



# KINETON PLAYGROUP LTD



## CHILD PROTECTION AND SAFEGUARDING POLICY

### SUMMARY OF KEY PRINCIPLES FOR MEMBERS OF STAFF AND PARENTS

**Kineton Playgroup is committed to safeguarding and promoting the welfare of children and young people and expects all members of staff and volunteers to share this commitment.**

#### Warwickshire Children and Families Front Door

Contact details:

01926 6414144, includes options for Family Information Service (option 1), Early Help Support Line (Option 2) and Safeguarding (Option 3)

[TriageHub@Warwickshire.gov.uk](mailto:TriageHub@Warwickshire.gov.uk)

#### Key principles

1. The policy is consistent with statutory guidance Working Together to Safeguard Children (DfE 2023, published December 2023) and Keeping Children Safe in Education (DfE 2023), both as updated from time to time; and local inter-agency safeguarding procedures issued by Warwickshire Safeguarding Children Board - [www.warwickshire.gov.uk/wscbresources](http://www.warwickshire.gov.uk/wscbresources)
2. All members of staff and volunteers must read the parts of the statutory guidance and safeguarding procedures, as set out in paragraph 1, appropriate to their roles. Safeguarding and child protection issues run through all Playgroup's policies and procedures.
3. All members of staff and volunteers must read the full Child Protection and Safeguarding Policy and the Staff Behaviour Policy (Code of Conduct) before starting work with the children. This document serves only as a brief reference point for members of staff, parents, volunteers, board members and other stake holders.
4. The Designated Safeguarding Lead (DSL) is Carol Hooper. The deputy DSL is Tor Heard. Together and separately they are referred to as the DSL in the rest of this Policy.
5. The DSL will ensure that all members of staff and volunteers receive a robust induction into playgroup's safeguarding arrangements, which will include a requirement that they read the key statutory guidance and safeguarding policies before starting work with children.
6. All members of staff and volunteers have a responsibility to safeguard and promote the welfare of children.
7. All members of staff and volunteers must have a full and active understanding of the full Child Protection and Safeguarding Policy - concerning child protection procedures, definitions and indicators of abuse - in order to safeguard children at Playgroup effectively.



8. Playgroup is committed to offering early help to those children who need it. Members of staff are trained to be vigilant and to record and report all concerns and issues that indicate a child may require early help or that there may be a safeguarding issue to the DSL.

9. The DSL will consider all such concerns and issues and will make a judgement about whether to monitor the child's progress, discuss with parents/carers, offer early help or make appropriate referrals. The DSL will record actions and decisions taken and referrals that are made. If early help is appropriate the DSL will keep the case under constant review.

10. Members of staff recognise that some children are particularly vulnerable and therefore more likely to require early help or safeguarding. Those children include children with special educational needs and disabilities; those who are looked after by a Local Authority; those who have been previously looked after, those living in families experiencing adult substance abuse, adult mental ill health and/or domestic abuse; and children showing signs of engaging in anti-social or criminal behaviour.

11. Playgroup recognises that children who run away, go missing and/or are absent from Playgroup are potentially vulnerable to abuse, exploitation, offending and placing themselves in situations where they may suffer physical harm.

12. Playgroup will therefore work actively in partnership with parents/carers and other agencies to understand and improve poor attendance and address issues of children running away and going missing from home.

13. Playgroup has a duty to teach children about safeguarding and how to keep themselves safe, including online, as part of providing a 'broad and balanced curriculum.' This is done in an age-appropriate way.

14. Playgroup's Whistleblowing Policy enables members of staff to raise concerns or allegations, initially in confidence, and for a sensitive enquiry to take place.

15. Members of staff are expected to report all concerns about poor practice or possible child abuse by colleagues to the Manager. Concerns or complaints about the Manager should be reported to the chair of the Playgroup Board. Members of staff may also contact the Designated Officer in the Local Authority (LADO), who is responsible for the co-ordination of responses to allegations against people who work with children. For members of staff who do not feel able to raise concerns internally, relevant contact details for the LADO and also the NSPCC Whistleblowing helpline are displayed in the staffroom.

16. All members of staff including the Manager, Board members and volunteers will receive appropriate and regularly updated safeguarding and child protection training and at least annual updates to provide them with the requisite skills and knowledge to safeguard children.

17. The DSL will attend bespoke training for newly appointed DSLs and refresher training every two years delivered by Warwickshire County Council. The DSL will also update their knowledge and skills at least annually to keep up with any developments relevant to their role.

18. Playgroup seeks to ensure that only 'safe' members of staff and 'safe' volunteers are recruited to work with children at the school by following the statutory guidance and WSCB and Playgroup's

Safer Recruitment Policy by embedding safeguarding in recruitment and induction processes and the ongoing management of members of staff and volunteers. However, Playgroup is also mindful to maintain an ongoing culture of vigilance at all times.

19. Child protection issues warrant a high level of confidentiality. Members of staff will ensure confidentiality protocols are adhered to and information is shared appropriately. Although members of staff will discuss day-to-day concerns about pupils with colleagues, they should report all child protection and safeguarding concerns to the DSL or, in the case of concerns about the Manager, to the chair of the Board. However, any member of members of staff can contact and/or make a referral to the Warwickshire Children and Families Front Door if they believe that is the only effective way to safeguard a child.

20. All members of staff and volunteers must be mindful of specific requirements in relation to the use of technology including online behaviour and the taking and storing of images of children.

21. The DSL is responsible for ensuring that all members of staff and volunteers have a meaningful awareness of a range of specific safeguarding issues as defined in Keeping Children Safe in Education 2023. The DSL will make a judgement about which members of staff are required to read and understand additional information. In particular, members of staff need to understand issues and risks in relation to radicalisation, extremism and the promotion of fundamental British values; child sexual exploitation; children who display sexually harmful or inappropriate behaviour including sexting; and so-called honour based violence including female genital mutilation and forced marriage.

22. Additional support is available from the Education Safeguarding Service on 01926 742525 or [educationsafeguarding@warwickshire.gov.uk](mailto:educationsafeguarding@warwickshire.gov.uk)