



Safeguarding Policy

Kids2Day Pre-School is committed to building a 'culture of safety' in which the children in our care are protected from abuse, harm and radicalisation.

The setting will respond promptly and appropriately to all incidents or concerns regarding the safety of a child that may occur. The setting's child protection procedures comply with all relevant legislation and with guidance issued by Hampshire Children's Services.

There is a Designated Safeguarding Lead(DSL) available at all times while the setting is in session. The DSL coordinates child protection issues and liaises with external agencies (eg Children's Services and Ofsted).

The setting's Designated Safeguarding Lead is Courtney Stretton. The Deputy Designated Safeguarding Lead is Linzy Cooper

Child abuse and neglect

Child abuse is any form of physical, emotional or sexual mistreatment or lack of care that leads to injury or harm. An individual may abuse or neglect a child directly, or by failing to protect them from harm. Some forms of child abuse and neglect are listed below.

- **Emotional abuse** is the persistent emotional maltreatment of a child so as to cause severe and persistent adverse effects on the child's emotional development. It may involve making the child feel that they are worthless, unloved, or inadequate. Some level of emotional abuse is involved in all types of maltreatment of a child, though it may occur alone.
- **Physical abuse** can involve hitting, shaking, throwing, poisoning, burning, drowning, suffocating or otherwise causing physical harm to a child. Physical harm may be also caused when a parent or carer feigns the symptoms of, or deliberately causes, ill health to a child.
- **Sexual abuse** involves forcing or enticing a child to take part in sexual activities, whether or not the child is aware of what is happening. This can involve physical contact, or non-contact activities such as showing children sexual activities or encouraging them to behave in sexually inappropriate ways.
- **Neglect** is the persistent failure to meet a child's basic physical and emotional needs. It can involve a failure to provide adequate food, clothing and shelter, to protect a child from physical and emotional harm, to ensure adequate supervision or to allow access to medical treatment.
- **Domestic abuse** can be defined as a pattern of behaviour in any relationship that is used to gain or maintain power and control over an intimate partner. It can happen between adults related to one another and can seriously harm children and young people, and experiencing domestic abuse is child abuse.
- **Witchcraft (also known as CALF BW)** is Child abuse linked to a faith or belief that occurs across the country. In such cases a parent or carer has come to view a child as 'different' and they may have attributed this difference to the child being possessed. The term 'belief in spirit possession' is the belief that an evil force has entered a child and is controlling him or her. Sometimes the term 'witch' is used and is the belief that a child is able to use an evil force to harm others.

Signs of child abuse and neglect

Signs of possible abuse and neglect may include:

- significant changes in a child's behaviour
- deterioration in a child's general well-being
- unexplained bruising or marks
- comments made by a child which give cause for concern
- reasons to suspect neglect or abuse outside the setting, eg in the child's home, or that a girl may have been subjected to (or is at risk of) female genital mutilation, or that the child may have witnessed domestic abuse
- inappropriate behaviour displayed by a member of staff, or any other person. For example, inappropriate sexual comments, excessive one-to-one attention beyond the requirements of their role, or inappropriate sharing of images.
- Aggression or bullying

- Bed wetting, nightmares or insomnia
- Constant or regular sickness, like colds, headaches and mouth ulcers
- problems in school or trouble learning
- Tantrums or withdrawals

Signs of abuse which may indicate Witchcraft abuse:

- Physical indicators, e.g. bruising, burns, cuts, sore eyes or genitals where chilli peppers have been rubbed onto them
- Signs of neglect, e.g. lack of medical care, nourishment, supervision, good hygiene • Child talk about being 'evil' or 'having the devil beaten out of them', or using certain terms, such as djinn, kindoki, ndoki, black magic, Obeah, juju or voodoo
- Emotional harm, e.g. fear of being abandoned, being kept in isolation from the family
- Child is stigmatised, e.g. a child being labelled as a witch or told they are possessed

If abuse is suspected or disclosed

When a child makes a disclosure to a member of staff, that member of staff will:

- reassure the child that they were not to blame and were right to speak out
- listen to the child but not question them
- give reassurance that the staff member will take action and not promise anything to a child if it could put them or others at harm.
- record the incident as soon as possible (see *Disclosure Form*).

If a member of staff witnesses or suspects abuse, they will record the matter straightaway using the **Disclosure** form. If a third party expresses concern that a child is being abused, we will encourage them to contact Child Services directly. If they will not do so, we will explain that the setting is obliged to and the incident will be recorded accordingly. However, if a member of staff suspects that FGM has taken place they are to alert the DSL/DDSL straightaway and the Police will be called as FGM has been known as a crime since 1985 and carries a 14 year prison sentence. Management will carry out the above procedures to ensure everything was handled correctly.

