

YESICARE Safeguarding Policy

The EYFS Statutory Welfare Requirements states:

Providers must be alert to any issues for concern in the child's life at home or elsewhere. Providers must have and implement a policy, and procedures, to safeguard children. These should be in line with the guidance and procedures of the relevant Local Safeguarding Children Board (LSCB). The safeguarding policy and procedures must include an explanation of the action to be taken in the event of an allegation being made against a member of staff and cover the use of mobile phones and cameras in the setting.

Policy statement: Safeguarding children

My first responsibility and priority is towards the children in my care. If I have any cause for concern I will report it, following the Brent Safeguarding Partnerships procedures. The relevant local procedures that are held by me are available on request. I understand that child abuse can be physical, sexual, emotional, and neglectful, or a mixture of these.

Procedure (how I put the statement into practice)

I keep up to date with child protection issues and relevant legislation by taking regular training courses and by reading relevant publications. This helps me be aware of the signs of abuse or neglect and the procedures to follow if I have a concern. I will also make sure any assistants I employ will undertake regular safeguarding training as well.

I have copies of, and am familiar with, the Brent Safeguarding Partnerships procedures. Every six months I check that I have the latest version of the relevant procedures (or any documents that may replace them in the future).

I will ensure all families will get a copy of my Safeguarding policy when they start with me and sign to say they have read and understand it. When I update this policy, I will send each family a new copy. I will display in my setting, relevant information for them to be contact Brent Family Front Door and the LADO.

I follow the guidelines set out in the booklet '**Working Together to Safeguarding Children 2018**'

The Children Act 1989 places a duty on Local Authorities to investigate such matters in accordance with Local Child Protection Procedures. As a childcare provider I will follow the referral procedure as set out in the local Child Protection guidelines approved by the Brent Local Safeguarding Partnerships.

I refer to the website <https://brentsafeguardingpartnerships.uk/children/> as well as the guidance documents set out below.

Guidance

- **Working Together to Safeguard Children**

<https://www.gov.uk/government/publications/working-together-to-safeguard-children--2>

- **What to do if you are worried a child is being abused (March 2015)**

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/419604/What_to_do_if_you_re_worried_a_child_is_being_abused.pdf

- **The Prevent Duty DFE (Last updated 10 April 2019)**

<https://www.gov.uk/government/publications/prevent-duty-guidance>

- **Keeping Children Safe in Education September 2022**

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https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/101454/Keeping_children_safe_in_education_2022.pdf

- **Inspecting Safeguarding in early years, education and skills settings** (Ofsted 2019)

<https://www.gov.uk/government/publications/inspecting-safeguarding-in-early-years-education-and-skills>

Brent LSCB Levels of Need and Thresholds Protocol 2015

- **Brent LSCB - Managing Allegations made against Staff and Volunteers working with Children and Young People 2015**

https://brentsafeguardingpartnerships.uk/children/article.php?id=468&menu=4&sub_menu=30

- **Brent LSCB – Safer Recruitment Guidance Tool 2015**

https://brentsafeguardingpartnerships.uk/children/article.php?id=469&menu=3&sub_menu=22

- **London Child Protection Procedures and Practice Guidance**

<https://www.londonsafeguardingchildrenprocedures.co.uk/>

Working with Local agencies

I am committed to liaising closely with the Early Years team, Brent Local Safeguarding Partnerships and Local Authority Designated Officer (LADO) for up-to-date child protection training, support and advice.

I will notify the registration authority (Ofsted) and LADO of any incident or accident and any changes in our arrangements which may affect the wellbeing of children.

- I work within the Brent Safeguarding Partnerships guidelines.
- I maintain and display a list of names, addresses and telephone numbers of appropriate contacts, to ensure that it is easy, in any emergency, for the setting and other agencies to work well together.
- Details of the local National Society for the Prevention of Cruelty to Children (NSPCC) contacts are also kept.

