01604 362 993

Social services team -01604 837 999

Local police station-101

If an emergency occurs call 999

**Designated Safeguarding Officers: Lucky Dundas & Nicola Whiting**

All staff at Owls Nest Nursery are aware of the designated safeguarding lead and we have a safeguarding board at the nursery.

Our designated safeguarding officers Lucky and Nicola have both attended training through the Early Years Northamptonshire County Council and they have provided support, advice and guidance to any other staff on an ongoing bases and at staff meetings.

It is to ensure that children are never placed at risk while in the charge of the nursery team. We aim to ensure that staff attend child protection courses and are thus familiar with the local authority child protection procedures.

We recognise that the child’s needs and safety are paramount and must override all other considerations. It is our policy to develop and maintain strong links with outside agencies such as the Local Safeguarding Children Board (LSCB). We aim to ensure an inclusive, non-biased environment by introducing age and stage appropriate toys, books and games to encourage equal development of all children.

We have a duty to be aware that abuse does occur in our society. This statement lays out the procedures that will be taken if we have reason to believe that a child in our care is subject to any abuse, whether this be emotional, physical, sexual or neglect.

Our primary responsibility is the welfare and well-being of all children in our care. As such, we believe that we have a duty to the children, parents/carers and staff to act quickly and responsibly in any incident that may come to our attention.

This policy applies to all staff, volunteers and students and people who work on the premises when the children are present. All members of staff, students and volunteers working at Owls Nest Nursery will be subject to an enhanced disclosure and barring system check (DBS) as well as pre-employment checks. The policy will be implemented through induction and training. Please refer to the Recruitment Policy.

We have a duty to report any suspicions on abuse to our Local Authority Designated Officer and to call Mash on **0300 126 7000** The Children Act 1989 (section 47.1) places a duty on the local authority to investigate such matters. We will follow the procedures set out by the local authority child protection policy and as such will seek their advice on all steps taken subsequently. In the event of any allegations of abuse or neglect, OFSTED will be notified immediately.

In regard to allegations or concerns against a staff member, the Child Protection flow chart process will be followed.’

Owls Nest Nursery are commited to working together and sharing the correct information with outside angencies to help keep their children safe.

Owls Nest use the following documents to ensure all children are being safeguarded properly.

* Working together to Safeguard Children 2018
* Information Sharing 2018
* Inspecting Safeguarding in Early Years Education and Skills Settings 2018