

Child Protection Policy

Under the law (children's act 1989), all staff must pass on information that raises concern that a child may be at risk from non-accidental injury, neglect, emotional or sexual abuse. Our prime responsibility is the welfare and well being of children in our care.

At Sunbeams we take this role seriously and we ensure all staff are able to recognise the signs of abuse and how to raise these concerns appropriately.

The person in charge of child protection for Sunbeams is: Sharon Hale

Procedures

All staff have a responsibility to report any allegations or concerns about the welfare of a child in accordance with the Gloucestershire Safeguarding Children's Board (GCSB).

If you have a child you are concerned about the following action should be taken:

Report your concern to your immediate supervisor- all concerns should then be passed on to Sharon Hale.

Complete a written record- if a disclosure is made by a child this should be done as soon as possible and depict accurately what was said.

Advice, support and guidance can be sought by ringing or emailing the children and families helpdesk 01452 426565 childrenshelpdesk@gloucestershire.gov.uk

Once your concerns have been passed on to the Nursery child protection manager, they will deal with them appropriately and inform you of action taken. If you are not satisfied with the action taken, ensure the Manager is aware and contact the Children's helpdesk as above.

In most cases, Parents will need to be informed of concerns and action taken. This is often difficult and upsetting for all parties involved. This should therefore be dealt with by Manager or Deputy Manager.

Any concerns, disclosures, action taken must be kept confidential on a need to know basis. In most cases this will be the member of staff who raised the concern, child's key person and Nursery management.

Often such cases can prove to be very stressful for members of staff. Ensure this is discussed with the Nursery manager and support received in dealing with such cases.

Allegations against a member of staff, student or volunteer.

Report the matter to the nursery Manager or Deputy Manager- they will then follow GSCB guidelines.

Sharon will record the details of any alleged incident.

We will refer any complaint that constitutes child abuse or alleged child abuse to the children and families helpdesk. We will also report it to OFSTED.

If necessary, the member of staff may be suspended while investigations are carried out. This will not be an indication of Management's feelings that the incident has taken place but to protect all parties until an outcome has been reached.

If a member of staff is dismissed due to misconduct relating to a child, we will notify the Independent Barring Board and the children and families helpdesk.

If an allegation is made against Sharon Hale, it should be reported to OFSTED and the children and families helpdesk.

Advice can be sought from the children and families helpdesk.

Confidentiality will be on a need to know basis.

How do we protect children?

By ensuring all staff have training and knowledge in recognising signs of abuse. this can be done through neglect, physical abuse, sexual abuse or emotional abuse. The effects of domestic violence on children and the emotional impact must also be recognised.

By ensuring all staff are suitable persons to be working with children. Ensuring all staff are aware of having a positive, supporting relationship with children in our care and will report any concern about their colleagues conduct to Management or a room leader.

By ensuring a good relationship with parents and carers.

By ensuring that all staff know where to turn for advice on handling matters relating to child protection.

By working in a multi agency approach to support children where child protection issues have been identified, with social care, early help team, parents and any other organisation involved.]