

Safeguarding / Child Protection Policy

This policy has been written in line with government guidance, specifically:

- Early Years Foundation Stage Statutory Framework 2021
- 'Working Together to Safeguard Children, a guide to inter-agency working to safeguard and promote the welfare of children' (2018)
- Keeping Children Safe in Education 2021
- Every Child Matters' (2004)
- 'Framework for Assessment of Children in Need and their Families' (2002)
- The Prevent Duty 2015
- Counter Terrorism and Security Act 2015
- Female Genital Mutilation Act 2003
- Right Help, Right Time 2021

Aston University will operate under the relevant provisions of The Children Act (1989) & (2004) and the Birmingham Safeguarding Children partnership This is also known as Safeguarding Partners, 0121 464 2612 <http://www.lscpbirmingham.org.uk/>

Safeguarding and promoting the welfare of children, for the sake of 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

Designated Safeguarding Lead – Donna Cooper: 0121 204 4562

Designated Safeguarding Lead – Dionne Ruddy: 0121 204 4562

Designated Safeguarding Lead – Jayne Fellows: 0121 2044562

Nursery Business Manager – Donna Cooper: 0121 204 4562

Deputy Nursery Manager – Dionne Ruddy: 0121 204 4562

Ofsted Registered Person – Donna Cooper: 0121 204 4562

Aston University Nursery supports the children in our care, protects them from maltreatment and has robust procedures in place to prevent the impairment of children's health and developments. All our employees have a duty of care to ensure that we safeguard and protect children and we ensure that all staff hold appropriate knowledge.

Aston University Nursery will 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 and to be safe from any abuse in whatever form.

Information Sharing promotes multi-disciplinary and multi-agency working at an early stage in order to identify and provide services to children in need of additional support before their needs escalate.

To this end 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

Aston University 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 Nursery Business Manager / Registered Person, Donna Cooper at the earliest opportunity.

Every child has the right to be protected from potential significant harm. All staff have a duty to familiarise themselves with the risk factors and signs and symptoms of child abuse and neglect and to be aware of the action to be taken should such an incident present itself. Staff will refer to the guidelines set in *Right Help, Right Time 2021* and accompanying document *Signs of Safety and Wellbeing Practice Framework* to determine the current need of the child and family. Our prime responsibility is the welfare and well-being of all children 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. All staff will work as part of a multi-agency team where needed in the best interests of the child.

We aim to:

- Ensure that children are never placed at risk while in the charge of nursery staff
- Ensure that confidentiality is maintained at all times in line with Data Protection regulations and Confidentiality Policy, (refer to Data Collection and Privacy Notice) unless it is deemed that not sharing information may pose a risk to a child or young person.
- Ensure that all staff are alert to the 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 i.e. bullying, discriminatory behavior
- Ensure that all staff are familiar and updated regularly with child protection issues and 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
- Regularly review and update this policy with staff and parents where appropriate

Children will be supported by offering reassurance, comfort and sensitive interactions. Activities will be devised according to individual circumstances to enable children to develop confidence within their peer group.

E-Safety

The nursery is protected through the Aston University IT and security policy, this blocks certain sites and restricts sites that are being viewed. The use of ipads within the setting is protected through the *iPad Policy 2021*. *The anti-virus and ant spy wear is protected under the IT and security Policy at Aston University.*

Further information can be accessed via:

www.saferinternet.org.uk

www.nspcc.org.uk

<https://www.ceop.police.uk/safety-centre/>

<https://www.childnet.com/>

<https://www.skipseducational.org/safety-net/>

The safety of children when using the internet is of paramount importance and it is important that we ensure that staff are following the correct procedure. This can be found in the ipad policy and IT and Security Policy.

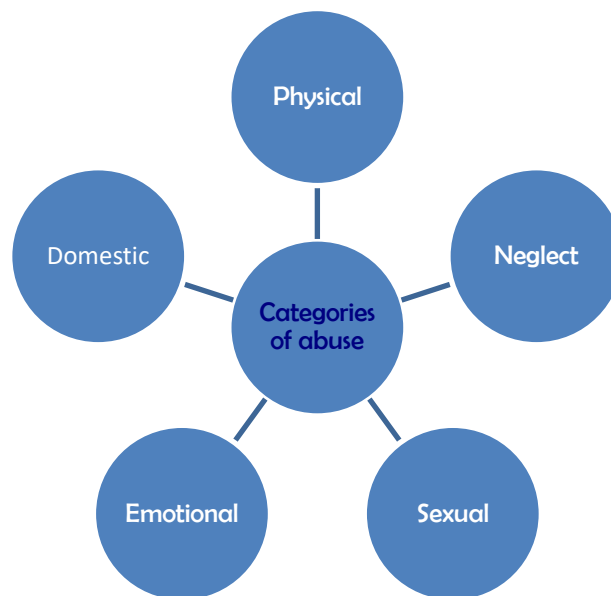
Children are never left unattended/ unsupervised when using the pc or interactive screens, and staff will respond promptly and accordingly should they notice anything of concern. We encourage children not to bring electronic devices to nursery and in such instances, devices would be securely held until parents return.

