

Policy adopted	December 2007
Policy reviewed	April 2021
Approved by	Board of Trustees

SAFEGUARDING & CHILD PROTECTION (incl. Counter Terrorism) POLICY

To be read in conjunction with: Confidentiality Policy, Lost Child policy, Physical Handling Policy, Duty to Act (Whistleblowing) policy

Our designated Safeguarding & Child Protection Officer is Jackie Warren (Chief Executive Officer). Each manager is the nominated person for safeguarding within the setting.

Useful Contact Numbers:

- **Company Safeguarding Lead Jackie Warren 02392 266004 / 07809440773**
manager@growingplaces.org.uk
- **Deputy Safeguarding Lead Rachel Oakshott 02392 266004 /**
r.oakshott@growingplaces.org.uk
- **Setting Manager as Designated safeguarding lead (DSL) for each setting**

The intention of this policy is to:

- Protect all children and young people who use our services.
- To provide all staff, students and volunteers with the principles that guide our approach to safeguarding and child protection.

Legal Framework:

This policy is based on, but not limited to the law and guidance detailed below. These laws and guidance seek to protect children and dictate how to best keep them safe and healthy.

Children's Act (1989)

Protection of Children Act (1999)

UN Convention of the Rights of the Child (1991)

Children's Act (2004)

Childcare Act (2006)

Safeguarding Vulnerable Groups Act (2006)

Children & Social Work Act (2017)

HM government - Working Together to Safeguard Children (2018)

Keeping Children Safe in Education (2020)

Early Years Foundation Stage (EYFS) Statutory Framework (Updated Sept 2021)

Safeguarding and promoting the welfare of children is defined for the purposes of this guidance as:

- protecting children from maltreatment;
- preventing impairment of children's health or development;
- ensuring that children grow up in circumstances consistent with the provision of safe and effective care.
- taking action to enable all children to have the best outcomes & protecting specific children who are suffering or at risk of suffering significant harm.

'Child Protection' signifies the action that is put in place to protect specific children who are suffering from, or at risk of suffering from, significant harm.

Under section 10 of the Children Act 2004, a similar range of local agencies, including the police and health services, are required to cooperate with local authorities to promote SAFEGUARDING & CHILD PROTECTION (incl. Counter Terrorism) POLICY Page 1 of 13

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the well-being of children in each local authority area (see chapter 1). This cooperation should exist and be effective at all levels of the organisation, from strategic level through to operational delivery.

“Community Childcare Centres is committed to safeguarding and promoting the welfare of Children and Young people and expects all staff, Trustees, parents, carers, students and volunteers to share this commitment”.

To ensure we fulfil our safeguarding duties we follow 3 Key Commitments:

Key Commitment 1

The Company is committed to building a 'culture of safety' in which children are protected from abuse and harm in all areas of its service delivery.

Staffing / Professionalism

- **There is always a designated person available to discuss safeguarding concerns. (See above for details – Useful contact numbers – Company Safeguarding lead, Deputy, Designated setting leads)**
- The designated person is suitably trained to ensure that they understand Local Safeguarding Partners safeguarding procedures and attends relevant local safeguarding support groups and training.
- All staff understand that safeguarding is their responsibility.
- We ensure that all staff are trained to understand our safeguarding policy and procedures.
- All staff have a knowledge of up-to-date safeguarding issues, are alert to potential indicators of abuse and neglect and understand their professional duty to ensure safeguarding and child protection concerns are reported to their designated safeguarding lead, following the company safeguarding flowchart.
- All staff are confident to ask questions in relation to any safeguarding concerns and know not to just take things at face value but to be professionally curious.
- All staff understand the principles of early help (as defined in *Working Together to Safeguard Children*, 2018) and are able to identify those children and families who may be in need of early help and enable them to access it.
- All staff understand the thresholds of significant harm and understand how to access services for families, including for those families who are below the threshold for significant harm, according to arrangements published by the Local Safeguarding Partners (LSPs).
- 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.
- We will share information lawfully with safeguarding partners and other agencies where there are safeguarding concerns.
- We will be transparent about how we lawfully process data.
- All staff understand how to escalate their concerns in the event that they feel either the local authority and/or their own organisation has not acted adequately to

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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 their required behaviour and conduct, and follow our policies and procedures on positive behaviour, online safety (including use of cameras and mobile phones) and Duty to Act (Whistleblowing) policy.
- Children have a key person to build a relationship with, and are supported to articulate any worries, concerns or complaints that they may have in an age-appropriate way.
- All staff understand our policy on promoting positive behaviour and follow it in relation to children showing aggression towards other children.
- 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.
- Enhanced criminal records and barred lists checks are carried out on anyone living or working on the premises.
- Volunteers must:
 - be aged 17 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.
- 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 may affect their suitability to work with children (whether received before or during their employment with us)
- Where applications are rejected because of information that has been disclosed, applicants have the right to know and to challenge incorrect information.
- A single central record of DBS details is available in setting and online
- New employees (incl. apprentices and volunteers) do not work unsupervised until they have completed the induction process and all conditional documentation has been received
- All staff must have Level 1 Safeguarding Training (including Child Protection) as part of Induction, then must attend Level 2 within first year of employment. This is

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refreshed annually. DSL will attend Advanced Safeguarding Training and update every 2 years.

