



THE BLUE DOOR NURSERY CHILD PROTECTION POLICY

Due to the many hours of care we are providing, staff will often be the first people to sense that there is a problem. They may well be the first people in whom children confide about abuse. The nursery has a duty to be aware that abuse does occur in our society. This statement lays out the procedures that will be followed if we have any reason to believe that a child in our care is subject to emotional, physical or sexual abuse or neglect.

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

The nursery has a duty to report any suspicions of abuse to the Local Authority which has a duty to investigate such matters. The nursery will follow the procedures set out in the Local Authority Child Protection Documents, and as such will seek their advice on all steps taken subsequently.

1. Physical Abuse

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

Procedure

- Any sign of a mark/injury to a child when they come into nursery will be recorded.

- The incident will be discussed with the parent/carer.
- Such discussion will be recorded and the parent/carer will have access to such records.
- If there appear to be any queries regarding the injury, the Child Protection Unit in the Local Authority will be notified.

2. Sexual Abuse

Action will be taken under this heading if the staff team have witnessed occasions 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 behaviour.

Procedure

- The observed instances will be reported to the nursery manager.
- The matter will be referred to the Local Authority.

3. Emotional Abuse

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

Procedure

- The concern will be discussed with the parent/carer.
- Such discussion will be recorded and the parent/carer will have access to such records.
- If there appear to be any queries regarding the circumstances, the matter will be referred to the Local Authority.

4. Neglect

Action will be taken under this heading if the staff team have reason to believe that there has been persistent or severe neglect of a child (for example, by exposure to any kind of danger, including cold and starvation) which results in serious impairment of the child's health or development, including failure to thrive.

Procedure

- The concern will be discussed with the parent/carer.
- Such discussion will be recorded and the parent/carer will have access to such records.
- If there appear to be any queries regarding the circumstances the Local Authority will be notified.

Should any member of staff have concerns for the welfare of any child they will immediately inform their senior. A nursery nurse's responsibilities do not include investigating the suspected abuse. However, the staff will keep accurate records of their observations and of anything said to them by the child or others in connection with the suspected abuse. It is always important to listen to children. Strict confidentiality will be observed at all times. All our staff will receive training on the protection of children from abuse. It is the policy of the nursery to provide a secure and safe environment for all children.

The welfare of the children in our care is of paramount importance and any concern we may have will be considered seriously by the Nursery staff with responsibility for Safeguarding:

REBECCA SWINDELLS AND LAURA EASTON.

If the named staff feel that the child may be put further at risk by disclosing concerns to the parents then the name staff reserve the right to contact the Local Authority Child Protection team for advice without first seeking parental consent.

The Nursery aims to:

- Ensure that children are never placed at risk while in the charge of the nursery staff.
- Ensure that confidentiality is maintained at all times.
- Ensure that all staff are familiar with Child Protection issues and procedures.
- Regularly review and update this policy.

If an allegation is made against a member of staff, OFSTED and the local authority child protection unit will be informed and the nursery disciplinary procedure will be followed.