



At Stretton Lodge 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. 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.

We have a named person within the nursery who takes lead responsibility for safeguarding and co-ordinates child protection and welfare issues, known as the Designated Safeguarding Lead (DSL). The nursery DSL liaises with the Local Safeguarding Children Board (LSCB) (this is **Stoke-on-Trent and Staffordshire Safeguarding Children Board SSSCB**), the local authority children's social care team, undertakes specific training, including a child protection training course, and receives regular updates to developments within this field.

The Designated Safeguarding Lead (DSL) at the nursery is:

Gillian Murray (Nursery Manager)

Email: gmurraystretton@gmail.com

Tel: 01902 276611

The Deputy Safeguarding Officer is:

Emma Szymkowska (Deputy Manager and Day Nursery Room Leader)

Email: daynurserystrettonlodge@gmail.com

Tel: 01902 238444

Legal framework and definition of safeguarding

Safeguarding Vulnerable Groups Act 2006

The Statutory Framework for the Early Years Foundation Stage (EYFS)

Working together to safeguard children, 2018

Childcare Act 2006

Children Act 2004

Key documents.

- The Department for Education's (DfE) statutory guidance for schools and colleges, 'Keeping children safe in education',
- Working Together to Safeguard Children 2018 is statutory guidance which sets out how organisations and individuals should work together to safeguard and promote the welfare of children and young people in accordance with the Children Act 1989 and the Children Act 2004.

'Prevent duty guidance for England and Wales: guidance for specified authorities in England and Wales on the duty of schools and other providers in the Counter-Terrorism and Security Act 2015 to have due regard to the need to prevent people from being drawn into terrorism', HM Government, 2015.

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.

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



Information Sharing and Confidentiality

There is a statutory duty for workers to share information where there are concerns about the safety or wellbeing of an adult at risk of abuse or neglect or a child. Numerous pieces of legislation place a duty on local authorities to share information safely and actively in specific circumstances including:

- The Data Protection Act 1998;
- The Human Rights Act 1998;
- The Common Law Duty of Confidence;
- The Crime and Disorder Act 1998;
- The Children Act 2004 Sections 10 and 11;
- The [Caldicott Principles](#).

All information sharing must be conducted in accordance with a relevant legal power of duty, and be proportionate and relevant to the circumstances presented.

Policy intention

To safeguard children and promote their welfare we will:

- Create an environment to encourage children to develop a positive self-image
- 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
- Always listen to children
- Provide an environment where practitioners are confident to identify where children and families may need intervention and seek the help they need
- Share information with other agencies as appropriate.

Our prime responsibility is the welfare and well-being of each child in our care. As such we believe we have a duty to the children, parents and staff to act quickly and responsibly in any instance that may come to our attention. This includes sharing information with any relevant agencies such as local authority services for children's social care, health professionals or the police. All staff will work with other agencies including as part of a multi-agency team, where needed, in the best interests of the child.

The nursery aims to:

- Ensure that children are never placed at risk while in the charge of nursery staff
- 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
- Ensure staff are trained to understand the safeguarding policy and procedures, are alert to identify possible 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
- Ensure that all staff are familiar and updated regularly with Safeguarding training and procedures and kept informed of changes to local/national procedures
- 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
- Keep the child at the centre of all we do
- 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
- Make any referrals in a timely way, sharing relevant information as necessary in line with procedures set out by the **Stoke-on-Trent and Staffordshire Safeguarding Children Board** (SSSCB) <https://www.ssscb.org.uk/>
- 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
- Regularly review and update this policy with staff and parents where appropriate and make sure it complies with any legal requirements and any guidance or



procedures issued by the Stoke-on-Trent and Staffordshire Safeguarding Children Board.

We will support children by offering reassurance, comfort and sensitive interactions. We will devise activities according to individual circumstances to enable children to develop confidence and self-esteem within their peer group.

