Safeguarding and Child Protection Policy

(including Whistleblowing Policy)

Our Aim:

We as a staff know that Safeguarding and Child Protection is EVERYONE'S responsibility. Staff will work with children, parents and the community to ensure the safety and rights of children, young people and vulnerable adults at our setting are always upheld. All members of staff have a duty to safeguard children and follow the procedures in our policy. Staff always supervise the children, and it is our duty to ensure that all children are safe. We are committed to building a 'culture of safety' in which the children in our care are protected from abuse and harm along with any young adults at the setting. (A 'young adult' is defined as 16 to 19 years old – in our setting they may be a student, member of staff, a volunteer or parent.) We aim to empower the children in our care through our early childhood curriculum, to know that they have a right to be resilient, healthy and to feel that they are listened to.

Any act of violence or abuse will not be tolerated. Procedures will be followed for a child or a young adult if we suspect any form of abuse or neglect and incidents will be reported through the appropriate channels.

Procedures:

We have a designated safeguarding lead (DSL) practitioner who co-ordinates child, young person and vulnerable adult protection issues; this is Tracey Elliott-Hobson. In the absence of Tracey, Nicola Butcher is the Deputy DSL with Sarah Emms as the On-Duty DSL. The DSL team ensure they have relevant links with statutory and voluntary organisations relating to safeguarding and understand our policy. The parents and carers of children attending are made aware too when a child starts at our setting.

The DSL team understands Local safeguarding procedures which are followed using the North Yorkshire Safeguarding Children Partnership website (NYSCP). The team attends relevant NYSCP training at least every two years and refreshes their knowledge of safeguarding at least annually. All staff have undertaken training in Safeguarding procedures.

All staff understand that safeguarding is everyone's responsibility.

All staff have an up-to-date knowledge of safeguarding issues. They are alert to potential indicators and signs of abuse and neglect. They understand their professional duty to ensure safeguarding and child protection concerns are reported to the local authority children's social

care team or the NSPCC. They receive updates on safeguarding at least annually. All staff are confident to ask questions in relation to any safeguarding concerns.

The DSL team meet to make an evaluation of the setting depending on any updates and reviews. The evaluation covers what we currently do well and what we need to improve on to ensure safeguarding procedures are current and effective.

All staff understand the principles of early help (as defined in *Working Together to Safeguard Children*, 2018). Staff can identify those children and families who may benefit from early help and enable them to access it.

All staff understand the thresholds of significant harm and they know how to access services for families. This includes getting support for those families who are below the threshold for significant harm, according to arrangements published by the NYSCP or safeguarding partners in areas where the safeguarding partners have replaced the NYSCP.

All staff understand their responsibilities under the General Data Protection Regulation and the Data Protection Act 2018, and understand relevant safeguarding legislation, statutory requirements and local safeguarding partner requirements and ensure that any information they may share about parents and their children with other agencies is shared appropriately and lawfully.

We will support families to receive appropriate early help by sharing information with other agencies in accordance with statutory requirements and legislation.

All staff understand how to escalate their concerns if they feel either the local authority and/or their own organisation has not acted adequately to safeguard and know how to follow local safeguarding procedures to resolve professional disputes between staff and organisations.

All staff understand what the organisation expects of them in terms of promoting positive behaviour when working with the children and their own required behaviour and conduct as laid out in our Behaviour Policy, Whistleblowing Policy, and Online safety Policy (including use of cameras and mobile phones).

All children have the support of a Key Person or Key Team whom they build a relationship with. The Key team will be one or a team of two members of staff whom the child sees regularly and will be the first point of call for parents in discussing any needs or concerns for their child. The children are supported to share any worries, concerns or complaints that they may have in an age-appropriate way. Key team members work in the same area of the nursery and meet weekly to support each other in helping a child in need.

Employing New staff

Adequate and appropriate staffing resources are provided to meet the needs of children. Applicants for posts within the setting are clearly informed that the positions are exempt from the Rehabilitation of Offenders Act 1974.
Enhanced criminal records and barred lists checks and other suitability checks are carried out for staff and volunteers prior to their post being confirmed, to ensure that no disqualified person or unsuitable person works at the setting or has access to the children.

