

3. Child Protection and Safeguarding Policy (2025)



1. Policy Statement

We are committed to safeguarding and promoting the welfare of all children in our care. All staff, volunteers, and visitors share the responsibility to ensure children are protected from harm, abuse, neglect, and exploitation. This policy is in line with statutory guidance including:

- *Working Together to Safeguard Children* (2023)
- *Keeping Children Safe in Education* (2024)
- *Information Sharing Advice for Safeguarding Practitioners* (2018)
- Data Protection Act (2018) and UK GDPR
- Counter-Terrorism and Security Act (2015) – Prevent Duty

This policy must be read alongside our Whistleblowing, Safer Recruitment, and Online Safety policies.

2. Designated Safeguarding Lead (DSL)

- **DSL:** Natalie Taylor
- **Deputy DSLs:** Katy Gill/Stacey Fowler and Joanne Knight

The DSL and deputies will undertake formal training updated every 2 years and ensure all staff receive safeguarding training annually. Safeguarding will be a standing agenda item at staff meetings.

3. Recognising Signs of Abuse

Staff are trained to respond appropriately to concerns, including:

- Significant changes in behaviour
 - Deterioration in wellbeing
 - Unexplained injuries or marks
 - Signs of neglect
 - Concerning comments or disclosures
 - Online risks including grooming, cyberbullying, and radicalisation
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4. Responding to Concerns

- All concerns will be recorded factually on the safeguarding recording system.
 - Concerns must be reported immediately to the DSL or deputy.
 - If a child arrives with an injury, a home injury form will be completed and signed by parents/carers.
 - Any injury in the setting will be documented using an accident/incident form, shared with parents/carers, and signed.
 - Disclosures will be handled sensitively, never promising confidentiality.
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5. Escalation and External Reporting

- Where there is risk of significant harm, the DSL will contact the Local Authority Safeguarding Partners immediately (Access and Response Team: 01454 866000).
 - Allegations against staff will be referred to the **Local Authority Designated Officer (LADO John Goddard)** (currently: 01454 868508) and, if appropriate, to Ofsted without delay.
 - Emergency concerns about immediate risk must be reported to the police (999).
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6. Information Sharing

- Information will be shared in line with statutory guidance and GDPR/Data Protection Act 2018.
 - Only relevant information will be shared with safeguarding partners.
 - Records will be stored securely and retained in accordance with statutory requirements.
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7. Safer Recruitment

- We follow *Safer Recruitment* practices including enhanced DBS checks, references, and verification of identity and qualifications.
 - At least one member of the interview panel will be safer recruitment trained.
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8. Prevent Duty

- We have due regard to the need to prevent people being drawn into terrorism.
 - Staff are trained to identify signs of radicalisation and extremism and report these through the safeguarding process.
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9. Online Safety

- Children will be protected from harmful online content.
 - Staff will model safe use of technology.
 - Online safety will be included in staff training and addressed with parents/carers as appropriate.
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10. Whistleblowing

- Staff are encouraged to raise concerns about poor or unsafe practice through our Whistleblowing Policy.
 - Concerns can also be raised directly with the LADO or Ofsted.
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11. Policy Review

This policy will be reviewed annually, or sooner if statutory guidance changes. The next scheduled review date is **September 2026**.

Approved by: Natalie Talyor

Date: 04/09/2025

Review Date: September 2026