

CHILD PROTECTION AND SAFEGUARDING POLICY

PURPOSE

All staff at Belmont Farm Nursery recognise that they have a duty to promote the welfare of the children entrusted to them. We accept we have a pastoral responsibility towards the children, who themselves have a fundamental right to feel safe and to be protected from harm.

Although staff accept that they have an important role to play at the recognition and referral stages of child protection, it is not their responsibility to investigate suspected abuse or neglect.

The nursery will ensure that a senior member of staff will be the Designated Safeguarding Lead as they are the person with the status and authority to take responsibility for child protection matters. In addition, there will be at least one Deputy Designated Safeguarding Lead. These designated people will be trained every two years. Training will be given to the whole staff regularly through staff meetings, questionnaires and on the spot questions, but at least every year for Northpass training on all the below. Staff are encouraged through supervisions to raise any concerns, and posters are displayed around the building to make a culture that understands that importance but also how to report concerns should they arise.

Belmont Farm Nursery takes seriously its responsibility to safeguard and promote the welfare of children; and to work together with other agencies to ensure adequate arrangements within our nursery to identify, assess, and support those children who are suffering harm.

DEFINITIONS OF CHILD ABUSE

- A child or young person up to the age of 18 years is considered to be abused or at risk of abuse by parents or carers when the basic needs of the child are not being met through avoidable acts which have caused or placed the child at risk or harm.
- Harm is defined by The Children Act 2004 as ill treatment or the impairment of health or development. Deciding if harm is significant for the purposes of obtaining emergency protection orders, care orders or supervision orders under the Act will depend on a comparison of the child's health or development with what could reasonably be expected of a similar child.
- Child abuse and harm are classified with the following categories which are also used as registration for the Child Protection Committee.
- Abuse may occur when a child is living away from home. Children may be abused by a family member, carer, one or more than one children's, someone they know or a complete stranger.

CATEGORIES OF ABUSE (for registration purposes)

Neglect

The persistent or severe neglect of a child, or failure to protect a child from exposure to any kind of danger, including cold or starvation, or extreme failure to carry out important aspects of care, resulting in the significant impairment of the child's health or development including non-organic failure to thrive.

Emotional Abuse

Actual or likely severe adverse effect on the emotional and behavioural development of a child caused by persistent or severe emotional ill treatment or rejection. All abuse involves some emotional ill treatment. This category should be used where it is the main or sole form of abuse.

Physical Injury

Actual or likely physical injury to a child or failure to prevent injury (or suffering) to a child (including deliberate poisoning, suffocation and Munchausen's Syndrome by proxy).

Sexual Abuse

Actual or likely sexual exploitation of a child. The child may be dependent and/or developmentally immature.

Intellectual Abuse

Sometimes adults will 'force' children into so-called academic work for much of their waking lives. This can become rather extreme in some cases: children are pushed to achieving intellectually for most of their waking hours.

FGM

Female Genital Mutilation (cutting, circumcision or 'Sunnah') is a grave violation of the rights of girls and women. Indicators of FGM include prolonged absence from nursery/ setting, noticeable behaviour change on return, in pain, uncomfortable, talking about something someone did to them and they are not allowed to talk about it.

County lines

Child Criminal Exploitation (CCE) or County Lines occurs when an individual or group takes advantage of a child or young person's vulnerability in order to coerce, control, manipulate or deceive them into taking part in criminal activity. The child could be around adults/young teens associated with gangs or criminal activity.

Witchcraft

Witchcraft is known by many terms; black magic, kindoki, ndoki, the evil eye, djinns, voodoo, obeah or child sorcerers. All link to a genuine belief held by the family or carers (and in some cases, even the children themselves) that a child is able to use an evil force to harm others. Witchcraft could link to emotional, physical abuse and neglect.

Prevent

Providers should consider the needs of children, young people, adults including parents and staff to be aware of radicalisation concerns. For example of religious or other beliefs.

AIMS

At Belmont Farm Nursery, we aim:

- To provide an environment where children feel secure, valued and are listened to in confidence.

- To follow an accepted code of practice relating to all aspects of contact between staff and children.
- All members of staff are provided with child protection awareness at induction including training in “What to do if a child is being abused”.
- For all staff to be able to recognise signs of symptoms of suspected abuse
- To have a clear procedure and a line of communication in the event of suspected abuse. See attached flowchart.

DETECTION OF CHILD ABUSE AND NEGLECT IN NURSERY

- By staff noticing physical or behavioural symptoms
- By children disclosing information
- By a sustainable allegation from a third party

PROCEDURE TO BE FOLLOWED

Report concern as soon as possible, writing down factually what has occurred and inform the below DSL's of the concern.

Designated Safeguarding Officer - Victoria McAvoy
 Deputy Designated Safeguarding Officers - Leanne Burke and Libby Card
 In their absence, Vicky Carey

All concerns to be reported to and recorded and passed onto the Safeguarding Officers.

ADDITIONAL EYFS REQUIREMENTS

- Victoria McAvoy will take the lead responsibility for safeguarding children within the EYFS. However all staff will continued to be DBS checked, and must stay up to date on the updates system, with, where possible no staff being unaccompanied with children.
- Ofsted will be informed of any allegations of serious harm or abuse by any person working or looking after children at this nursery (whether that allegation relates to harm or abuse committed on the premises or elsewhere), or any other abuse which is alleged to have taken place on the premises, and of action taken in respect of these allegations.
- Ofsted will be informed as soon as is reasonably possible but within 14 days at the most.
- The parents will have read and signed the following:

Belmont Farm Nursery School comes under the Barnet Local Safeguarding Children Board procedures and guidance which require all concerns about a child's welfare to be noted and where appropriate passed to the relevant local authority. By signing this I confirm that I have been made aware of the Child Protection Policy and Understand that the Policies and Procedures will be put into practice when necessary.

Parent 1 to sign _____ date _____

Parent 2 to sign _____ date _____

Date completed	30/09/2025
Review date	30/09/2026



Safeguarding Flow Chart

If you have a cause for concern



Ensure that the child is safe and there is no immediate risk



Report to your Nursery Designated Safeguarding Lead (DSL) who is **Victoria McAvoy** or the Deputy Designated Safeguarding Leads (DDSLs) who are **Leanne Burke** and **Libby Card**, or in their absence **Vicky Carey**.



Complete a cause for concern form and give to the DSL or DDSL. They will then follow the process for dealing with a disclosure



If the Designated Safeguarding Lead and the Deputies are unavailable, then contact Barnet MASH team on **020 8359 4066** or if the concern is against a member of staff then contact the **Local Authority Designated Officer (LADO) on 020 8359 5117**



Follow up with your DSL if you feel that your concern has not been dealt with or addressed. If you still feel that your concern hasn't been suitably dealt with then contact the **MASH on 020 8359 4066**



If you believe that there is an immediate risk of harm to a child then contact the **Police on 999**

Ofsted Whistleblowing Hotline 0300 123 3155
NSPCC Whistleblowing helpline 0800 028 0285
Barnet Out of Hours Duty Team 020 8359 2000