Where applications are rejected based on information disclosed, applicants have the right to know and to challenge incorrect information.
Volunteers must:

- be aged 16 or over;
- be considered competent and responsible;
- receive a robust induction and regular supervisory meetings.
- be familiar with all the settings policies and procedures;
- be fully checked for suitability if they are to have unsupervised access to the children at any time.
    - Volunteers, students and Apprentices receive a copy of our Student, Apprentice and Volunteer Policy.

Information gathering and Sharing

We will share information lawfully with safeguarding partners and other agencies where there are safeguarding concerns.

We will be open and transparent about how we lawfully process data.
Information is recorded about staff qualifications, and the identity checks and vetting processes that have been completed including:

- the criminal records disclosure reference number;
- certificate of good conduct or equivalent where a UK DBS check is not appropriate;
- the date the disclosure was obtained; and
- details of who obtained it.

All staff and volunteers are informed that they are expected to disclose any convictions, cautions, court orders or reprimands and warnings which could affect their suitability to work with children (whether received before or during their employment with us).

Staff take part in regular supervision meetings. These include discussions about any safeguarding issues, and their own performance and learning needs are reviewed regularly.

In addition to induction and supervision meetings, staff are provided with clear expectations in relation to their behaviour outlined in the Behaviour Policy and the Student, Apprentice and Volunteer Policy.

We notify the Disclosure and Barring Service of any person who is dismissed from our employment, or resigns in circumstances that would otherwise have led to dismissal for reasons of a child protection concern.

Procedures are in place to record the details of visitors to the setting.
Visitors are reminded on arrival that we do not allow the use of phones on the premises. We offer a safe place to store their phone if it cannot be kept inside a bag. We ask them to leave the setting if they should need to answer a call.
Visitors will be given an identity badge.

Parents sign a consent form and have access to records holding visual images of their child. Any printed images of children are held securely in a locked filing cabinet when not in use. Each child has their own observation folder on the tablets. These are accessed using a code. Parents can only access their child's folder via a personal code which is emailed to them via a secure link.
Staff do not use personal cameras or filming equipment to record images. Personal mobile phones are not used where children are present. Staff store their mobile phones in the staff only area upstairs.

SMART technology such as smart watches are prohibited in the nursery where children are present.

Tracey Elliott-Hobson, Sarah Emms, Nicola Butcher or Fern Jayes are permitted to use their mobile phones on outings as a business phone; to call parents, the nursery or the emergency services. Their phones will not be used to take photographs or videos of the children.

The setting has a mobile phone that does not have a camera, this is used to receive and make phone calls in an emergency.
Permission is given for one nursery tablet to be used on a nursery trip with one staff member signing to say they take responsibility for the taking of photographs. Photographs can be taken of only the nursery children whose parents have given permission. All photographs will be taken from the back so children cannot be identified or children's facial images will be covered to obscure the face.
Any photos used on our social media pages will not show the children's faces or the children's names.
The DSL team check the use of tablets regularly and after all trips.

The designated person in the setting has responsibility for ensuring that there is an adequate Online safety policy in place.

We keep a written record of all complaints and concerns including details of how they were responded to. (See Complaints Procedure and Whistleblowing Policy below)

We ensure that risk assessments are completed, that they are seen and signed by all relevant staff and that they are regularly reviewed and updated, in line with our Health and Safety policy.

The DSL team are made aware at the first opportunity of every significant safeguarding concern, however this should not delay any referrals being made to children's social care, or where appropriate, the *LADO, Ofsted or RIDDOR*.

We are committed to responding promptly and appropriately to all incidents, allegations or concerns of abuse that may occur and to work with statutory agencies in accordance with the procedures that are set down in
'What to do if you're worried a child is being abused' (HMG, 2015) and the Care Act 2014.

Signs of abuse and how we respond to suspicions of abuse:

We acknowledge that abuse of children can take different forms - physical, emotional, and sexual, as well as neglect. We ensure that all staff understand the additional vulnerabilities that arise from special educational needs and/or disabilities.
We are aware of the inequalities which can appear relating to race, gender, language, religion, sexual orientation or culture, and that these receive full consideration in relation to child, young person or vulnerable adult protection and how we promote equal opportunities within our setting.