Contact telephone numbers:

Education Safeguarding Advice Service 01785 895836 (out of hours: 0845 604 2886)

Email: esas@staffordshire.gov.uk

Staffordshire First Response Service 0800 1313 126

Local authority Designated Officer (LADO) 0800 1313 126

Emergency out of hours: 0845 604 2886

Mobile: 07815 492613

Email: frist@staffordshire.gov.uk

Ofsted Telephone: 0300 123 1231

Local Safeguarding Children Board (LSCB) 01785 277151

Email: ssscb.admin@staffordshire.gov.uk

The Emergency Duty Service (located within the MASH): 01785 354030

Police non-emergency 101

In an emergency always call 999

If a child resides outside of Staffordshire referrals should be made to relevant Childrens Social Care Team in area where child resides.

MASH Team Referrals (Wolverhampton) 01902 555392

Telford & Wrekin Safeguarding Board 01902 385385

It is important for all practitioners, operational and senior managers responsible for providing services to children and their families, to fully understand their individual and organisational responsibilities and duties.

The nursery is aware that abuse does occur in our society and we are vigilant in identifying signs of abuse and reporting concerns. Our practitioners have a duty to protect and promote the welfare of children. Due to the many hours of care we are providing, staff may often be the first people to identify that there may be a problem. They may well be the first people in whom children confide information that may suggest abuse or to spot changes in a child's behaviour which may indicate abuse.

Types of Abuse and Particular Procedures Followed

Abuse and neglect are forms of maltreatment of a child. Somebody may abuse or neglect a child by harming them, or by failing to act to prevent harm. Children may be abused within a family, institution, or community setting by those known to them or a stranger. This could be an adult or adults, another child or children. This policy reflects the additional barriers that exist when recognising the signs of abuse and neglect who have special educational needs/ and or disabilities. The following identifies some possible manifestations of child abuse; however, these lists are not exhaustive

Categories of Abuse

Physical Abuse

Physical abuse may involve hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating, or otherwise causing physical harm to a child. Physical harm may also be caused when a parent or carer fabricates the symptoms of, or deliberately induces, illness in a child.

Sexual Abuse

Sexual abuse involves forcing or enticing a child or young person to take part in sexual activities, not necessarily involving a high level of violence, whether or not the child is aware of what is happening. The activities may involve physical contact, including assault by penetration (for example, rape or oral sex) or non-penetrative acts such as masturbation,



kissing, rubbing and touching outside of clothing. They may also include non-contact activities, such as involving children in looking at, or in the production of, sexual images, watching sexual activities, encouraging children to behave in sexually inappropriate ways, or grooming a child in preparation for abuse (including via the internet). Sexual abuse is not solely perpetrated by adult males. Women can also commit acts of sexual abuse, as can other children.

Neglect

Neglect is the persistent failure to meet a child's basic physical and/or psychological needs, likely to result in the serious impairment of the child's health or development. Neglect may occur during pregnancy as a result of maternal substance abuse. Once a child is born, neglect may involve a parent or carer failing to: Provide adequate food, clothing and shelter; Protect a child from physical and emotional harm or danger; Ensure adequate supervision; Ensure access to appropriate medical care or treatment. It may also include neglect of, or unresponsiveness to, a child's basic emotional needs.

Emotional Abuse

Emotional abuse is the persistent emotional maltreatment of a child such as to cause severe and persistent adverse effects on the child's emotional development. It may involve conveying to children that they are worthless or unloved, inadequate, or valued only insofar as they meet the needs of another person. It may include not giving the child opportunities to express their views, deliberately silencing them or 'making fun' of what they say or how they communicate. It may feature age or developmentally inappropriate expectations being imposed on children. These may include interactions that are beyond the child's developmental capability, as well as overprotection and limitation of exploration and learning, or preventing the child participating in normal social interaction. It may involve seeing or hearing the ill-treatment of another. It may involve serious bullying (including cyber bullying), causing children frequently to feel frightened or in danger, or the

exploitation or corruption of children. Some level of emotional abuse is involved in all types of maltreatment of a child, though it may occur alone

Fabricated illness

This is also a type of physical abuse. This is where a child is presented with an illness that is fabricated by the adult carer. The carer may seek out unnecessary medical treatment or investigation. The signs may include a carer exaggerating a real illness or symptoms, complete fabrication of symptoms or inducing physical illness, e.g. through poisoning, starvation, inappropriate diet. This may also be presented through false allegations of abuse or encouraging the child to appear disabled or ill to obtain unnecessary treatment or specialist support.

