



General Welfare Requirement: Safeguarding and Promoting Children's Welfare

The provider must take necessary steps to safeguard and promote the welfare of children.

Safeguarding Children and Child Protection Policy Statement

(Including managing allegations of abuse against a member of staff)

At Close to Home we work with children, parents, external agencies and the community to ensure the welfare and safety of children and to give them the very best start in life. Children have the right to be treated with respect, be helped to thrive and to be safe from any abuse in whatever form.

We support the children within our care, protect them from maltreatment and have robust procedures in place to prevent the impairment of children's health and development. In our setting we strive to protect children from the risk of radicalisation and we promote acceptance and tolerance of other beliefs and cultures (please refer to our inclusion and equality policy for further information). Safeguarding is a much wider subject than the elements covered within this single policy, therefore this document should be used in conjunction with the nursery's other policies and procedures.

Designated Staff

Our designated safeguarding officer (DSO) who co-ordinates child protection issues is:

Sarah Trower

Our designated deputy safeguarding officer who acts in the absence of the DSO is:

Lisa Kay

Our nominated manager of safeguarding (a director) who oversees this work is:

Sarah Trower. Manager and Director of Close to Home.

Safeguarding and promoting the welfare of children, in relation to this policy is defined as:

- Protecting children from maltreatment
- Preventing the impairment of children's health or development
- Ensuring that children are growing up in circumstances consistent with the provision of safe and effective care
- Taking action to enable all children to have the best outcomes.

(Definition taken from the HM Government document 'Working together to safeguard children 2018').

Our policy intention:

To safeguard children and promote their welfare we will:

- Create an environment to encourage children to develop a positive self-image
- Provide positive role models and develop a safe culture where staff are confident to raise concerns about professional conduct
- Ensure all staff and parents are made aware of our safeguarding policies and procedures, displaying our safeguarding statement at all times in the lobby
- Abide by Essex Safeguarding Children's Board (ESCB) guidance in respect of Safer recruitment and obtain DBS checks for staff and volunteers, to ensure that no disqualified person or unsuitable person works at the setting or has access to the children.
- Support staff to notice the softer signs of abuse and know what action to take
- Encourage children to develop a sense of independence and autonomy in a way that is appropriate to their age and stage of development
- Provide a safe and secure environment for all children
- Promote tolerance and acceptance of different beliefs, cultures and communities
- Help children to understand how they can influence and participate in decision-making and how to promote British values through play, discussion and role modelling

At Close to Home we aim to:

- Keep the child at the centre of all we do and always effectively listen to children
- Ensure staff are trained right from induction to understand the child protection and safeguarding policy and procedures, are alert to identify possible signs of abuse (including the signs known as softer signs of abuse), understand what is meant by child protection and are aware of the different ways in which children can be harmed, including by other children through bullying or discriminatory behaviour
- Be aware of the increased vulnerability of children with Special Educational Needs and Disabilities (SEND) and other vulnerable or isolated families and children
- Ensure staff understand how to recognise early indicators of potential radicalisation and terrorism threats and act on them appropriately in line with national and local procedures
- Ensure that all staff feel confident and supported to act in the best interest of the child, share information and seek the help that the child may need
- Ensure that all staff are familiar and updated regularly with child protection training and procedures and kept informed of changes to local/national procedures, including thorough annual safeguarding newsletters and updates
- Make any child protection referrals in a timely way, sharing relevant information as necessary in line with procedures set out by Essex Safeguarding Children Board
- Make any referrals relating to extremism to the police (or the Government helpline) in a timely way, sharing relevant information as appropriate
- Ensure that information is shared only with those people who need to know in order to protect the child and act in their best interest

- Keep the setting safe online using appropriate filters, checks and safeguards, monitoring access at all times
- Ensure that children are never placed at risk while in the charge of nursery staff
- Identify changes in staff behaviour and act on these as per staff disciplinary procedures
- Take any appropriate action relating to allegations of serious harm or abuse against any person working with children or living or working on the nursery premises including reporting such allegations to Ofsted and other relevant authorities
- Ensure parents are fully aware of child protection policies and procedures when they register with the nursery and are kept informed of all updates when they occur
- Share information with other agencies as appropriate.
- Ensure volunteers/students/staff in induction period 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, passwords are issued to those who may be unidentifiable but have permission to collect.
- Regularly review and update this policy with staff and parents where appropriate. current implementations/guidance or new initiatives. We check ESCB website to ensure policy and knowledge remains compliant and receive updates from other relevant safeguarding websites.
- Ensure we access guidance and support from our local Children's community Commissioning officers, Essex Safeguarding children's Board and our Local Area development officer (LADO).

