



# Oscar Bears' Day Care

## Oscar Bears Day Care - Safeguarding Children Policy

### Introduction

Oscar Bears day care takes our role in the safeguarding of all children in our care very seriously. All Oscar Bears Day Care Policies and procedures have been developed for the safety and welfare of the children in our care. Every child and young person who participates in the activities should be able to participate in an enjoyable and safe environment and be protected from harm. This is the responsibility of every adult involved within the setting.

The Children Act 1989 defines a child as anyone who has not reached their 18<sup>th</sup> birthday. The fact that a child has reached 16 years of age, is living independently or is in further education, is a member of the armed forces, is in hospital, in prison or in a Young Offenders' Institution does not change his or her status or entitlement to services or protection.

Oscar Bears Day Care is committed to promoting the welfare of children and safeguarding children from physical, sexual or emotional abuse, neglect and bullying.

Oscar Bears Day Care will ensure that;

- The welfare of the child remains paramount.
- All children whatever their age, culture, disability, gender, language, racial origin, religious beliefs and/ or sexual identity have the right to be protected from harm.
- All suspicions and allegations of abuse will be taken seriously and responded to swiftly and appropriately.
- All staff (paid/ unpaid) working in the organisation have a responsibility to report concerns to Laura Mills or Heidi Willard.

The legal framework for this policy is based on:

- The Every Child Matters: change for Children Green paper (2004)
- Safeguarding Vulnerable Groups Act (2006)
- The Statutory Framework for the Early Years Foundation Stage (2008)



## Responsibilities

It is the responsibility of all staff to be aware of safeguarding issues and actively report these to their manager.

The designated person in charge of safeguarding is the manager of the setting, it is the managers responsibility to:

- To ensure that West Sussex County Council Local safeguarding children boards procedures are followed in the nursery.
- Ensure that the staff are aware of these procedures.
- Ensure that staff receive appropriate training and support.
- Develop affective working relationships with other agencies and staff.
- To take decisions about whether to further action any specific concerns.
- Keep up to date with all relevant procedures and legislation.

## Signs and symptoms of abuse:

Neglect:

- Being constantly hungry and sometimes stealing food from others
- Being in an unkempt state; frequently dirty or smelly
- Loss of weight or being constantly underweight
- Being dressed inappropriately for the weather conditions
- Untreated medical conditions – not being taken for medical treatment for illnesses or injuries

Physical abuse:

- Injuries which the child cannot explain, or explains unconvincingly
- Injuries which have not been treated or treated inadequately
- Injuries on parts of the body where accidental injury is unlikely, such as the cheeks, chest or thighs
- Bruising which reflects hand or finger marks
- Cigarette burns, human bite marks
- broken bones (particularly in children under the age of two)
- Scalds, especially those with upward splash marks where hot water has been deliberately thrown over the child, or 'tide marks' – rings on the child's arms, legs or body where the child has been made to sit or stand in very hot water

Behavioural signs to look out for:

- A child is reluctant to have their parents contacted
- Aggressive behaviour or severe temper outbursts
- A child who runs away or shows fear of going home
- A child who flinches when approached or touched
- Reluctance to get undressed for sporting or other activities where changing into other clothes is normal
- Covering arms and legs even when hot



- Depression or moods which are out of character with the child's general behaviour
- Unnaturally compliant to parents or carers

#### Emotional abuse:

Physical signs to look out for:

- A failure to grow or to thrive (particularly if the child thrives when away from home)
- Sudden speech disorders
- Delayed development, either physical or emotional

Behavioural signs to look out for:

- An excessive deference towards others, especially adults
- An excessive lack of confidence
- An excessive need for approval, attention and affection
- An inability to cope with praise

#### Physical abuse:

Physical signs to look out for:

- Pain, itching, bruising or bleeding in the genital or anal areas
- Any sexually transmitted disease
- Recurrent genital discharge or urinary tract infections without apparent cause
- Stomach pains or discomfort when the child is walking or sitting down.

Behavioural signs to look out for:

- Sudden or unexplained changes in behaviour
- An apparent fear of someone
- Running away from home
- Nightmares or bedwetting
- Self-harm, self-mutilation or attempts at suicide
- Abuse of drugs or other substances
- Eating problems such as anorexia or bulimia
- Sexualised behaviour or knowledge in young children

([www.nspcc.org.uk](http://www.nspcc.org.uk))

Staff may have concerns about a child in relation to a safeguarding issue due to

- Observations of the child
- A child confiding in a adult something that may have cause for concern.
- Another parent reporting concerns
- Another agency contacting the nursery to discuss the child.

#### Procedure to follow if a child or young person reports abuse:

- React calmly.



- Reassure the child that they were right to tell and that they are not to blame and take what the child says seriously.
- Be careful not to be deemed as putting words into the child's mouth, the easiest way of doing this is by asking questions.
- Do not promise confidentiality.
- Inform the child/ young person what you will do next.
- Make a full and written record of what has been said as soon as possible.

### Recording the concern

Concerns should be recorded as soon as possible and in consultation with the nursery manager . The report must include:

- The nature of the concern and any other relevant information.
- The date
- The time
- The place
- Your name and any other persons present.
- A description of injuries (if relevant)
- Any accounts given either by the child, worried parent or other agencies.

### Reporting a concern

Staff will have regard for and refer to the document '*what to do if your worried a child is being abused*' (DFES, 2006). Staff will also make us of the document 'Sussex child protection and safeguarding procedures' (2011- Local safe guarding children board)

Parents are normally the first point of contact. If a suspicion of abuse is recorded, parents are informed at the same time as the report is made, except where the guidance of the LSCB does not allow this. This will usually be the case where the parent or family member is the likely abuser, or where a child may be endangered by this disclosure. In these cases the investigating officers will inform parents.

If it is deemed that the child is in immediate danger we will ring 999.

Or we will phone West Sussex County Councils Childrens Access Point (CAP) on: 01403 229900 or, contact the 'out of hours' emergency team 01903 694422

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 LSCB.

### Staff



All staff have a full and current CRB check. We abide by Ofsted requirements in respect of references and police checks for staff and volunteers, to ensure that no disqualified person or unfit person works at the nursery or has access to the children.

There are two staff members on the premises at any one time.

Students through their training providers will also undergo a criminal records check. These will be seen by the manager on induction. The CRB number will be recorded for our records.

We also realise the importance of never leaving students unsupervised in the presence of children. As the welfare requirements of the EYFS Statutory Framework state, only long term students over the age of 17 will be considered in our ratios if we deem them to be competent.

Ratios will be kept at all times and staff will be aware and never put themselves in a position where accusations could be made.

Identification of all staff and personnel in the setting will be through uniform and identification badges.

Identification will be sought and all visitors to the setting will sign in the visitor's book and be accompanied within the building.

#### Allegations against a member of staff

In the event of an allegation of child abuse being made against a member of Staff, the manager will:

- Suspend the member of staff pending the outcome of an enquiry
- Take the allegation seriously and investigate it promptly
- Contact local social care team and child protection team for advice on how to proceed
- Inform Ofsted
- Ensure all allegations are recorded accurately on a record of concern form and followed up in the appropriate manner
- The matter will be treated in confidence and any investigation will be Conducted by the relevant authority

**OFSTED: 0300 123 1231**

**OFSTED WHISTLEBLOWERS TEL NO: 0300 123 3155**

Written by: Laura Mills

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