Female genital mutilation

This type of physical abuse is practised as a cultural ritual by certain ethnic groups and there is now more awareness of its prevalence in some communities in England including its effect on the child and any other siblings involved. For those nurseries caring for older children in their out of school facility this may be an area of abuse you could come across. Symptoms may include bleeding, painful areas, and acute urinary retention, urinary infection, wound infection, septicaemia, and incontinence, vaginal and pelvic infections with depression and post-traumatic stress disorder as physiological concerns.

At Stretton Lodge the DSL and deputy DSL have completed the online training for FGM.

Domestic abuse

The Home Office defines domestic violence as “Any incident of threatening behaviour, violence or abuse (psychological, physical, sexual, financial or emotional) between adults who are or have been intimate partners or family members, regardless of gender or sexuality”. Any child who is living with domestic violence is likely to be in need of services to promote their welfare, and may be in need of protection.



Indicators of child abuse

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

Procedures for recording and reporting suspicions of abuse and disclosures

Staff should make an objective record of any observation or disclosure, This will be supported by the Designated Safeguarding Lead (DSL). The following details must be included as part of the report:

- Child's name
- Child's address
- Age of the child and date of birth
- Date and time of the observation or the disclosure
- Exact words spoken by the child
- Exact position and type of any injuries or marks seen
- Exact observation of any incident including any other witnesses
- Name of the person to whom any concern was reported, with date and time; and the names of any other person present at the time
- Any discussion held with the parent(s) (where instructed to do so by SSSCB).

These records should be signed by the person reporting this and the DSL, 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.

Physical Signs

- All signs of marks or injuries to a child when arriving at nursery must be recorded by the parent on an Incident Record Form. All completed Incident Record Forms must then be passed to the DSL for review immediately.
- If a parent fails to report any marks or injuries and these are found by a member of staff, it is the responsibility of that member of staff to record this on to an Incident Record Form and immediately inform the DSL
- Any comments made by the child regarding the injuries must be listened to and recorded on the Incident Record Form. Staff should remember to use TED (Tell me, Explain, Describe) and not use leading questions.
- Staff finding marks / injuries should have a discussion with the parents as soon as possible to understand how the marks / injuries happened. The information provided by the parent must be added to the form and parents must sign to acknowledge they have been informed about the marks
- The completed form must then be passed to the DSL for review
- If at any point, whether this be when the parent initially reports the injuries, the type or place of injuries or following the explanation from the parent, the member of staff becomes concerned they must report the matter to the DSL immediately.
- The Designated Safeguarding Lead will gather all the necessary details and the local authority children's social care team will be notified in line with procedures set out by the Local Safeguarding Children Board (LSCB).
- **It is the responsibility of all members of staff who have a concern to ensure that the appropriate action has been taken and to follow up on these concerns to ensure that are satisfied with the outcome**

Please refer to guidance on recording existing injuries.



Disclosures

If a child starts to openly talk to an adult within the nursery about abuse they may be experiencing the following procedure must be followed:

- The adult should listen to the child without interrupting.
- The adult must not interrogate the child or put words in their mouths, but must show the child that they are actively listening and can ask the child to tell them more or ask if there is anything else they want to tell you. Use **Tell me, Explain, Describe**.
- The member of staff must report and record the disclosure using a Safeguarding Cause for Concern form as soon as possible, but must be careful not to walk away from the child until the child has finished explaining what has happened
- It is important that the adult reassures the child that they have done the right thing by telling them the information and ensure that the child is supported as needed
- When recording the disclosure the member of staff must ensure that they use the child's words and not rephrase what was said in any way
- The disclosure must be reported to the DSL who will then contact Staffordshire First Response on 0800 1313 126 to make the referral. In the case of the disclosure being referred out of the operating hours of Staffordshire First Response the Individual must call the Out of Hours Duty Line.
- **It is the responsibility of all members of staff who have a concern to ensure that the appropriate action has been taken and to follow up on these concerns to ensure that are satisfied with the outcome**