Physical, sexual or emotional abuse, or neglect, may be recognised by:

- significant changes in behaviour;
- deterioration in general well-being; changes in appearance, behaviour, work or play
- unexplained bruising, marks or signs of possible abuse or neglect; and
- any reason to suspect neglect or abuse outside the setting.
- their comments which may give cause for concern, or the things they say either directly or indirectly.
- disclosure

'Peer on peer' abuse may take the form of:

- bullying (including cyberbullying and prejudice-based bullying)
- physical abuse such as hitting, kicking, shaking, biting, hair pulling, or otherwise causing physical harm;
- sexual violence and sexual harassment
- sexting (also known as youth produced sexual imagery)
- initiation / 'hazing' type violence (causing risk, harm or pain) and rituals.

COVID-19 – Pandemic:

All staff know to be alert to any signs that during the COVID-19 outbreak a child in their care may be suffering from or likely to be suffering from harm. This includes signs of neglect that may be caused by extraordinary circumstances due to measures to curb the spread of the virus.

We understand how to identify children who may be in need of early help and how to access services for them. We know that we should refer a child who meets the s17 Children Act 1989 child in need definition to local authority children's social work services and we are aware that we should refer any child who may be at risk of significant harm to local authority children's social work services.

'Hidden harm' agenda (Drugs and alcohol abuse):
Parents with drug and alcohol problems can display signs which are impacting on their parenting capacity. This may cause risk, such as ,social exclusion, domestic violence, radicalisation, mental or physical illness and parent's learning disability.

Private fostering:
We are aware that a child's vulnerability can increase when they are privately fostered. When we know that a child is being cared for under a private fostering arrangement, we inform our local authority children's social care team.

We are also aware that children may be vulnerable due to:
. a special educational need and/or disabilities
. fabricated or induced illness
. child abuse linked to beliefs in spirit possession
. sexual exploitation of children, including through internet abuse
. Female Genital Mutilation (FGM)
. Radicalisation or extremism.

Radicalisation and extremism,
We follow the *Prevent Duty* guidance for England and Wales published by the Home Office and NYSCP procedures on responding to radicalisation. All staff complete online safeguarding training and online Prevent training to ensure they are familiar with the procedures for responding to concerns. We follow local authority published safeguarding procedures to respond to FGM and other safeguarding issues, which involves contacting police if a crime of FGM has been or may be about to be committed.

Gangs and trafficking:
Training also makes us aware that some children and young people are affected by gang activity, by complex, multiple or organised abuse, through forced marriage, honour -based

violence or children may be victims of trafficking. Whilst we know this may be less likely to affect the young children in our care, we may become aware of any of these factors affecting older children and young people whom we may encounter through our family liaison. If we become concerned that a child could be a victim of modern slavery or human trafficking, we will refer to the National Referral Mechanism, as soon as possible and refer and/or seek advice from the local authority children's social work service and/or police.

'County lines' and child sexual exploitation:

We will be alert to the threats children may face such as that posed by organised crime groups such as 'county lines' and child sexual exploitation. This can be both online use and from within peer groups and the wider community.
If ever we believe that a child or young adult in our setting, or someone who is known to us, may be affected by any of the above factors we follow the procedures for reporting child protection and child in need concerns.

Absent children

If we have concerns about the welfare of a child who fails to arrive at a session when expected. The on-duty manager will take immediate action to contact the child's parent to seek an explanation for the child's absence and be assured that the child is safe and well. If we cannot contact the child's parents, the DSL will be informed. If there is reason to believe that the child is at risk of significant harm, the DSL will contact the relevant professionals immediately and NYSCP procedures are followed. If the child has current involvement with social care the social worker is notified on the day of the unexplained absence.
Where such indicators are apparent, the child's key person makes a dated record of the details of the concern and discusses what to do with the member of staff who is acting as the designated person. The information is stored on the child's personal file.

If a staff member or volunteer is unhappy with the decision made of the designated person in relation to whether to make a safeguarding referral, they must follow escalation procedures which are displayed in each area, with full details of who to contact.

We refer concerns about children's welfare to the local authority children's social care team and co-operate fully in any subsequent investigation. NB In some cases this may mean the police, or another agency identified by the North Yorkshire Safeguarding Children Partnership Board / local safeguarding partners.

We respond to any disclosures sensitively and appropriately and we do not influence the outcome either through the way we speak to children or by asking questions of children (although we may clarify the details with them to ensure we have noted what we think they have told us).

The views of the young person will always be considered, in an age-appropriate way. The setting may override the young person's refusal to consent to share information if it feels that it is necessary to prevent a crime from being committed or to intervene where one may have been, or to prevent harm to a child or adult. Sharing confidential information without consent is done only where not sharing it could be worse than the outcome of having shared it.