Any concerns with IT systems should be immediately reported to the IT helpdesk on 3445.

Child Abuse

Abuse can take many forms and it is therefore essential that staff at Aston University nursery have an in-depth understanding of all areas. Staff knowledge is assessed during induction and the appropriate level of support or knowledge disseminated. Continual assessments of knowledge and understanding are carried out through supervision and spot checks, and in-house training supports the continual updating of knowledge and awareness.

Categories of 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 feigns the symptoms of, or deliberately causes ill health to a child whom they are looking after. This situation may be described as imposed illness, factitious illness by proxy or Fabricated Illness.

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. The activities may or not involve physical contact, including penetrative (e.g. rape or buggery) or non- penetrative acts. They may include involving children in looking at, or in the production of pornographic material or encouraging children to behave in sexually inappropriate ways.

Emotional abuse is the persistent emotional ill treatment of a child causing 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 feature age or developmentally inappropriate expectations being imposed on children. It may involve causing children frequently to feel

frightened or in danger. Some level of emotional abuse is involved in all types of ill treatment of a child, though it may occur alone.

Neglect is the persistent failure to meet a child's basic physical and/or physiological needs, likely to result in serious impairment of the child's health and development. It may involve a parent or carer failing to provide adequate food, shelter or clothing, child from physical harm or danger, or the failure, to ensure access to appropriate medical care or treatment. It may also include neglect of, unresponsiveness to, a child's basic emotional needs.

Domestic abuse and Violence

The cross-government definition of domestic violence and abuse is:

any incident or pattern of incidents of controlling, coercive, threatening behaviour, violence or abuse between those aged 16 or over who are, or have been, intimate partners or family members regardless of gender or sexuality. The abuse can encompass, but is not limited to:

- psychological
- physical
- sexual
- financial
- emotional

Staff can signpost anyone experiencing domestic violence to the Family Support Team from a local Children's centre and relevant organisations. There is also the Freedom Programme, which is a 12 week rolling programme to support anyone who has experienced or is experiencing domestic violence. A list of agencies to support families in need can be found following the link below:

[https://www.ipwm.org.uk/Birmingham-Freedom-Project-\(Allens-Croft-Project\)/Pathway-Services/](https://www.ipwm.org.uk/Birmingham-Freedom-Project-(Allens-Croft-Project)/Pathway-Services/)

Both men and women can be victimised in this way, a greater proportion of women experience all forms of domestic violence and are more likely to be seriously injured or killed by their partner, ex-partner or lover. For this reason, the victim is usually referred to as "she" and the aggressor as "he", but practitioners should be aware that other patterns are possible, including violence in same-sex relationships.

Situations may also arise in which a young person abuses a parent. This would not constitute a child protection issue, but:

- It may suggest that the young person has significant unmet needs,
- Practitioners should be alert to the possible effect on younger siblings,
- If the parent is a vulnerable adult the Safeguarding Adults Team in the Adults and Communities Directorate should be notified by calling 0121 303 1234

Domestic violence rarely exists in isolation. Many parents also abuse drugs and alcohol; experience poor physical and mental health; have a history of childhood abuse; and have

grown up in care. This increases the difficulties that parents experience in meeting the needs of their children, and the likelihood that the children will experience neglect and abuse.

Domestic violence has an impact on children in a number of ways:

- Violence may commence or escalate during pregnancy and injuries to the abdomen are common, with consequent risk to the unborn child.
- There is evidence to suggest an increased incidence of both physical and sexual abuse of children in households in which a woman is being abused.
- An abusive man may threaten to harm a child in order to coerce the mother to meet his demands.
- An abused parent may prioritise their partner's needs over those of the children in an effort to avoid outbursts of violence, and may be forced to punish their children more harshly than she would want to.
- Domestic violence impacts on parenting capacity through physical injury, lack of sleep, loss of confidence, loss of authority, isolation, and possible increased use of medication and alcohol.
- A child may get in the way of an attack on a parent, or may be injured in trying to protect a parent.
- Witnessing and living with domestic violence is abusive in itself; most children of abused parents/carers know of the abuse and may show the effects of this emotional abuse. The definition of "harm" used in care proceedings under the *Children Act 1989* includes impairment caused by seeing or hearing the ill treatment of another person.
- The risk of violence may increase at the end of the relationship, and when parents are no longer living together, the perpetrator may use the arrangements for contact with the child to commence or to continue a pattern of violence.