Concerning Behaviour

Children suffering from any type of abuse may respond in a variety of ways. Adults may notice behaviour re-enacting the abuse they are suffering, changes in behaviour, withdrawal or distress at particular situations. In such an instance the following procedures must be followed:

- The observations must be recorded on the Safeguarding Cause For Concern form and reported to the DSL
- If there is no obvious reason for the behaviour demonstrated or the behaviour is significantly concerning the situation will be reported to the Staffordshire First Response Team on 0800 1313 126
- **It is the responsibility of all members of staff who have a concern to ensure that the appropriate action has been taken and to follow up on these concerns to ensure that are satisfied with the outcome**

Neglect and Family difficulties

Severe cases of neglect must be referred following the procedures set out in this policy, however it is our aim to identify any signs or symptoms before they reach this point to enable us to provide early help for the family.

It is the responsibility of all members of staff at Stretton Lodge to provide support for families who may need it. Strong professional relationships between parents and the key person are essential to enable us to identify when a family may need support and for parents to feel confident in sharing any concerns or difficulties they may be having.

- Key persons or room leader must make themselves available to meet with parents upon request and must arrange a meeting with them if they identify that the family may be having difficulties
- All staff must remain sensitive to the child and families needs and not bring in their own moral values when listening to the family
- All concerns must be recorded using the Safeguarding Cause For Concern form and reported to the DSL
- In the case of severe neglect or if at any point staff become concerned about the child's safety the DSL must be informed immediately who will then contact the Staffordshire First Response Team on 0800 1313 126



- The DSL and the Key Person need to identify how best to support the family based on their needs. Staffordshire's Threshold Framework: 'Accessing the Right Help at the Right Time' model can be used for guidance.
- The DSL and the Key Person must ensure that they monitor the situation closely to ensure that the family is accessing the support provided and that the situation does not worsen
- The provision of Early help is aimed to prevent the issue developing into a Child Protection situation, however practitioners need to be aware that this could still happen and at this point they need to refer to the referral procedure.

Early Help Assessment

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, and/or Early Help Assessment (EHA) needs to be initiated. 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 a parent's or staff's supposed or actual behaviour.

The EHA is designed to be used when

- a practitioner is worried about how well a child or young person is progressing (e.g. concerns about their health, development, welfare, behaviour, progress in learning or any other aspect of their wellbeing)
- a child or young person, or their parent/carer, raises a concern with a practitioner
- a child's or young person's needs are unclear, or broader than the practitioner's service can address.

The process is entirely voluntary and informed consent is mandatory, so families do not have to engage and if they do they can choose what information they want to share.

Children and families should not feel stigmatised by the EHA; indeed they can ask for an EHA to be initiated.

The EHA process is not a 'referral' process but a 'request for services'.

The EHA should be offered to children who have additional needs to those being met by universal services. The practitioner assesses needs using the EHA. The EHA is not a risk assessment.

Informing parents

If a concern is reported to LSCB/ local authority children's social care team or Police it is important that staff follow their guidance as to whether to discuss the concern with parents. Failure to adhere to this policy could result in a child being put at further risk. If you are not given this information by LSCB you must ask them directly to advise you.

If SSSCB advise a discussion with the parent/carer then the meeting will be led by the DSL or Deputy DSL who will support the member of staff throughout.

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 interests 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.

Staffing and volunteering

It is our policy to provide a secure and safe environment for all children. We will therefore not allow an adult to be left alone with a child who has not received a suitable enhanced DBS check.

All staff will attend Safeguarding Training organised through the Local Safeguarding Board and receive initial basic child protection training during their induction period. This will include the procedures for spotting signs and behaviours of abuse and abusers/potential abusers, recording and reporting concerns and creating a safe and secure environment for the children in the nursery. During induction staff will be given contact details for the LADO (local authority designated officer), the local authority children's services team, the Local Safeguarding Children Board (LSCB) and Ofsted to enable them to report any safeguarding concerns, independently, if they feel it necessary to do so.