- **Worried about a child?**

- **Contact our trained helpline counsellors 24 hours a day by email or our online reporting form. You can also call the Helpline Monday to Friday 8am – 10pm and 9am – 6pm at the weekend.**

- help@nspcc.org.uk

- **0808 800 5000**

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All concerns will be recorded and dealt with in the following way:

If I notice:

- significant changes in children's behaviour
- unexpected bruising or marks or signs of possible abuse
- any comments made which give me cause for concern
- deterioration in general wellbeing which causes concern
- signs of neglect

- I will implement the Local Safeguarding Children procedures without delay to minimise any risk to the child.
- I will call the Brent Family Front Door if it is known that a child is at risk of harm, the number is **020 8937 4300** and email address: family.frontdoor@brent.gov.uk
- If the child is resident in another borough, I will report to the social services department of the borough in which the child is resident.
- If I believe a child is at risk of immediate harm, I will call **999**.
- I will follow it up with a letter within 48 hours. I will keep a factual record of the concern and will ask the parents for an explanation, providing it would not put the child at risk.

If a child tells me that they or another child is being abused, I will:

- Show that I have heard what they are saying, and that I take their allegations seriously
- Encourage the child to talk, but I will not prompt them or ask them leading questions. I will not interrupt when a child is recalling significant events and will not make a child repeat their account
- Explain what actions I must take, in a way that is appropriate to the age and understanding of the child
- Write down what I have been told using exact words where possible
- Make a note of the date, time, place and people who were present at the discussion
- Report my concerns immediately to the duty social worker to make an assessment.

I will work in partnership with parents, to access the services of their local Family Wellbeing Centre, when I identify that a family may need additional support. This may be through the Early Help Assessment (EHA). Confidentiality will be assured only when it is clear that there is **no risk** of harm to a child.

Child protection concerns that could identify a particular child are kept confidential and only shared with people who need to know this information.

Parents must notify me of any concerns they have about their child and any accidents, incidents or injuries affecting the child, which will be recorded.

In all instances I will record:

- the child's full name and address
- the date and time of the record
- factual details of the concern, for example bruising, what the child said, who was present
- details of any previous concerns
- details of any explanations from the parents
- any action taken such as speaking to parents.

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Complaints Procedures

Allegation made against me or a member of my family, or anyone living or working in my home

If an allegation is made against me or a member of my family, or anyone working in my home (whether that allegation relates to harm or abuse committed on the premises or elsewhere) I must report it to:

- To the **LADO (Local Authority Designated Officer)**, following the Brent Safeguarding Partnerships procedures. **0208 937 4300 option 1 within 24 hours** of the allegation being made – I will then follow up this call, by filling out the LADO referral form and sending it off to Family.FrontDoor@brent.gov.uk

LADO Referral Form is available here:

https://brentsafeguardingpartnerships.uk/children/article.php?id=468&menu=3&sub_menu=17

- I will report it to Ofsted as soon as reasonably practicable (within 24 hours), but with any event within 14 days. <https://www.gov.uk/guidance/report-a-serious-childcare-incident> / **0300 123 4666**. I will also notify Ofsted of the action taken in respect of the allegations. These notifications must be made within 24 hours of the allegations being made.
- I will also contact my insurance provider.

The LADO will discuss the allegation with the childminder and establish if it is alleged that a volunteer or member of staff has:

- behaved in a way that has harmed a child, or may have harmed a child; or
- possibly committed a criminal offence against or related to a child; or
- behaved in a way that indicates s/he is unsuitable to work with children

Any LADO enquiries should be directed to the email address below and will be responded to within one working day family.frontdoor@brent.gov.uk

Information for staff who face an allegation can be found here:

https://media.inzu.net/f9e1fab6a6c10d044839fb1bee0a4704/mysite/articles/468/7_AAPPamphlet2015.pdf

If I recruit any assistants I will follow Brent's Children's Safeguarding Boards safer recruitment guide:

<https://brentsafeguardingpartnerships.uk/children/article.php?id=469&template=solo>

Mobile Phones and Cameras

- Parents/carers must keep mobile phones in their pockets or hand bag and must only use them outside of my setting. However, in the event of an emergency they can approach me and I would direct them to a private room to make a call.
- I check with parents that they consent to the use of cameras for appropriate recording purposes.
- Only my camera may be used to take pictures of children. I will respond to any suspicions of the inappropriate taking or distribution of photographs.