Staff are also aware that adults can also be vulnerable and know how to refer adults who need community care services.
All staff know that they can contact the NSPCC whistleblowing helpline if they feel that an organisation and or the local authority have not taken appropriate action to safeguard a child, and this has not been addressed satisfactorily through organisational escalation and professional challenge procedures. We have a 'whistleblowing policy' in place (see below). All staff, students and volunteers know they can contact the organisation 'Public Concern at Work' for advice relating to whistleblowing dilemmas.

Recording Suspicions of Abuse and Disclosures:

Where a child makes comments to a member of staff that give cause for concern (disclosure), or a member of staff observes signs or signals that give cause for concern, such as significant changes in behaviour; deterioration in general well-being; unexplained bruising, marks or signs of possible abuse or neglect; that member of staff:

- listens to the child, offers reassurance and gives assurance that she or he will take action
- does not question the child, although it is OK to ask questions for the purposes of clarification
- makes a written record on a 'Cause for Concern' that forms an objective record of the observation or disclosure that includes: the date and time of the observation or the disclosure; the exact words spoken by the child as far as possible; the name of the person to whom the concern was reported, with the date and time; and the names of any other person present at the time.

These records are signed and dated and kept in the child's personal file, which is kept securely and confidentially.

The member of staff acting as the designated person is informed of the issue at the earliest opportunity, and always within one working day.

Where the North Yorkshire Safeguarding Children Partnership Board or local safeguarding partners safeguarding procedures stipulates the process for recording and sharing concerns, we include those procedures alongside this procedure and follow the steps set down by the NYSCP.

How to make a Referral to the Local Authority Children's Social Care Team:

We keep a copy of this document alongside the procedures for recording and reporting set down by our Local Safeguarding Children Board and on the staff notice board. It is also available on our website.

Prompts are posted on the staff notice board for easy referral.

If we have concerns regarding a child, the DSL will firstly contact the *Early Help Team*. They can offer help and advice for the next steps to take.

If we have concerns that a child is being drawn into terrorism and/or radicalisation we follow the guidance (however, you must contact social care customer service centre if you feel a child is at immediate risk of harm)

or we will contact the DfE

IMMEDIATE RISK OF HARM:

EARLY HELP CONTACTS:

01609797464 – Liz White Senior Early Help Consultant OR

01609534852 - Ruth Little and Kelly Trotter, Early Help Consultants

01609780780 - Multi Agency Screening Team (MAST)

DfE dedicated phone line:

02073407264

for advice you can email

counter.extremism@education.gsi.gov.uk

If we fear that a child is at an immediate risk of harm the DSL will contact the **Children's social care services** for advice.

If it is necessary to make a referral the necessary form will be completed. Forms are available on the North Yorkshire Safeguarding Children Partnership website.
We will then follow instruction from the appropriate agencies.

Children's Social Care customer services centre on:
01609536993
Emergency duty team outside of office hours on:
08450349417.

If we fear that the child may be at more risk of harm if the parents/carers are informed of the referral, we will act in the best interests of the child.

Escalation Process:

If we feel that a referral made has not been dealt with properly or that concerns are not being addressed or responded to, we will follow the NYSCP escalation process. We will ensure that staff are aware of how to escalate concerns.
We will follow local procedures published by the NYSCP or safeguarding partners to resolve professional disputes.

Informing Parents:

Parents are normally the first point of contact. Concerns are normally discussed with parents to gain their view of events, unless
it is felt that this may put the child or other person at risk
it may interfere with the course of a police investigation
it may unduly delay the referral
Unless it is otherwise unreasonable to seek consent.
Advice will be sought from social care, or in some circumstances police, where necessary.

Parents are informed when we make a record of concerns in their child's file and that we also make a note of any discussion we have with them regarding a concern.

If a suspicion of abuse warrants referral to social care, parents are informed when the referral will be made, except where the procedures of the NYSCP Local Safeguarding Partners does not allow this, for example, where it is believed that the child may be placed at risk. This will usually be the case where the parent is the likely abuser or where sexual abuse may have occurred. If there is a possibility that advising a parent beforehand may place a child at greater

risk (or interfere with a police response) the designated person should consider seeking advice from children's social care, about whether to advise parents beforehand. The DSL should record and follow the advice given.