- We abide by the Protection of Children Act requirements 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 child protection concern.
- Staff receive regular supervision, which includes discussion of any safeguarding issues, and their performance and learning needs are reviewed regularly.
- In addition to induction and supervision, staff are provided with clear expectations in relation to their behaviour, outlined in the employee code of conduct and staff standards.
- Growing Places will 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.
- Security steps are taken to ensure that we have control over who comes into the settings so that no unauthorised person has unsupervised access to the children.
- Parents are asked for permissions for any photos of their children to be used for any other purpose, other than recording their development e.g. advertising. No photos are used of children without permissions. Staff do not use personal cameras or filming equipment to record images.
- Personal mobile phones are not used where children are present.
- 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.
- We ensure that robust 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 designated officer will support the registered person to undertake their role adequately and offer advice, guidance, supervision and support.
- The registered person will inform the designated officer 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.

Key Commitment 2

The Company is committed to responding promptly and appropriately to all incidents 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 are worried a child is being abused' (HM Govt. 2015) and the Care Act 2014.

Responding 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 have an understanding of the additional vulnerabilities that arise from special educational needs and/or disabilities, plus inequalities of race, gender, language, religion, sexual orientation or culture, and that these receive full consideration in relation to child, young person or vulnerable adult protection.
- When children are suffering from physical, sexual or emotional abuse, or experiencing neglect, this may be demonstrated through:

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- significant changes in their behaviour.
 - deterioration in their general well-being.
 - their comments which may give cause for concern, or the things they say (direct or indirect disclosure).
 - changes in their appearance, their behaviour, or their play.
 - unexplained bruising, marks or signs of possible abuse or neglect; and
 - any reason to suspect neglect or abuse outside the setting.
- We understand how to identify children who may be in need of early help, how to access services for them.
 - We understand 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.
 - We understand that we should refer any child who may be at risk of significant harm to local authority children's social work services.
 - We are aware of the 'hidden harm' agenda concerning parents with drug and alcohol problems and consider other factors affecting parental capacity and risk, such as social exclusion, domestic violence, radicalisation, mental or physical illness and parent's learning disability.
 - We are aware that children's vulnerability is potentially increased when they are privately fostered and 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 prepared to take action if we/I have concerns about the welfare of a child who fails to arrive at a session when expected. The designated person 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 no contact is made with the child's parents and the designated person has reason to believe that the child is at risk of significant harm, the relevant professionals are contacted immediately and LSPs procedures are followed. If the child has current involvement with social care the social worker is notified on the day of the unexplained absence.
 - We are aware of other factors that affect children's vulnerability that may affect, or may have affected, children and young people using our provision, such as abuse of children who have special educational needs 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) and radicalisation or extremism.
 - In relation to radicalisation and extremism, we follow the Prevent Duty guidance for England and Wales published by the Home Office and Hampshire Safeguarding Children Partnership (HSCP) procedures on responding to radicalisation.
 - The designated person completes online Channel training, online Prevent training and attends local WRAP training where available to ensure they are familiar with the local protocol and procedures for responding to concerns about radicalisation.
 - We are aware of the mandatory duty that applies to teachers, and health workers to report cases of FGM to the police. We are also aware that early year's practitioners should 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.
 - We also make ourselves aware that some children and young people are affected by gang activity, by complex, multiple or organised abuse, through forced marriage or honour-based violence or may be victims of child trafficking. While this may be less likely to affect young children in our care, we may become aware of any of these

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factors affecting older children and young people who we may come into contact with.