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Physical Abuse:

If I suspect physical abuse of a child, this will be recorded. Any sign of a mark or injury to a child will be **recorded** upon arrival at the setting and discussed with the parent (provided the child would not be placed at risk). Should there be any queries or concerns regarding the injury I will contact Brent Family Front Door.

Emotional Abuse:

If I suspect emotional maltreatment of a child, this will be recorded and discussed (provided the child would not be placed at risk) with the parent. Should there be any queries or concerns I will contact **Brent Family Front Door**.

Sexual abuse and exploitation:

If I witness occasions where a child may indicate sexual activity, through words, play drawing, or inappropriate knowledge of adult sexual behaviour the child would be monitored through careful recording of any of these incidents. **If I suspect sexual abuse, I will not discuss this with the parents**, rather the concern will immediately be **reported to Brent Family Front Door**.

Child Sexual exploitation (CSE)

CSE is a form of child sexual abuse and is defined in '**Working together to safeguard children 2018**' as:

*'Child sexual exploitation is a form of child sexual abuse. It occurs where an individual or group takes advantage of an imbalance of power to coerce, manipulate or deceive a child or young person under the age of 18 into sexual activity (a) in exchange for something the victim needs or wants, and/or (b) for the financial advantage or increased status of the perpetrator or facilitator. The victim may have been sexually exploited even if the sexual activity appears consensual. **Child sexual exploitation does not always involve physical contact; it can also occur through the use of technology.***

Both girls and young women and boys and young men can become victims of sexual exploitation. The risk of boys and young men becoming victims of sexual exploitation by both male and female offenders is underestimated and less well understood than those relating to girls and young women. Often children and young people who are victims of sexual exploitation and those caring for them do not recognise that they are at risk or are being abused.

Indicators of child sexual exploitation may include:

Children who appear with unexplained gifts or new possessions
Children who associate with other young people involved in exploitation
Children who have older boyfriends or girlfriends
Children who suffer from sexually transmitted infections or become pregnant
Children who suffer from changes in emotional well-being
Children who misuse drugs and alcohol
Children who go missing for periods of time or regularly come home late, and
Children who regularly miss school or education or don't take part in education.

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Neglect:

If I have reason to suspect, there has been persistent neglect of a child this will be documented. Concerns will be discussed with the parent/carer (provided the child would not be placed at risk). Should there be queries or concerns I will notify Brent Family Front Door.

Parental behaviours may also indicate child abuse or neglect, I am alert to parent-child interactions which are concerning and other parental behaviours. This could include parents who are under the influence of drugs or alcohol or if there is a sudden change in their mental health.

Suspicion of radicalisation

The **Prevent Duty** is the duty in the Counter-Terrorism and Security Act 2015 on specified authorities, in the exercise of their functions, to have due regard to the need to prevent people from being drawn into terrorism. The Prevent Duty (DFE) departmental advice for schools and childcare providers (June 2015) sets out guidance on preventing children from risk of radicalisation.

As with managing other safeguarding risks, I am alert to changes in children's behaviour which could indicate that they may be in need of help or protection. For example, children at risk of radicalisation may display different signs or seek to hide their views. I will use my professional judgement in identifying children who might be at risk of radicalisation and act proportionately.

Even very young children may be vulnerable to radicalisation by others, whether in the family or outside, and display concerning behaviour. I will not carry out unnecessary intrusion into family life but, as with any other safeguarding risk, will take action if we observe behaviour of concern. Should there be any queries or concerns I will contact Brent Family Front Door.

Female Genital Mutilation (FGM):

If I have reason to suspect that FGM may be about to take place this will be recorded and discussed (provided the child would not be placed at risk) with the parent. Should there be any queries or concerns I will contact Brent Family Front Door. I have a mandatory duty to report incidents of FGM.