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.

This safeguarding policy also takes into account the need to provide Early Help to families to prevent situations from worsening and to reduce the potential for the situation to develop into a child protection issue. In order to do this we utilise

Aston University will refer to "*Right Help Right Time*" documentation when making decisions as to the type of support children require.

Physical Signs

- All signs of marks or injuries to a child when arriving at nursery must be recorded by the parent on an Accident / Injury at Home form
- If a parent fails to report the 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 an Accident Form

- Any comments made by the child regarding the injuries must be listened to and recorded on the form
- If staff finding marks/injuries are not concerned by the injuries, they may point out the marks to the parents upon collection of the child or call the parent to enquire. 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
- If at any point, whether this be when the parent initially reports the injuries, the type or place or injuries or following the explanation from the parent, the member of staff becomes concerned they must report the matter to the Designated Safeguarding Lead
- The DSL will gather all the necessary details and will call the CASS (Children's Advice and Support Service): 0121 303 1888 and indicate the need to make a referral. If the referral is being made outside the operating hours of CASS, the Emergency Duty Team will be called: 0121 675 4806.
- 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.
CR8 and CR10 forms must be completed and updated as the situation progresses.

Fabricated Illness

This is a type of physical abuse where a child is presented with an illness that is fabricated by an adult. The adult may seek out unnecessary medical treatment or investigation. The signs may include an adult exaggerating a real illness or symptoms, complete fabrication of symptoms or inducing physical illness, e.g through poisoning, starvation or inappropriate diet. The adult may also give false allegations of abuse or encourage the child to appear disabled or ill to obtain unnecessary treatment or specialist support. The adult may request medication is administered when there is no cause for it. Please also refer to the Medication Policy.

Female Genital Mutilation (FGM)

This type of physical abuse is practiced 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. This procedure may be carried out shortly after birth, during childhood, or during adolescence. Sometimes this happens just before marriage or during a woman's first pregnancy and varies according to the community. Symptoms may include bleeding, painful areas, acute urinary retention, urinary infection, womb infection, incontinence, and septicaemia, vaginal and pelvic infections with depression, and post-traumatic stress disorder or physiological changes. If there are concerns about a child relating to FGM the Children's Advice Support Service (CASS) will be contacted in the same way as any other physical abuse, however there is a mandatory duty to report all FGM cases to the police where the person is under the age of 18. We will ensure that this is followed within the nursery.

For more information, advice or support parents and professionals can use the following:

NSPCC FGM Helpline: 0800 028 3550 and emails sent to fgmhelp@nspcc.org.uk (a resource for both community and professionals)

Disclosures

If a child starts to openly talk to an adult within the nursery about abuse they may be experiencing or have witnessed, 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, by asking who, what, why, where, when questions.
- If the child refers to being hurt or injured, the member of staff can ask the children if they would be happy to show them the injury
- The member of staff must report and record the disclosure on a CR8 and CR10 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 Nursery Manager and Designated Safeguarding Lead who will then contact CASS to make the referral. In the case of the disclosure being referred out of the operating hours of CASS, the Individual must call the Emergency Duty Team.

Concerning Behaviour

Children suffering from any type of abuse may respond in a variety of ways. Staff will seek and monitor reasons for absence from nursery and report any concerns immediately to the Designated Safeguarding Lead or Nursery Manager. 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 and forwarded to the Nursery Manager and Designated Safeguarding Lead
- If there is no obvious reason for the behaviour demonstrated or the behaviour is significantly concerning the situation will be reported to the CASS contact number.

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 Aston University Nursery 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.

“Right Help, Right Time” sets out the requirement for practitioners not to turn any family away and ensure that they refer to them to the suitable agency if they are not in a position to help themselves. Staff must provide the necessary help and support to ensure the family can access the service; this may include calling ahead, supporting with form filling or checking up on whether appointments were attended.

The following procedures will apply:

- Key persons 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. The Nursery manager will also support with this if required
- The key person must remain sensitive to the child and family’s needs and not bring in their own moral values when listening to the family
- All concerns must be recorded appropriately.
- The key person needs to keep the needs of the family at the forefront at all times and if at any point they become concerned about the child’s safety and well-being they must refer to the referral process
- In the cases of severe neglect the DSL must be informed who will then contact the Children’s Advice and Support Service (CASS).
- The information must be shared with the Designated Safeguarding Lead and the Nursery Manager
- The DSL and the key person need to identify how best to support the family based on their needs. The Right Help, 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 to ensure 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.