- If we become concerned that a child may 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 to the local authority children's social work service and/or police.
- We will be alert to the threats children may face from outside their families, such as that posed by organised crime groups such as county lines and child sexual exploitation, online use and from within peer groups and the wider community.
- Where we believe that a child in our care or that is known to us may be affected by any of these factors we will follow the procedures below for reporting child protection and child in need concerns and follow the local procedures as published by the local safeguarding partners.
- Where such indicators are apparent, the child's key person makes a dated record of the details of the concern (on a concern for a child report) 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.
- In the event that 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.
- 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 local safeguarding partners.
- We respond to any disclosures sensitively and appropriately and take care not to influence the outcome either through the way we speak to children or by asking questions of children (although we may check out/clarify the details of what we think they have told us with them).
- We take account of the need to protect young people aged 16-19 as defined by the Children Act 1989. This may include students or school children on work placement, young employees or young parents. Where abuse or neglect is suspected we follow the procedure for reporting any other child protection concerns. The views of the young person will always be taken into account in an age-appropriate way, but 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 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.
- All staff are also aware that adults can also be vulnerable and know how to refer adults who are in need of community care services.
- All staff know that they can contact the NSPCC whistleblowing helpline if they feel that Growing Places 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 Duty to Act (Whistleblowing) policy in place.

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,

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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 (Concern for a Child Report) 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.
 - Parents are asked to report any unusual marks or bruising to staff, in order to avoid any misunderstanding, and to report ALL accidents that have occurred outside of setting so they can be recorded.
 - As required by Ofsted, a confidential Safeguarding folder will be kept recording any signs, symptoms, concerns or information given by parents. Parents may have access to this record at any 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 local safeguarding partners safeguarding procedures stipulates the process for recording and sharing concerns, [we/I] include those procedures alongside this procedure and follow the steps set down by the local safeguarding partners.

Making a referral to the local authority children's social care team

- Complete the Company 'Concern for a child report' form. This is based on 'What to do if you are worried a child is being abused' (HMG 2015).
- We will complete an Inter-Agency Referral Form (IARF)
https://forms.hants.gov.uk/en/AchieveForms/?form_uri=sandbox-publish://AF-Process-7e6115a7-b0ba-484d-991f-084c1248ac72/AF-Stage-52cf8e73-0daf-47d4-bb55-0fdad856d3e6/definition.json&redirectlink=/en&cancelRedirectLink=/en

Manager **only** may call **Children's Services 0300 555 1384** if they have worries about a specific child. Can make initial enquiry to Professional Helpline **01329 225379** to see if child/family are known and any ongoing support/actions.

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 HSCP escalation process.
- We will ensure that staff are aware of how to escalate concerns.
- We will follow local procedures published by safeguarding partners to resolve professional disputes.

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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 or may interfere with the course of a police investigation, or may unduly delay the referral, or 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 at the same time that the referral will be made, except where the procedures of the 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 or not to advise parents beforehand, and should record and follow the advice given.

Liaison with other agencies and multi-agency working.

- We work within Hampshire Safeguarding Children's Partnership (HSCP) guidelines.
- The current version of 'What to do if you're worried a child is being abused' is available for parents and staff and all 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 will 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.
Ofsted contact details: Telephone: 0300 123 1231 <https://www.report-childcare-incident.service.gov.uk/serious-incident/childcare/update-incident/>
- Contact details for the local National Society for the Prevention of Cruelty to Children (NSPCC) are also kept.

Allegations against staff and persons in 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 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.
- We differentiate between allegations, and concerns about the quality of care or practice and complaints and have a separate process for responding to complaints.

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- Team members can share low level concerns with their line Manager using the low-level concern reporting form (introduced April 2021)
- 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 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 concerns raised by staff and volunteers who know how to escalate their concerns if they are not satisfied with our response.
- We will respond to any disclosure by children or staff that abuse by a member of staff or volunteer within the setting, or anyone working on the premises occupied by the setting, may have taken, or is taking place, by first recording the details of any such alleged incident.
- We will 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:

LADO Contact details: 01962 876 364 child.protection@hants.gov.uk

LADO Referral Form:

https://forms.hants.gov.uk/en/AchieveForms/?form_uri=sandbox-publish://AF-Process-c8d4175e-e440-4cdd-9968-349c655374b9/AF-Stage-64282b4d-4083-4e7c-9c4e-1a25a6a74599/definition.json&redirectlink=/en&cancelRedirectLink=/en

- We also report any such alleged incident to Ofsted, as well as what measures we have taken. We are aware that it is an offence not to do this.
- We will 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 in the circumstances, 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 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 or volunteer at risk.

Disciplinary action

- Where a member of staff or volunteer has been dismissed due to engaging in activities that caused concern for the safeguarding of children or vulnerable adults, we will notify the Disclosure and Barring Service of relevant information, so that individuals who pose a threat to children and vulnerable groups can be identified and barred from working with these groups.

Key Commitment 3

Growing Places is committed to promoting awareness of child abuse issues throughout its continuous professional development training. It is also committed to empowering young children, through its early childhood curriculum, promoting their right to be strong, resilient and listened to.