Indicators that FGM might be about to take place may include:

A child may talk about a long holiday to her country of origin or another country where the practice is prevalent, including African countries and the Middle East.

A child may confide to a professional that she is to have a 'special procedure' or to attend a special occasion.

Domestic Violence

Witnessing domestic violence where one of their parents is abusing the other can have a significant effect on children's well-being and development. Concerns will be discussed with the parent/carer (provided the child would not be placed at risk). Should there be queries or concerns I will notify Brent Family Front Door.

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Child trafficking

Child trafficking and modern day slavery are child abuse and require a child protection response. Children are recruited, moved and transported and then exploited, forced to work or sold. I understand that children are trafficked for:

- Child sexual exploitation
- Benefit fraud
- Forced marriage
- Domestic servitude such as cleaning, childcare, cooking
- Criminal activity such as pick pocketing, begging, transporting drugs, working on cannabis farms, selling pirated DVD's and bag theft

Many children are trafficked into the UK from abroad, but children can also be trafficked from one part of the UK to another. Trafficked children experience multiple forms of abuse and neglect.

If I suspect any child in my care has been trafficked I will contact Brent Family Front Door immediately and other agencies such as the NSPCC for advice and information on 0800 800 5000 or email help@nspcc.org.uk

Gangs

A gang is usually considered to be a group of people who spend time in public places that see themselves (and are seen by others) as a noticeable group and engage in a range of criminal activity and violence.

If a child in my setting may give me cause for concern by their behaviour or disclose that an older sibling/cousin or family member is **associated with a gang I will contact Brent Family Front Door for support and advice and in addition signpost the family to <https://www.gangline.com/> for further information**

Attendance

I will ensure that a robust system is in place to monitor and record individual child's daily attendance. The child's exact time of arrival and departure will be recorded in a register that complies with the EYFS and Ofsted. I understand that non-attendance may sometimes be an indicator that abuse or neglect is taking place. If I have concerns regarding a child's attendance, I will discuss this with the parents. Parents/carers are given the opportunity to disclose any information about themselves (health or otherwise) that might be relevant to the care of their child and/or relevant when responding to an emergency. This takes place when a child is registered in my setting and as part of annual updates to records. The arrangements for the safe storage of such information should be robust and clearly explained to parents/carers

If a child is unexpectedly absent and their well-being cannot be confirmed I will contact Brent family front door.

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COVID-19

Even though we are out of the pandemic, I will continue to work in partnership with local agencies and services to actively look for signs of harm given the greater risk of harm some children may have been exposed to through the coronavirus (COVID-19) outbreak. In the case of vulnerable children and particularly those with social workers, I will continue to encourage those children to attend regularly and notify their social worker if they stop attending.

Mental Health

I am aware that mental health problems can, in some cases, be an indicator that a child has suffered or is at risk of suffering abuse, neglect or exploitation.

Where children have suffered abuse and neglect, or other potentially traumatic adverse childhood experiences, this can have a lasting impact throughout childhood, adolescence and into adulthood. I am aware of how these children's experiences, can impact on their mental health, behaviour and education. Only appropriately trained professionals should attempt to make a diagnosis of a mental health problem. However, I observe children day-to-day and take action when there are those whose behaviour suggests that they may be experiencing a mental health problem or be at risk of developing one.

If I have a mental health concern about a child that are also a safeguarding concern I will discuss these with the parent/carer (provided the child would not be placed at risk). Should there be queries **or concerns I will notify Brent Family Front Door.**

Internet Safety

I oversee the safe use of technology when children and learners are in my care and take action immediately if I have concerns about bullying or children's well-being.

I ensure all children receive age appropriate, progressive and embedded online safety education throughout the curriculum. I ensure all children use age appropriate tools and resources. **I refer to the document <https://www.gov.uk/government/publications/education-for-a-connected-world> in my curriculum planning.**

I explain to children about their digital footprint and how this can put them at risk to harm. For example, if a child/young person posts on a public page where they are, what they are doing, who they are with, this creates a digital footprint for perpetrators to target them and find out their hobbies, patterns and locations very easily.