The Nursery Designated Safeguarding Lead and Deputy undertake further training and will access regular updates to safeguarding procedures and will implement within the setting.

We operate a safe recruitment policy and the DSL and Business Manager have completed safer recruitment training.

- We provide adequate and appropriate staffing resources to meet the needs of all children
- Applicants for posts within the nursery are clearly informed that the positions are exempt from the Rehabilitation of Offenders Act 1974. Candidates are informed of the need to carry out checks before posts can be confirmed. Where applications are

rejected because of information that has been disclosed, applicants have the right to know and to challenge incorrect information

- We give staff members/volunteers and students regular opportunities to declare changes that may affect their suitability to care for the children. This includes information about their health, medication or about changes in their home life such as whether anyone they live with in a household has committed an offence or been involved in an incident that means they are disqualified from working with children.
- An enhanced DBS check will be carried out for each member of staff prior to the start of their employment. We request that all staff subscribe to the DBS update service to enable us to re-check staff's criminal history and suitability to work with children.
- We abide by the requirements of the EYFS and any Ofsted guidance in respect to obtaining references and suitability checks for staff, students and volunteers, to ensure that all staff, students and volunteers working in the setting are suitable to do so.
- We ensure we receive at least two written references before a new member of staff commences employment with us
- All students will have to provide us with an up to date enhanced DBS check before their placement starts
- Volunteers, including students, do not work unsupervised and will not be counted as part of the adult to child ratios
- We have procedures for recording the details of visitors to the nursery and take security steps to ensure that we have control over who comes into the nursery, so that no unauthorised person has unsupervised access to the children
- All visitors/contractors will be supervised whilst on the premises, especially when in the areas the children use
- All staff have access to and comply with the whistleblowing policy which will enable them to share any concerns that may arise about their colleagues in an appropriate manner



- All staff will receive regular supervision meetings where opportunities will be made available to discuss any issues relating to individual children, safeguarding training and any needs for further support
- The deployment of staff within the nursery allows for constant supervision and support.

Concerns about staff or volunteers

If an allegation is made against a member of staff, student or volunteer or any other person who lives or works on the nursery premises regardless of whether the allegation relates to the nursery premises or elsewhere, we will follow the procedure below.

The allegation should be reported to the DSL on duty and complete a Whistleblowing Report Form. If this person is the subject of the allegation, then this should be reported to the Deputy Safeguarding Lead or Local Authority Designated Officer (LADO)

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
- 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 and kept in a locked file for access by the relevant authorities
- Unfounded allegations will result in all rights being re-instated

- 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 10 years if that is longer. This will ensure accurate information is available for references and future DBS checks and avoids any unnecessary re-investigation
- 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.

Our nursery has a clear commitment to protecting children and promoting welfare. Should anyone believe that this policy is not being upheld, it is their duty to report the matter to the attention of the DSL or the Business Manager at the earliest opportunity.

Code of Conduct - for All Staff and Volunteers

You must not:

- Staff and volunteers should not spend excessive amounts of time alone with children, away from others. Work with individual children should be avoided or take place within sight of others. If privacy is needed, the door should remain open and other staff or volunteers should be aware of the meeting
- Staff and volunteers should not start an investigation or question anyone after an allegation or concern has been raised. This is the job of the authorities. You should just record the facts and report these to the DSL and Business Manager.
- Staff and volunteers should never (even in fun):
 - Initiate or engage in sexually provocative conversations or activity.
 - Allow the use of inappropriate language to go unchallenged.
 - Do things of a personal nature for children that they can do themselves.



- Allow any allegations made by a child go without being reported and addressed, or either trivialise or exaggerate child abuse issues.
- Make promises to keep any disclosure confidential from relevant authorities.
- Staff or volunteers should not show favouritism to any one child, nor should they issue or threaten any form of physical punishment.
- Staff or volunteers must not make racist or sexist remarks.