Contact telephone numbers

Local authority children's social care team Out of Hours **03456061212**

Local authority Designated Officer (LADO) **03330139797**

Children's & Family Operations hub **03456037627**

Ofsted **0300 123 1231**

Essex Safeguarding Children Board (LSCB) **03456037627**

Non-emergency police **101**

Government helpline for extremism concerns **020 7340 7264**

Public Health East of England protection team **03003038537**

Recognising abuse

The signs and indicators listed below may not necessarily indicate that a child has been abused, but will help us to recognise that something may be wrong, especially if a child shows a number of these symptoms or any of them to a marked degree.

Indicators of child abuse

- Failure to thrive and meet developmental milestones
- Fearful or withdrawn tendencies
- Unexplained injuries to a child or conflicting reports from parents or staff
- Repeated injuries
- Unaddressed illnesses or injuries
- Significant changes to behaviour patterns.

Softer signs of abuse as defined by National Institute for Health and Care Excellence (NICE) include:

- Low self-esteem
- Wetting and soiling
- Recurrent nightmares
- Aggressive behaviour
- Withdrawing communication
- Habitual body rocking
- Indiscriminate contact or affection seeking
- Over-friendliness towards strangers
- Excessive clinginess
- Persistently seeking attention.

Physical abuse	Signals: aggression, behavioural problems and poor achievement Signs are bruising, scald/burn marks, abrasions, fractures.
Emotional abuse	Signals: lack of sense of self, feeling unworthy, anxiety, feelings of shame, delayed emotionally socially or academically, reluctance to participate Signs: Parent's treatment of the child, excessive crying, avoiding eye contact, inappropriate aggressive behaviour. This form of abuse has less visible signs and often the parents behaviour toward a child is the only indicator
Sexual abuse	Signals: sexualised behaviour, knowledge of sexual matters beyond a child's normal understanding, disturbing emotional behaviour. Signs: genital or anal soreness, abrasions, infections and pain when toileting, trouble walking or sitting, bowel disorders, repeated headaches, sleep disorders.
Child sexual exploitation (CSE)	Working Together to Safeguard Children 2015 (2017 updated version) defines CSE as "...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.”

We will be aware of the possibility of CSE and the signs and symptoms this may manifest as. If we have concerns we will follow the same procedures as for other concerns and we will record and refer as appropriate.

Neglect	<p>Signals: impairment of normal growth and development, poor health, difficulties in forming relationships, low educational achievement</p> <p>Signs: lack of adequate food, clothing or shelter, lack of protection from harm or danger, failure to take child for medical treatment, failing to provide for child’s emotional needs</p>
Domestic Abuse	<p>Signals. become aggressive, display of anti-social behaviour, suffer from depression or anxiety, not do as well at school - due to difficulties at home or disruption of moving to and from refuges</p>
Bullying	<p>Signals: No one sign indicates for certain that a child’s being bullied, but you should look out for: belongings getting ‘lost’ or damaged, physical injuries such as unexplained bruises, being afraid to go to school, being mysteriously ‘ill’ each morning, or skipping school, not doing as well at school, asking for, or stealing, money (to give to a bully), being nervous, losing confidence or becoming distressed and withdrawn, problems with eating or sleeping, bullying others</p>
Child trafficking	<p>Signals: Spends a lot of time doing household chores, rarely leaves their house, has no freedom of movement and no time for playing, is orphaned or living apart from their family, often in unregulated private foster care, lives in substandard accommodation, isn't sure which country, city or town they're in, is unable or reluctant to give details of accommodation or personal details, might not be registered with a school or a GP practice, has no documents or has falsified documents, has no access to their parents or guardians, is seen in inappropriate places such as brothels or factories, possesses unaccounted for money or goods, is permanently deprived of a large part of their earnings, required to earn a minimum amount of money every day or pay off an exorbitant debt, has injuries from workplace accidents, gives a prepared story which is very similar to stories given by other children.</p>

Female Genital Mutilation

Signals: Going on long holiday abroad or going 'home' to visit family, relative or cutter visiting from abroad, a special occasion or ceremony to 'become a woman' or get ready for marriage, a female relative being cut – a sister, cousin or an older female relative such as a mother or aunt, missing school repeatedly or running away from home.

