

Tiger Tots Preschool Safeguarding and Child Protection Policy

Policy statement

Tiger Tots Preschool will work with children, parents, and the community to ensure the rights and safety of children and to give them the very best start in life.

Procedures

We carry out the following procedures which incorporate responding to child protection concerns.

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

The designated safeguarding lead (DSL) at Tiger Tots Preschool is Cindy Summer

- We ensure all staff and parents are made aware of our safeguarding policies and procedures. **These are included in our parent pack and on our website.**
- We provide adequate and appropriate staffing resources to meet the needs of children. All staff provide us with a local criminal record as well as those from all countries in which they have previously lived.
- Volunteers do not work unsupervised.
- We take security steps to ensure that we have control over who comes into the setting so that no unauthorised person has unsupervised access to the children.

Responding to suspicions of abuse

- We acknowledge that abuse of children can take different forms - physical, emotional, and sexual, as well as neglect.
- When children are suffering from physical, sexual or emotional abuse, or may be experiencing neglect, this may be demonstrated through the things they say (direct or indirect disclosure) or through changes in their appearance, their behaviour, or their play.
- Where such evidence is apparent, the staff member makes a dated record of the details of the concern and discusses what to do with the DSL
- We refer concerns to the local authority children's social care department and co-operate fully in any subsequent investigation.

- We take care not to influence the outcome either through the way we speak to children or by asking questions of children.

Recording suspicions of abuse and disclosures

- Where a child makes comments to a member of staff that gives cause for concern (disclosure), observes signs or signals that gives cause for concern, 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
 - makes a written record 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 date and time; and
 - the names of any other person present at the time.

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 investigations. Advice will be sought from social care, or in some circumstances police, where necessary.
- **Parents are informed** when we make a record of concerns and that we make a note of any discussion we have with them regarding a concern.
- If there is a possibility that advising a parent beforehand may place a child at great risk (or interfere with a police response, the DSL should consider seeking advice from social care (113 online consultation) about whether to advise parents beforehand and should record and follow the advice given.

Allegations against staff and persons in positions of trust

- We ensure that all parents know how to complain about the behaviour or actions of staff or volunteers within 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 behalf of other people including staff/colleagues.

- We respond to any inappropriate behavior displayed by members of staff, volunteers or any other persons 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 recognize and respond to allegations that a person who works with children has:
 - Behaved in a way that has 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 who know how to escalate their concerns if they are not satisfied with our response.
- We respond to any disclosure by children or staff that abuse by a member of staff within the setting by first recording the details of such alleged incident.
- We co-operate entirely with any investigation carried out by children's social care in conjunction with the police.
- Where the management team 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.

Tiger Tots Preschool is committed to promoting awareness of child abuse issues throughout its training and learning programmes for adults. 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 at Tiger Tots to ensure that they are able to recognize 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 guidelines for making referrals to the DSL. Training opportunities should also cover extra familial threats to online risks, radicalisation, and grooming, and how to identify and respond to families who may be in need of early help.

- We ensure that all staff know the procedures for reporting and recording their concerns that they may have about the setting.
- We ensure that all staff receive updates on safeguarding via emails/PD training and/or discussions 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 programme to promote the personal, social, and emotional development of all children, so that they may grow to be *strong, resilient, and listened to* and that they develop an understanding of why and how to keep safe.
- We create within the school, a culture of value and respect for the individual, 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

Support to families

- We believe in building trusting and supportive relationships with families, staff.

This policy was adopted by

Tiger Tots Preschool

September 2021

Name of signatory

Cindy Summer (Tiger Tots
Director)
