

Child Protection Policy

Little Learners Nursery follows the guidance given in Renfrewshire Council's policy document Child Protection Guidelines Revised Standard Circular 57, copies of which are available for staff and parents.

Staff at Little Learners recognise their responsibility with regard to child abuse and the procedures for dealing with it.

We will aim to support vulnerable families at an early stage to help prevent abuse and to access additional support if they need it.

At Little Learners we aim to develop an ethos of trust and mutual respect and to provide opportunities which will encourage the children to:

- Learn about their entitlement to privacy and personal space
- Learn about not talking to strangers
- Tell if they ever feel threatened or unsafe
- Talk about good secrets versus bad secrets
- Talk about their bodies and safe and unsafe touches
- Learn to say "No" to touches or kissing if they do not like it

Policy Statement

We acknowledge that abuse of children can take different forms and we recognise the 5 categories on the child abuse register as

- Physical Injury – unreasonable cruelty or punishment
- Sexual Abuse – exposure of a child to inappropriate behaviour or images
- Emotional Abuse – mental cruelty
- Physical Neglect – failure to look after a child's development
- Non Organic Failure to Thrive – lack of nutrition or proper care which holds back a child's development
- Grounds for Concern
 - the way the child comes to nursery e.g. unkempt, inappropriately dressed for the weather, persistently hungry or tired
 - an unexplained but significantly different pattern of attendance, or behaviour, play or drawings
 - seeing unexplained or unaccustomed injuries on a child
 - something the child says or chooses to confide.
 - a third party or anonymous allegation is received

We intend to create in our nursery an environment in which children are safe from abuse and in which any suspicion of abuse is promptly and appropriately responded to. In order to achieve this, the Nursery will:

- have safe recruitment procedures in place for all new nursery staff. This will involve details of personal history and experience; Police and health checks before staff are employed and at least 2 references. Staff are subject to a probationary period, the position is confirmed only when the nursery manager is confident that the applicant can be safely entrusted with the children.
- not allow children to be collected by strangers unless the child's parents or carers have informed us
- not allow staff to have mobile phones in playrooms
- not allow unauthorised persons access to the building
- have procedures for recording the details of visitors to the nursery.
- The Nursery Manager is the designated person responsible for the safeguarding child protection issues and is trained in the identification and reporting of child abuse. Her responsibilities are:
 - treat staff concerns as priority for action.
 - consider the immediate needs of the child and take emergency action if required including seeking medical assistance or calling the Police
 - gather information and seek clarification
 - record all information the same day and store all information in a confidential file
 - to take the lead in dealing with any concerns raised initially, and will then decide whether to take advice from outside agencies such as Social Work and /or the Police and take advice from them as to who will inform parents/carers
 - co-operate fully with all statutory agencies
 - support the child and family if necessary
 - to recognise that those staff involved in child protection issues may find it distressing and offer support accordingly.
 - record action taken and by whom

Responsibilities of all staff:

Nursery staff have an obligation to ask parents politely about any injuries they see on a child if this information has not been volunteered. This should not be seen as an accusation by staff. We all know how easy it is for a child to have an accident no matter how well cared for they are. We are also aware that parents are not the only people who care for children. They may be cared for by babysitters, friends or relatives or visit other children's homes whilst out playing. Little Learners will keep an open mind at all times

All information will be treated with extreme sensitivity at all times and will only be passed on to those professionals who are in a position to protect and support the child and family

Staff will:

- immediately report any grounds for concern to the management
- record the concern
- support the child and family if necessary
- co-operate with subsequent actions to investigate the grounds for concern and protect the child concerned.

Training

We will seek out training opportunities for all staff members to ensure that they recognise the symptoms of possible child abuse and this training and knowledge will be updated on an annual basis or as there are new developments. The Management will attend appropriate training including Inter Agency Training on an annual basis

Contact Numbers

Duty Senior Social Worker – Paisley Office 0141 618 2535

Medical Officer – Dr Mamdani, Panda Centre 0141 8151

Renfrewshire's Senior Advisor for Children and Families - Alan Locke 0141 842 5000

Paisley Police Office 0141 532 5900

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