Liaising with other Agencies and Multi-agency Working

We work within the NYSCP/Local Safeguarding Partners guidelines.
The current version of *'What to do if you're worried a child is being abused'* is available and staff are familiar with what they need to do if they have concerns.
We have procedures for contacting the local authority regarding child protection issues and concerns about children's welfare, including maintaining a list of names, addresses and telephone numbers of social workers, to ensure that it is easy, in any emergency, for the setting and children's social care to work well together.

We notify Ofsted of any incident or accident and any changes in our arrangements which may affect the well-being of children or where an allegation of abuse is made against a member of staff (whether the allegations relate to harm or abuse committed on our premises or elsewhere). Notifications to Ofsted are made as soon as is reasonably practicable, but at the latest within 14 days of the allegations being made.
Contact details for the local National Society for the Prevention of Cruelty to Children (NSPCC) are also kept.

Confidentiality:

All suspicions and investigations are kept confidential and shared only with those who need to know. Any information is shared under the guidance of the NYSCP/Local Safeguarding Partners and in line with the GDPR, Data Protection Act 2018, and Working Together 2018.

Support to Families:

We believe in building trusting and supportive relationships with families, staff and volunteers.

We make clear to parents our role and responsibilities in relation to child protection, such as for the reporting of concerns, information sharing, monitoring of the child, and always liaising with the local children's social care team where necessary as part of our admission procedures.

We will continue to welcome the child and the family whilst investigations are being made in relation to any alleged abuse.

We follow the Child Protection Plan as set by the child's social worker in relation to the setting's designated role and tasks in supporting that child and their family, after any investigation and we will engage with any 'child in need' plan or 'early help' plan as agreed.

Confidential records kept on a child are shared with the child's parents or those who have parental responsibility for the child in accordance with the Confidentiality and Client Access to Records procedure, and only if appropriate under the guidance of the Local Safeguarding Children Board.

Training:

We are committed to promoting awareness of child abuse issues throughout our training and learning programmes for adults. Training opportunities are sought for all adults involved in the setting, including induction training of new staff members, to ensure that they can recognise the signs and signals of possible physical abuse, emotional abuse, sexual abuse (including child sexual exploitation) and neglect and that they are aware of the local authority guidelines for making referrals. Training opportunities also cover extra familial threats such as online risks, radicalisation and grooming, and how to identify and respond to families who may need early help, and organisational safeguarding procedures.

The DSL team renew their training, as recommended by the NYSCP, every two years and refresh their knowledge and skills regularly. Safeguarding is an element of our staff training meetings each month and staff receive emails, newsletters and on-line training to keep updated.

Our Nursery setting:

The layout of the setting is open-plan which allows for constant supervision. No child is left alone with staff or volunteers in a one-to-one situation without being within sight and/or hearing of other staff or volunteers. All photographic observations made of a child are checked by another staff member so allowing any concerns to be raised should there be any.

Curriculum planning:

We introduce key elements of keeping children safe into our curriculum planning. This enables the children to develop an understanding of why and how to keep safe as part of their personal, social and emotional development, whilst fulfilling our remit to support them in becoming, resilient, healthy and listened to young people.

We believe we create within the setting a culture of value and respect for individuals, having positive regard for children's heritage, colour, ethnicity, languages spoken at home, cultural, religious and social background. We teach tolerance and mutual respect and the rule of Law as we promote British values.
We differentiate where necessary to plan in a way that is developmentally appropriate for the children's age and needs.

WHISTLEBLOWING POLICY

This relates to allegations against staff and persons in a position of trust:

We ensure that all parents know how to complain about the behaviour or actions of staff or volunteers within the setting, or anyone living or working on the premises occupied by the setting, which may include an allegation of abuse.

We ensure that all staff volunteers and anyone else working in the setting knows how to raise concerns that they may have about the conduct or behaviour of other people including staff/colleagues.

This policy relates to allegations, and concerns about the quality of care or practice and There is a separate process for responding to 'complaints.'

We will recognise and respond to allegations 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 they may pose a risk of harm to children

We respond to any inappropriate behaviour displayed by members of staff, volunteer or any other person living or working on the premises, which includes:

- inappropriate sexual comments
- excessive one-to-one attention beyond the requirements of their usual role and responsibilities, or inappropriate sharing of images

We respond to any concerns raised by staff and volunteers who know how to escalate their concerns if they are not satisfied with our response.