Training

- Training opportunities are sought for all adults involved in the setting to ensure that they are able to 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 should also cover extra familial threats such as online risks, radicalisation and grooming, and how to identify and respond to families who may be in need of early help, and organisational safeguarding procedures.
- All Designated Safeguarding Leads receive appropriate training, as recommended by the local safeguarding partners, every two years and refresh their knowledge and skills at least annually.
- We ensure that all staff know the procedures for reporting and recording any concerns they may have about the provision.
- We ensure that all staff receive updates on safeguarding via emails, newsletters, online training and/or discussion at staff meetings at least once a year.

Planning

- The layout of the rooms 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.

Curriculum

- We introduce key elements of keeping children safe into our daily activities to promote the personal, social and emotional development of all children, so that they may grow to be strong, resilient and listened to and so that they develop an understanding of why and how to keep safe.
- We create within the setting a culture of value and respect for individuals, having positive regard for children's heritage arising from their colour, ethnicity, languages spoken at home, cultural and social background.
- We ensure that this is carried out in a way that is developmentally appropriate for the children.

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 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.

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- 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 liaising at all times with the local children's social care team.
- 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, subsequent to any investigation.
- 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 partners.

Counter Terrorism and Security Act 2015

We have a due regard to prevent people from being drawn into terrorism. Where we believe a child's or family's behaviour suggests an influence outside of the nursery that may fall under the Counter Terrorism and Security Act, we will follow the HM Prevent Duty Guidance 2015.

Under provisions in the Counter-Terrorism and Security Act 2015, local authorities will be required to establish Channel panels from 12 April 2015. The panels will assess the extent to which identified individuals are vulnerable to being drawn into terrorism and arrange for support to be provided to those individuals. Panels must include the local authority and the chief officer of the local police. There are also a number of panel partners, including those within the criminal justice system, education, child care, health care and police who are required to cooperate with the panel in the discharge of its functions. Local authorities and their partners should consider how best to ensure that these assessments align with assessments under the Children Act 1989.

PREVENT DUTY 2015 at GROWING PLACES

Even very young children may be vulnerable to radicalisation by others, whether in the family or outside, and display concerning behaviour. They may also be victims of the extremism behaviour of their family by being taken out of the country or away from their families as part of the action of the individual. Early years providers must take action to protect children from harm and should be alert to harmful behaviour by other adults in the child's life.

These are the main points clarifying what Growing Places does to demonstrate compliance with the Prevent Duty, including sources of information / advice / support.

- Early Years Foundation Stage practice encompasses the fundamental British values of democracy, rule of law, individual liberty, mutual respect and tolerance for those of different faiths and beliefs (EYFS Practice documentation)
- We will raise awareness and identify vulnerable children or families by staff completing an Educare online module in "The Prevent Duty in an Early Years environment"
- Additionally, staff in setting complete an absence register for managers to monitor any patterns or concerns with absences

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- Managers inform CEO / Group Manager of any Prevent Duty concerns on monthly reflection, as part of Dashboard data reviews
- CEO / Group Manager will investigate any concerns raised and will then seek further support and guidance from Channel should it be required

What nursery staff should be looking for?

- Changes in family behaviour
- Changes in the children's behaviour, e.g. aggression towards others
- Comments made by a child which may cause concern, e.g. commenting on what their mummy or daddy has said
- Comments made by family members, e.g. about certain faiths, beliefs, cultures
- Any other signs that family members may be showing extremism

What can we do to eliminate extremism and support acceptance in our setting?

You can support children through the teaching of personal, social and emotional skills and development and enable children to be accepting and tolerant of other's views and beliefs whilst challenging constructively what they disagree with. For example:

- Working through disagreements with their peers over resource sharing, activity choosing and role taking
- Role modelling desired behaviours and mannerisms
- Talking about feelings and opinions
- Celebrating all faiths and beliefs
- Supporting British Values

Legal framework

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, 2015) [https://www.pacey.org/Pacey/media/Website-files/Non-PACEY%20documents%20\(PDFs\)/prevent-duty-departmental-advice.docx](https://www.pacey.org/Pacey/media/Website-files/Non-PACEY%20documents%20(PDFs)/prevent-duty-departmental-advice.docx)
- Inspecting Safeguarding in Early Years, Education and Skills Settings, (Ofsted, 2016)
- Safeguarding Children (Pre-school Learning Alliance 2013)
- Safeguarding through Effective Supervision (Pre-school Learning Alliance 2013)
- The New Early Years Employee Handbook (Pre-school Learning Alliance 2016)
- People Management in the Early Years (Pre-school Learning Alliance 2016)