Peer-on-peer abuse

Children are vulnerable to abuse by their peers. Peer-on-peer abuse is taken seriously by staff and will be subject to the same child protection procedures as other forms of abuse. Staff are aware of the potential uses of information technology for bullying and abusive behaviour between young people. Staff will not dismiss abusive behaviour as normal between young people. The presence of one or more of the following in relationships between children should always trigger concern about the possibility of peer-on-peer abuse:

- One of the children is significantly more dominant than the other (eg much older)
- One of the children is significantly more vulnerable than the other (eg in terms of disability, confidence, physical strength)
- There has been some use of threats, bribes or coercion to ensure compliance or secrecy.

If peer-on-peer abuse is suspected or disclosed

We will follow the same procedures as set out above for responding to child abuse.

Extremism and radicalisation

All childcare settings have a legal duty to protect children from the risk of radicalisation and being drawn into extremism. There are many reasons why a child might be vulnerable to radicalisation, eg:

- feeling alienated or alone
- seeking a sense of identity or individuality
- suffering from mental health issues such as depression
- desire for adventure or wanting to be part of a larger cause
- associating with others who hold extremist beliefs



Signs of radicalisation

Signs that a child might be at risk of radicalisation include:

- changes in behaviour, for example becoming withdrawn or aggressive
- claiming that terrorist attacks and violence are justified
- viewing violent extremist material online
- possessing or sharing violent extremist material

If a member of staff suspects that a child is at risk of becoming radicalised, they will record any relevant information or observations on a **Disclosure** form, and refer the matter to the DSL.

Recording a concern

All information about the suspected abuse or disclosure, or concern about radicalisation, will be recorded on the **Disclosure** form as soon as possible after the event. The record should include:

- date of the disclosure, or the incident, or the observation causing concern
- date and time at which the record was made
- name and date of birth of the child involved
- a factual report of what happened. If recording a disclosure, you must use the child's own words
- name, signature and job title of the person making the record.

The record will be given to the setting's DSL who will decide on the appropriate course of action.

For concerns about **child abuse**, the DSL will contact Children's Services. The DSL will follow up all referrals to Children's Services in writing within 48 hours. If a member of staff thinks that the incident has not been dealt with properly, they may contact Children's Services directly.

For minor concerns regarding **radicalisation**, the DSL will contact Hampshire Children's Services on 0300 555 1384. For more serious concerns the DSL will contact the Police on the non-emergency number (101), or the anti-terrorist hotline on 0800 789 321. For urgent concerns the DSL will contact the Police using 999.

Allegations against staff

If anyone makes an allegation of child abuse against a member of staff:

- The allegation will be recorded on a **Disclosure** form. Any witnesses to the incident should sign and date the entry to confirm it.
- The allegation must be reported to the Local Authority Designated Officer (LADO) and to Ofsted. The LADO will advise if other agencies (eg police) should be informed, and the setting will act upon their advice. Any telephone reports to the LADO will be followed up in writing within 48 hours.
- Following advice from the LADO, it may be necessary to suspend the member of staff pending full investigation of the allegation.
- Directors/Pre-school Manager to follow up in writing of the investigation outcome to the alleged staff member.
- If appropriate, the setting will make a referral to the Disclosure and Barring Service.

Promoting awareness among staff

The setting promotes awareness of child abuse and the risk of radicalisation through its staff training. The setting ensures that:

- the DSL has relevant experience and receives appropriate training in safeguarding and the Prevent Duty, and is aware of the Channel Programme and how to access it
- DSL training is refreshed every two years
- safe recruitment practices are followed for all new staff
- all staff have a copy of this **Safeguarding policy**, understand its contents and are vigilant to signs of abuse, neglect or radicalisation
- all staff are aware of their statutory duties with regard to the disclosure or discovery of child abuse, and concerns about radicalisation
- all staff receive basic safeguarding training, and safeguarding is a permanent agenda item at all staff meetings



- all staff receive basic training in the Prevent Duty
- all staff receive basic training on Female Genital Mutilation (FGM)
- Management are familiar with the Safeguarding File which is kept locked and placed in the cupboard within the preschool office.
- The setting's procedures are in line with the guidance in 'Working Together to Safeguard Children (2023) (Updated December 2023)' and staff are familiar with 'What To Do If You're Worried A Child Is Being Abused (March 2015)'.

Use of mobile phones and cameras

Photographs will only be taken of children with their parents' permission. Each parent will sign and consent to these upon their child's registration pack. Only the setting's camera/iPod will be used to take photographs of children at the setting, except with the express permission of the manager. Neither staff nor children nor visitors may use their mobile phones to take photographs at the setting. For more details see our **Mobile Phone Policy**.

Contact numbers

Hampshire Children's Services: 0300 555 1384

Hampshire Children's Services out of hours contact: 0300 555 1373

LADO (Local Authority Designated Officer): child.protection@hants.gcsx.gov.uk, 01962 876364

Police: 101 (non-emergency) or 999 (emergency)

Anti-terrorist hotline: 0800 789 321

NSPCC: 0808 800 500

Ofsted: 0300 123 1231

This policy was adopted by: Kids2Day Pre-school	Date: 09.01.2025
To be reviewed: January 2026	Signed:

Written in accordance with the *Statutory Framework for the Early Years Foundation Stage (2024)*