A girl who has had FGM may: have difficulty walking, standing or sitting, spend longer in the bathroom or toilet, appear withdrawn, anxious or depressed, have unusual behaviour after an absence from school or college, be particularly reluctant to undergo normal medical examinations, ask for help, but may not be explicit about the problem due to embarrassment or fear.

- Be aware that if 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.

Monitoring children's attendance

As part of our requirements under the statutory framework and guidance documents we are required to monitor children's attendance patterns to ensure they are consistent and no cause for concern.

Parents should please inform the nursery prior to their children taking holidays or days off, and all sickness should be called into the nursery on the day so the nursery management are able to account for a child's absence.

This should not stop parents taking precious time with their children, but enables children's attendance to be logged so we know the child is safe.

Looked after children

As part of our safeguarding practice we will ensure our staff are aware of how to keep looked after children safe. In order to do this we ask that we are informed of:

- The legal status of the child (e.g. whether the child is being looked after under voluntary arrangements with consent of parents or on an interim or full care order)
- Contact arrangements for the biological parents (or those with parental responsibility)
- The child's care arrangements and the levels of authority delegated to the carer by the authority looking after him/her
- The details of the child's social worker and any other support agencies involved
- Any child protection plan or care plan in place for the child in question.

Should a parent/visitor have any suspicions of abuse or believe a child to be in need a 'worried about a child?' procedure is displayed on the first pin board in the entrance lobby, it is also situated within the safeguarding file, which is always accessible on request. Alongside this important phone numbers such as the NSPCC, social services and Childline are available for parents too in access in the lobby.

Recording suspicions of abuse and disclosures

Close to Home's staff team are aware that the child's welfare is paramount and that we have an obligation to record anything which gives us cause for concern. We are also aware that we cannot act alone or manage without referring or seeking support from outside agencies.

All staff have a responsibility to report safeguarding concerns and suspicions of abuse. These concerns will be discussed with the designated safeguarding coordinator (DCSO) as soon as possible.

When concerns arise or a disclosure is made, the member of staff:

- Uses the case notes template found in the safeguarding folder to record evidence. The written record must form an objective record of the observation or disclosure that includes:
 - the child's full details
 - the date and time of the observation or the disclosure;
 - the exact words spoken by the child as far as possible;
 - description of marks or injuries present
 - the name of the person to whom the concern was reported, with date and time;
 - the names of any other person present at the time
- Listens to the child, without interrupting they offer reassurance and gives assurance that she or he will take action.
- Does not question the child.
- Ensures the records are signed and dated and kept in the child's personal file which is kept securely and confidentially in line with the GDPR 2018
- Reports to the DCSO who will then determine the next course of action.
- If appropriate, the incident will be discussed with the parent/carer, such discussions will be recorded and the parent will have access to these records on request

**These records should
be signed by the
person reporting this
and the**

*manager/*DSCO/*supervisor, dated and kept in a separate confidential file.

If a child starts to talk to an adult about potential abuse it is important not to promise

the child complete confidentiality. This promise cannot be kept. It is vital that the child

is allowed to talk openly and disclosure is not forced or words put into the child's

mouth. As soon as possible after the disclosure details must be logged accurately.

It may be thought necessary that through discussion with all concerned the matter needs to be raised with the local authority children's social care team and Ofsted..

Staff involved may be asked to supply details of any information/concerns they have

with regard to a child. The nursery expects all members of staff to co-operate with the local authority children's social care, police, and Ofsted in any way necessary to ensure the safety of the children.

Staff must not make any comments either publicly or in private about the supposed or actual behaviour of a parent or member of staff.

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Staff must not make any comments either publicly or in private about the supposed or actual behaviour of a parent or member of staff.

Reporting Procedures

All staff have a responsibility to report safeguarding concerns and suspicions of abuse. These concerns will be discussed with the designated safeguarding coordinator (DCSO) as soon as possible.

