



Child Protection and Safeguarding Policy

At Willows Day Care 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. The content of this policy is applicable to all staff, volunteers and visitors at the day care.

Willows Day Care Brecon do this by following The Wales Safeguarding Procedures and we are aware of The Mid and West Wales Safeguarding Board.

We have regard for the following:

- Rights of Children and Young Persons (Wales) measure 2011
- UN Convention on the Rights of the Child Article 19
- Safeguarding Children: Working Together To Safeguard Children (2018).
- Safeguarding Children: What to do if you're worried about a child being abused (2015).
- Social Services and Well-Being Act 2014
- Children (Abolition of Defence of Reasonable Punishment) (Wales) Act 2020

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.

(Working together to safeguard children 2018).

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 can identify the signs and indicators of abuse, including 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.
- 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.
- 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.

The nursery staff are 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. Staff working on the frontline with children and families are often the first people to identify a concern, observe changes in a child's behaviour or receive information relating to indicators of abuse. 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.

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, family support, health professionals including health visitors or the police. All staff will work with other agencies in the best interest of the child, including as part of a multi-agency team, where needed.

The day care aims to:

- Keep the child at the centre of all we do, providing sensitive interactions that develops and builds children's well-being, confidence, and resilience. We will support children to develop an awareness of how to keep themselves safe, healthy and develop positive relationships.
- Ensure staff are trained right from induction to understand the safeguarding and child protection 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 (peer on peer) through bullying or discriminatory behaviour.
- Ensure that all staff feel confident and supported to act in the best interest of the child; maintaining professional curiosity around welfare of children and share information and seek the help that the child may need at the earliest opportunity.
- 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.
- Take any appropriate action relating to allegations of serious harm or abuse against any person working with children or living or working on the day care premises including reporting such allegations to CIW and other relevant authorities including the local authority.
- Ensure parents are fully aware of our safeguarding and child protection policies and procedures when they register with the day care and are kept informed of all updates when they occur.

We make sure that all adults working with children in our care are aware of the many categories of abuse, including:

- Physical abuse – This may involve hitting, throwing, shaking, poisoning, scalding or burning, drowning, suffocating, or otherwise causing physical harm to a child. Physical harm may also be caused when a parent/carer fabricates or induces illness in a child.
- Emotional abuse – persistent emotional ill treatment of a child such as to cause severe and persistent adverse effects on the child's emotional development. It may involve conveying to a child that they are worthless or unloved, inadequate or valued only in so far as they meet the needs of another person. It may feature age or developmentally inappropriate expectations being imposed on children. Some level of emotional abuse is involved in all types of ill treatment of a child, though it may occur alone.
- Sexual abuse – involves forcing or enticing a child or young person to take part in sexual activities, whether or not the child is aware of what is happening. The activities may involve physical contact, including penetrative or non-penetrative acts. They may include non-contact activities, such as involving children in looking at, or in the production of,

pornographic material or watching sexual activities, or encouraging children to behave in sexually inappropriate ways.

- Neglect – 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. It may involve a parent/carer failing to provide adequate food, shelter and clothing, failing to protect a child from physical harm or danger, or the failure to ensure access to appropriate medical care or treatment. It may also include neglect of, or unresponsiveness to, a child’s basic emotional needs. In addition, neglect may occur during pregnancy because of maternal substance misuse.

Actions to be taken in the event of a disclosure about a child

In the event of a member of staff having concerns/suspicion that a child has suffered abuse/harm/neglect or if someone tells them that they or another child is being abused/harmed or suffering neglect the staff member should:

- Stay calm, listen showing that they have heard what they are being told and that they take the allegation seriously.
- Offer reassurance and support.
- Does not prompt or ask leading questions.
- Does not ask the child to re-tell their story.
- Explains what actions they must take (using agreed procedures)
- Does not promise to keep what they have been told a secret or confidential but explains that they will share information on a ‘need to know’ basis.
- The staff member immediately writes down, using the exact words what they have been told, using a child body map is appropriate.
- Makes a note of the date, time, place and people present in the discussion.
- Does not confront the alleged abuser.
- Reports the concerns to the registered person/responsible individual and/or designated child protection officer as soon as possible without delay.

The registered person/responsible individual or child protection officer will report the concerns immediately to the local Social Services Team. They must also inform CIW that a referral has been made and that procedures are being followed.

Actions to be taken in the event of a disclosure about professional abuse

If the behaviour of a colleague, adult (including volunteers and members of the public) towards children causes concern:

- Willows Day Care understands that it is important to differentiate between cases involving issues such as poor professional practice and cases that give rise to child protection concerns (including cases involving abuse of trust). We will deal with the former via disciplinary procedures or other avenues, however, child protection concerns will always be dealt with through local child protection procedures in line with the policy detailed above.

In the event of a disclosure about professional abuse:

- The procedure above (action to be taken in the event of a disclosure about a child) is implemented in relation to the child.

- The registered person/responsible individual considers the option of removal/suspension without prejudice from duty of the member of staff pending investigation.
- The member of staff is informed, and written records of discussions are made in line with the staff disciplinary policy and procedure.
- The registered person/responsible individual informs CIW of any allegations of serious harm to a child committed by any person looking after children in Willows Day Care within 14 days.
- If an allegation is made against the Leader/Person in Charge the matter should be reported to the Responsible Person/Individual.
- If an allegation is made against the Responsible Person/Individual the matter should be referred to the committee and Leader/Person in Charge.
- Failure by a member of staff to report suspected abuse will result in disciplinary action being taken.

Making the referral

The referral is made to Powys Front Door services as soon a problem, suspicion or concern about a child becomes apparent (within 24 hours). Outside office hours, referrals are made to the social services emergency duty team or the police.

The duty social worker taking the referral is given as much of the following information as possible by Willow Day Care's referrer.

- The nature of the concerns
- How and why those concerns have arisen
- The full name, address and dates of birth of the child.
- The names address and dates of birth/ages of family members along with any other names which they are known by.
- The names and relationship of all those with parental responsibility.
- Information on any other adults living in the household.
- Information relating to other professionals involved with the family, including the name of the child's G.P
- Any information held on the child's developmental needs and his/her parents'/carers' ability to respond to these needs.
- Any information affecting the safety of staff.

Willows Day Care Brecon keeps accurate, concise and clear records, that are signed, dated and timed. Willows Day Care Brecon's arrangements for retention, storage and destruction of electronic and paper records of child protection matters meet the relevant regulations of GDPR/Data Protection Act 2018. Records kept by Willows Day Care Brecon are shared on a need-to-know basis with social services departments.

Throughout a child protection investigation Willows Day Care Brecon will:

- Make every effort to build and maintain trusting and supportive relationships between families, staff and volunteers.
- Do all it can to support and work with the child's family.

- Share any confidential records on a child with the child's parents, except in cases in which parents are implicated and evidence gives rise for concern.

Contact details:

Powys Front Door Services

Contact number: Office Hours 01597 827666 / Out of Hours 0845 0544847

<https://en.powys.gov.uk/article/8155/Report-a-concern-about-a-child>

Police

Local Police stations details:

Contact Number: 999 or 101 or 01267 222020 outside Dyfed-Powys

Mid Wales and West Safeguarding Board

<http://cysur.wales/home/>

NSPCC Helpline

Contact Number: 0808 8005000

<https://www.nspcc.org.uk/what-you-can-do/report-abuse/>

Childline

Contact Number: 0800 11 11

CIW regional office

Contact Number: 0300 7900 126

CIW.southwest@wales.gsi.gov.uk