You must:

- Staff and volunteers must respect children's rights to privacy and encourage children and adults to feel comfortable enough to report attitudes or behaviour they do not like.
- Staff and volunteers must treat children with respect.
- Staff and volunteers will be expected to act with discretion with regards to their personal relationships. They should ensure their personal relationships do not affect their role within the organisation. All pre-existing relationships between staff/volunteers and/or participants of Stretton Lodge must be declared.
- Staff and volunteers must refrain from consuming alcohol for the duration of their working day and must not be under the influence of any such subjects whilst at work.
- Staff and volunteers must refrain from consuming illegal substances/drugs.
- All staff and volunteers should be aware of the procedures for reporting concerns or incidents, and should familiarise themselves with the contact details of the DSL.
- If a member of staff or volunteer finds himself or herself the subject of inappropriate affection or attention from a child, they should make the DSL aware of this.
- If a member of staff or volunteer has any concerns relating to the welfare of a child in their care, be it concerns about actions/behaviours of another staff member or volunteer or concerns based on any conversation with the child; particularly where the child makes an allegation, they should report this to the DSL following the procedure set out in this policy.

Prevent Duty

All early years providers are subject to a duty under Section 26 of the Counter Terrorism and Security Act 2015 to have “due regard to the need to prevent people from being drawn into terrorism” (Prevent Duty).

Staff have a duty to be able to identify children who may be vulnerable to radicalisation and know what to do when they are identified.

The risks posed to children from radicalisation can vary and there is no single way of identifying an individual who is likely to be susceptible to a terrorist ideology. Staff therefore, need to be aware of any changes in a child’s behaviour or emotional wellbeing, for example:

- Becoming quieter / withdrawn
- Displaying more negative behaviour
- More emotional
- Suddenly less compliant
- High levels of unauthorised / unexplained absence

This list is not exhaustive and it is therefore important for staff to form strong bonds with children and families so that they are in a greater position to notice any changes within a child. Staff also need to be aware that there could also be many other reasons for a child’s behaviour to suddenly change.

Staff who are concerned about a child’s behaviour need to follow the safeguarding procedures as specified within this policy and report to the DSL and follow up as necessary.

If staff receive a disclosure from a child or family member the procedure as outlined in this policy for dealing with disclosures should be followed.



Additional Contact telephone numbers:

Staffordshire Police Prevent Team: 01785 238239

Staffordshire County Council Safer Communities Team: 01785 854428

General safeguarding principles apply when protecting children at risk of radicalisation as set out in the relevant statutory guidance, Working Together to Safeguard Children and Keeping Children Safe in Education.

We will work in partnership with Staffordshire Safeguarding Children Board to ensure that staff access training to support them in this area. Staff are encouraged to access SSCB's free online Prevent training. The DSL and Deputy DSL have completed Prevent Training and will disseminate the information to the rest of the team.

We will endeavour to build children's resilience to radicalisation by promoting the Fundamental British Values. The Fundamental British Values of Democracy, rule of law, individual liberty, mutual respect and tolerance for those with different faiths and beliefs are already embedded throughout the EYFS 2017 and are implemented as part of our daily practice.

Below are some of the ways in which we instil the values:

Democracy:

- Encouraging children to have a voice, participate in group discussions and letting them know that their opinions count.
- Involving children in the decision making process.
- Providing opportunities for them to share their thoughts and feelings.

Rule of Law:

- Supporting children in understanding right from wrong.

- To understand the consequences of their own behaviour and that of others.
- To involve children in making and promoting the rules of the setting.
- To expand children's knowledge through stories and role play.

Individual Liberty:

- Supporting children in developing self-awareness, self-worth and confidence.
- By providing opportunities for children to face challenges, tackle problems and take risks in order to boost confidence in their own abilities.
- To encourage children to share their thoughts, feelings and opinions with adults and children.
- To support children in understanding that it is fine for people to have differences of opinion.

Mutual Respect and Tolerance:

- To create an ethos throughout the setting of inclusivity, welcoming and celebrating different cultures, faiths and races.
- To support children in identifying that we are all different and developing positivity around this.
- To support children in understanding their place within different communities i.e. their family, nursery, extended family and religious groups.
- Staff will be good role models.
- Staff will challenge stereotypes and discrimination.