



CHILD PROTECTION AND SAFEGUARDING POLICY

SUMMARY OF KEY PRINCIPLES FOR STAFF AND PARENTS

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

Key principles

1. The policy is consistent with statutory guidance Working Together to Safeguard Children (DfE 2018) and Keeping Children Safe in Education (DfE 2018); and local inter-agency safeguarding procedures issued by Warwickshire Safeguarding Children Board - www.warwickshire.gov.uk/wscbresources
2. **All** staff and volunteers must read Part One of Keeping Children Safe in Education 2018. All staff who work directly with children must also read Annex A. Safeguarding and child protection issues run through all Playgroup's policies and procedures.
3. All staff and volunteers must read the full Child Protection and Safeguarding Policy and the Staff Behaviour policy (code of conduct) before starting work with children. This document serves only as a brief reference point for staff, parents, volunteers, board members and other stake holders.
4. The Designated Safeguarding Lead (DSL) is Carol Hooper. The deputy DSL is Sally Flynn. Together and separately they are referred to as the DSL in the rest of this Policy.
5. The DSL will ensure that all 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 staff and volunteers have a responsibility to safeguard and promote the welfare of children.
7. All 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. 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. 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 staff to raise concerns or allegations, initially in confidence, and for a sensitive enquiry to take place.
15. 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. Staff can 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 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 staff room.



16. All 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' 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 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. Staff will ensure confidentiality protocols are adhered to and information is shared appropriately. Although 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 staff can contact and/or make a referral to the Warwickshire Multi Agency Safeguarding Hub (MASH) if they believe that is the only effective way to safeguard a child.
20. All 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 staff and volunteers have a meaningful awareness of a range of specific safeguarding issues as defined in paragraph 29 and Annex A of Keeping Children Safe in Education 2018. The DSL will make a judgement about which staff are required to read and understand Annex A. In particular, 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 at educationsafeguarding@warwickshire.gov.uk or by phoning 01926 742525.