- Staff will report their concerns to the DCSO (in the absence of the DCSO they will be reported to the Deputy DCSO)
- Any signs of marks/injuries to a child or information a child has given will be recorded and stored securely
- If appropriate, the incident will be discussed with the parent/carer, such discussions will be recorded and the parent will have access to these records on request
- If there are queries/concerns regarding the injury/information given then the following procedures will take place:

The designated safeguarding lead will:

- Contact the local authority children's & family's hub to report concerns and seek advice (if it is believed a child is in immediate danger we will contact the police)
- Inform Ofsted
- Record the information and action taken relating to the concern raised
- Speak to the parents (unless advised not to do so by LA children's social care team)
- The designated safeguarding lead will follow up action taken by the LA social children's care team if they have not contacted the setting within the timeframe set out in Working Together to Safeguarding Children (2018).

Keeping children safe is our highest priority and if, for whatever reason, staff do not feel able to report concerns to the DCSO or deputy DCSO they should call the Local Authority Children's social care team or the NSPCC and report their concerns anonymously.

These contact numbers are displayed in the office and staff room.

These records should be signed by the person reporting this and the *manager/*DSCO/*supervisor, dated and kept in a separate confidential file. If a child starts to talk to an adult about potential abuse it is important not to promise the child complete confidentiality. This promise cannot be kept. It is vital that the child

is allowed to talk openly and disclosure is not forced or words put into the child's mouth. As soon as possible after the disclosure details must be logged accurately. It may be thought necessary that through discussion with all concerned the matter needs to be raised with the local authority children's social care team and Ofsted.. Staff involved may be asked to supply details of any

information/concerns they have with regard to a child. The nursery expects all members of staff to co-operate with the local authority children's social care, police, and Ofsted in any way necessary to ensure the safety of the children.

Staff must not make any comments either publicly or in private about the supposed

or actual behaviour of a parent or member of staff.

Informing parents

Parents are normally the first point of contact. If a suspicion of abuse is recorded, parents are informed at the same time as the report is made, except where the guidance of the LSCB/ local authority children's social care team/police does not allow this. This will usually be the case where the parent or family member is the likely abuser or where a child may be endangered by this disclosure. In these cases the investigating officers will inform parents.

Confidentiality

All suspicions, enquiries and external investigations are kept confidential and shared only with those who need to know. Any information is shared in line with guidance from the LSCB.

Support to families

The nursery takes every step in its power to build up trusting and supportive relations among families, staff, students and volunteers within the nursery.

The nursery continues to welcome the child and the family whilst enquiries are being made in relation to abuse in the home situation. Parents and families will be treated with respect in a non-judgmental manner whilst any external investigations are carried out in the best interest of the child.

Confidential records kept on a child are shared with the child's parents or those who have parental responsibility for the child, only if appropriate in line with guidance of the LSCB with the proviso that the care and safety of the child is paramount. We will do all in our power to support and work with the child's family

Liaison with other agencies

Safeguarding and promoting the welfare of children is the responsibility of anyone who works with children and their families. To ensure we support our safeguarding culture we recognise that multi agency collaboration and consultation is integral to ensuring that families receive the right support and practical help where necessary.

We access the Children & Families Hub when necessary who will provide consultation and advice on request.

We are fully collaborative with all outside agencies and understand that we cannot solve child protection issues alone. Helpful phone numbers for contacting Essex social care and the police are listed next to the office telephone for ease of access.

Following a referral the DCSO initiates and responds to continuous communication with Essex Social Care team to ensure that up-to-date knowledge is shared. Where agencies are involved with a family we are active in attending Team around the child

meetings and are aware that Multi Agency Allocation groups can aid us in communication with support services. Continuous liaison with multi agencies will ensure that we build upon a culture of safeguarding that is integral to our setting.

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

Contact details for the local National Society for the Prevention of Cruelty to Children (NSPCC), Childline and the Samaritans are also kept, listed in the entrance lobby for parents and on the contact list on the wall in the office. Alongside this we have a variety of leaflets for parent/s children signposting support for abuse victims and families in need alongside supportive networks. We have copies of documents such as Effective support for children and families, Essex family solutions, and strong links with the local health visitors who can support us and families in identifying needs. The windscreen of need visual provided within the Effective Support document is familiar to staff and supports us in ensuring we identify and support families at the earliest possible point.

Allegations against staff or directors

We treat any allegation of abuse against staff or directors fairly, quickly and consistently to provide effective protection for the child and at the same time support the person who is the subject of the allegation.