I encourage children and young people to turn off their location setting on their phones and be aware that by posting personal information and their location this may make them vulnerable to potential harm.

In the event of a concern, I will contact:

- **The Internet Watch Foundation (IWF)** if I need to report illegal images. (child sexual abuse material) <https://report.iwf.org.uk/en>
- **The Child Exploitation and Online Protection centre (CEOP)** if I am worried about online abuse or the way that someone has been communicating online. <https://www.ceop.police.uk/ceop-reporting/>
- **The UK Safer Internet Centre Helpline for Professionals** <https://www.ceop.police.uk/ceop-reporting/> or the NSPCC <https://www.nspcc.org.uk/keeping-children-safe/online-safety/> for further information

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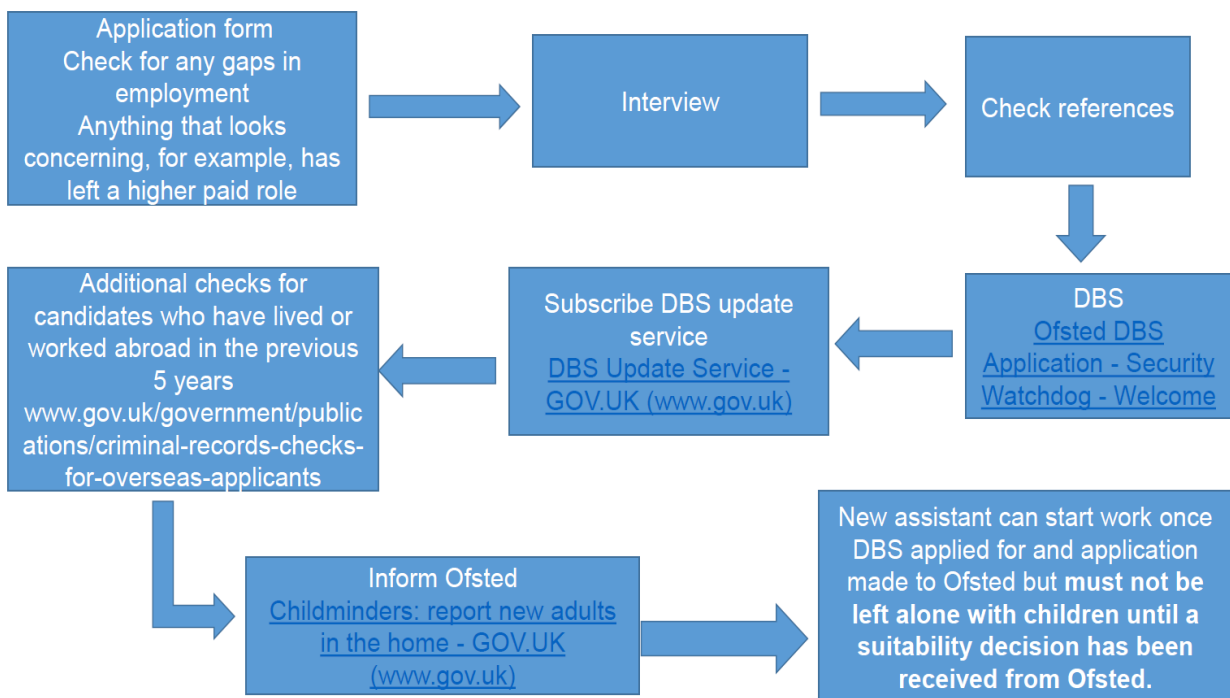
Should I have a concern about a child's well-being or safety this will be discussed with the parent/carer. Should there be queries or concerns I will notify Brent Family Front Door.

Key contact numbers are as follows:

Brent Family Front Door	020 8937 4300
OFSTED	0300 1231231
Ofsted Whistleblowing Hotline	0300 123 3155
Local Authority Designated Officer	0208 937 4300

<https://www.londonsafeguardingchildrenprocedures.co.uk/>

Safer Recruitment for childminders and childcare on domestic premises



Parents signature _____ Date _____

Staff signature _____ Date _____