We respond to any disclosure by children or staff that abuse by a member of staff or volunteer within the setting may have taken, or is taking place, by first recording the details of any such alleged incident.

We refer any such complaint immediately to a senior manager within the organisation and the Local Authority Designated Officer (LADO) as necessary to investigate and/or offer advice:

Karen Lewis:
01609534200 or 07715540711
Dave Peat:
01609535646 or 07814533363
Duty LADO: 01609533080

Any such alleged incident will be reported to Ofsted (unless advised by LADO that this is unnecessary due to the incident not meeting the threshold), as well as what measures we have taken. We are aware that it is an offence not to do this.
We co-operate entirely with any investigation carried out by children's social care in conjunction with the police.

Where the management team and children's social care agree it is appropriate the member of staff or volunteer will be suspended for the duration of the investigation. This is not an indication of admission that the alleged incident has taken place, but it is to protect the staff, as well as children and families, throughout the process. Where it is appropriate and practical and agreed with LADO, we will seek to offer an alternative to suspension for the duration of the investigation, if an alternative is available that will safeguard children and not place the affected staff member or volunteer at risk.

If a member of staff/volunteer makes an allegation in good faith but the allegation is not confirmed by any subsequent investigation no action should be taken. Disciplinary action may be necessary if the allegation is made maliciously, jokingly or for personal gain. If allegations made against any staff/volunteers are true, along with the further action to be given, immediate termination of employment may apply in cases where children have been or may be at risk of harm.

Staff are reassured that they should not be scared to whistle-blow, even if they think their concern is 'small' they should always report to the DSL. Staff may feel that they should ignore their concerns due to fears of harassment or bullying in the workplace.
All disclosures are handled confidentially.

Personal information is only shared on a need-to-know basis in order to protect children, staff and other persons.
Any reprisals caused due to a member of staff raising their concerns in good faith will be dealt with via appropriate disciplinary action.

If the member of staff/volunteer who has been accused of allegations feels that they have been mistreated in any way during the process, they should contact the Managers to raise any concerns. The Managers will follow the grievance procedure.

More details about Whistleblowing is available in our Staffing, Disciplinary and Employment Policy.

NSPCC Whistleblowing helpline :
0800 028 0285
https://www.nspcc.org.uk/what-you-can-do/report-abuse/dedicated-helplines/whistleblowing-advice-line/

Public Concern at Work advice:
www.pcaw.org.uk

Disciplinary Action:

We will notify the Disclosure and Barring Service of relevant information if a member of staff, student or a volunteer has been dismissed due to engaging in activities that caused concern for the safeguarding of children or vulnerable adults at our setting.

Legal references:

Primary legislation

- Children Act (1989 s47)
- Protection of Children Act (1999)
- The Children Act (2004 s11)
- Children and Social Work Act 2017
- Safeguarding Vulnerable Groups Act (2006)
- Childcare Act (2006)
- Child Safeguarding Practice Review and Relevant Agency (England) Regulations 2018

Secondary legislation

- Sexual Offences Act (2003)
- Criminal Justice and Court Services Act (2000)
- Equality Act (2010)
- General Data Protection Regulations (GDPR) (2018)

- Childcare (Disqualification) Regulations (2009)
- Children and Families Act (2014)
- Care Act (2014)
- Serious Crime Act (2015)
- Counter-Terrorism and Security Act (2015)

Further Guidance:-

- Working Together to Safeguard Children (HMG, 2018)
- What to do if you're Worried a Child is Being Abused (HMG, 2015)
- Framework for the Assessment of Children in Need and their Families (DoH 2000)
- The Common Assessment Framework for Children and Young People: A Guide for Practitioners
  (CWDC 2010)
- Statutory guidance on making arrangements to safeguard and promote the welfare of children under section 11 of the Children Act 2004 (HMG 2008)
- Hidden Harm – Responding to the Needs of Children of Problem Drug Users (ACMD, 2003)
- Information Sharing: Advice for Practitioners providing Safeguarding Services (DfE 2018)
- Disclosure and Barring Service: www.gov.uk/disclosure-barring-service-check
- Revised Prevent Duty Guidance for England and Wales (HMG, 2019)
- Inspecting Safeguarding in Early Years, Education and Skills Settings, (Ofsted, 2016)

Nursery will review this policy annually and amend if necessary.
Next Review date: _____

Signature:- _____

Date :_____