We may seek the advice of the Local Authority Designated Officer (LADO) where an employee's behaviour is a matter for concern the management team or DCSO's because it compromises, or may seem to compromise the reputation and the ability of the organisation to safeguard children and young people. Our LADO contact no. is situated by the office telephone. We identify this to be a difficult area and one in which we will need to exercise professional judgement.

Some examples of such behaviour may be where an individual has:

- * Contravened or continued to contravene any safe practice guidance given by his / her organisation or regulatory body
- * Exploited or abused a position of power
- * Acted in an irresponsible manner which any reasonable person would find alarming or questionable given the nature of the work undertaken

- * Demonstrated a failure to understand or appreciate how his / her own actions or those of others could adversely impact upon the safety and well being of a child
- * Demonstrated an inability to make sound professional judgements which safeguard the welfare of children
- * Failed to follow adequately any policy or procedures relating to safeguarding and promoting the welfare of children
- * Failed to understand or recognise the need for clear personal and professional boundaries in their work
- * Behaved in a way in their personal life which could put children at risk of harm
- * Become the subject of criminal proceedings not relating to a child
- * Become the subject to enquiries under local child protection procedures
- * Behaved in a way which seriously undermines the trust and confidence placed in them by their employer

We ensure that all parents are informed within their induction of how to complain about the behaviour or actions of staff or volunteers within Close to Home, or anyone living or working on the premises occupied by Close to Home, which may include an allegation of abuse. 'Worried about a child' procedures for concerns and contact numbers are situated in the entrance lobby.

We respond to any disclosure by children/parents or staff that abuse by a member of staff or volunteer within Close to Home, or anyone living or working on the premises occupied by the setting, may have taken, or is taking place, with the following procedure:

The allegation should be reported to the DSCO on duty. If this person is the subject of the allegation then this should be reported to the owner/manager or deputy manager instead.

The Local Authority Designated Officer (LADO), Ofsted and the LSCB will then be informed immediately in order for this to be investigated by the appropriate bodies promptly:

- The LADO will be informed immediately for advice and guidance
- If as an individual you feel this will not be taken seriously or are worried about the allegation getting back to the person in question then it is your duty to inform the LADO yourself directly
- A full investigation will be carried out by the appropriate professionals (LADO, Ofsted, LSCB) to determine how this will be handled
- The nursery will follow all instructions from the LADO, Ofsted, LSCB and ask all staff members to do the same and co-operate where required
- Support will be provided to all those involved in an allegation throughout the external investigation in line with LADO support and advice

- The nursery reserves the right to suspend any member of staff during an investigation
- All enquiries/external investigations/interviews will be documented The format of this will be the same for any other disclosure, using the disclosure sheet found within the green PSLA child protection book and kept in a locked file for access by the relevant authorities
- Unfounded allegations will result in all rights being reinstated
- Founded allegations will be passed on to the relevant organisations including the local authority children's social care team and where an offence is believed to have been committed, the police, and will result in the termination of employment. Ofsted will be notified immediately of this decision. The nursery will also notify the Disclosure and Barring Service (DBS) to ensure their records are updated
- All records will be kept until the person reaches normal retirement age or for 21 years and 3 months years if that is longer. This will ensure accurate information is available for references and future DBS checks and avoids any unnecessary reinvestigation
- The nursery retains the right to dismiss any member of staff in connection with founded allegations following an inquiry
- Counselling will be available for any member of the nursery who is affected by an allegation, their colleagues in the nursery and the parents.

Where the management of Close to Home and the LADO agree it is appropriate in the circumstances, the manager will suspend the member of staff on full pay, or the volunteer, 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.

The subject of the allegations will be:

- * Advised at the outset to contact relevant advice e.g. from the Citizens Advice Bureau or a solicitor
- * Treated fairly and honestly and helped to understand the concerns expressed, processes involved and the possible outcomes
- * Kept informed of the progress of the case and of the investigation
- * Clearly informed of the outcome of any investigation and the implications for disciplinary or related processes.
- * Provided with appropriate support during the case
- * Be kept informed about workplace developments if suspended

If a suspended staff member is to return to work, Close to Home will consider appropriate help / support e.g. phased return and/or provision of a mentor and how to manage the person's contact with any child/ren or family that made the allegation.

Disciplinary action

Disciplinary procedures can be found in the staff handbook. If the allegation is substantiated and the person is dismissed or Close to Home ceases to use the

person's services, or the person resigns or otherwise ceases to provide her/his services, the LADO will discuss with the management team whether a referral to the DBS is required, or advisable, and the form and content of such a referral.

Training

We seek out training opportunities for all adults involved in the setting to ensure that they are able to recognise the signs and signals of possible physical abuse, emotional abuse, sexual abuse and neglect and that they are aware of the local authority guidelines for making referrals.

Designated Safeguarding Officer's are required to level 3 training every 2 years.

All other staff must complete level 2 safeguarding training every 2 years. All Staff are required to complete the online Safeguarding module accessed through Essex County Council's Integrated working website: <https://ecclms.co.uk>.

Alongside this the setting DSO is required to ensure that in-house training is held once a term in relation to safeguarding policies/procedures. We ensure that all staff know the procedures for reporting and recording their concerns in the setting.

At least one member of the Management team that sit on the interview panel has attended Safer Recruitment training and renews this every 5 years. All other member of the interview panel must complete the Integrated working website online training module 'Safer recruitment' and refresh this every 5 years.

Planning & Curriculum

The layout of the building allows for constant audio or visual supervision. We introduce key elements of keeping children safe into our programme inclusive of cyber safety 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.

Children will be introduced into the safety of using technology. This will be part of our curriculum for ICT equipment.

We create, within the setting, 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. Any information is shared under the guidance of the Local Safeguarding Children Board. Staff and persons attending Close to Home are made aware of the confidentiality policy.

Support to families

We believe in building trusting and supportive relationships with families, understanding that we need to support the parents in matters of safeguarding children, as well as the child.

We make clear to parents our role and responsibilities in relation to child protection, such as for the reporting of concerns, providing information, monitoring of the child, and liaising at all times with the local children's social care team.

We will continue to welcome the child and the family whilst investigations are being made in relation to any alleged abuse.

Confidential records kept on a child are shared with the child's parents or those who have parental responsibility for the child in accordance with the Confidentiality and Client Access to Records procedure and only if appropriate under the guidance of the Local Safeguarding Children Board.

COVID 19 Safeguarding Amendments:

Vulnerable children in non attendance and monitoring attendance.

During a lockdown period we will operate for vulnerable children as long as we are able to. Should we not be able to provide service staff will contact by telephone those children considered vulnerable on the days they would be due to attend nursery. If deemed necessary a home visit can be arranged following any current procedures.

Should they experience lack of contact they will refer to the DCSO who will contact Social workers if involved or the Children and family hub to report concern.

Reporting concerns during closure

Should staff be unable to access the setting to report a concern for closure reasons they have been instructed to email a full account and details of concern which will be picked up by one of the setting Directors. They will then follow the setting procedure to report a concern or gain advice by telephoning the Children's and family hub. Staff are reminded that their normal safeguarding duties remain in place during complete or partial closure.

Awareness of domestic abuse, stress and mental health strain and the impact on families and children.

Staff are made aware of the heightened stress on families during a lockdown period and have attended an inhouse workshop to discuss how to be aware of changes in behaviour, signs and symptoms of domestic abuse. Adults and Children may have been exposed to levels of stress not previously seen and impact of this can see a behavioural or emotional change. Links to family support are posted regularly on our private facebook page.

Commitment to continued communications with other professionals.

We have access in place to ensure we can attend any meeting scheduled and maintain existing networks of professional support via Zoom or Microsoft teams whilst face to face meetings are unavailable.

Legal framework

- UN convention on the rights of the child (1989 ratified UK 1991)
- Children Act (1989, 2004 s47)
- Protection of Children Act (1999)
- SET Procedures (2022)
- Working together to safeguard children (2018)
- Genera Data Protection Regulation (2018)
- The Children Act (Every Child Matters) (2004)
- Education Act (2002)
- Safeguarding Vulnerable Groups Act (2006)
- Sexual Offences Act (2003)
- Criminal Justice and Court Services Act (2000)
- Human Rights Act (1998)
- Race Relations (Amendment) Act (2000)
- Equality Act (2010)

This policy was adopted at a meeting of	_____	name of setting
Held on	_____	(date)
Date to be reviewed	_____	(date)
Signed on behalf of the management committee	_____	
Name of signatory	_____	
Role of signatory (e.g. chair/owner)	_____	