Recording suspicions of abuse and disclosures

Staff should make an objective record of any observation or disclosure. This will be supported by the DSL and Nursery Manager. The following details must be available as part

of the report, in order to make the referral the following information will be needed and included within the referral:

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

Informing Parents

If a concern is reported to CASS 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 CASS you must ask them directly to advise you.

If CASS advise a discussion with the parent/carer then the meeting will be led by the DSL or Nursery Manager. The key worker or member of staff who received the disclosure may be requested to attend if it is deemed necessary or appropriate.

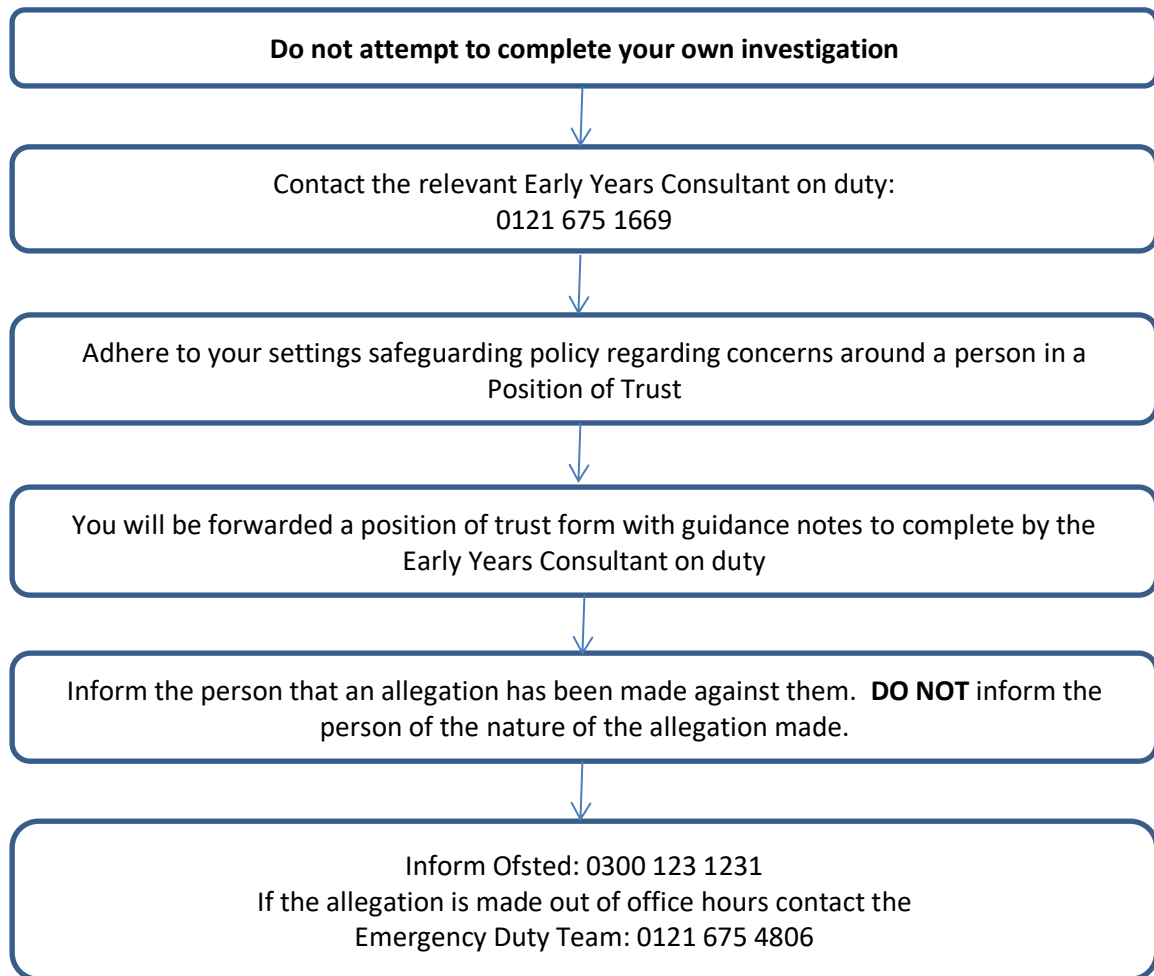
Position of Trust Concerns

In this policy a person in a Position of Trust will include any person that works with the children or partakes in work on the premises where children are cared for. This includes, cleaners, students, volunteers, maintenance workers etc.

Should a parent/carer have cause for concern regarding a member of staff or volunteer they should contact the Nursery Manager in the first instance. The Nursery Manager will assess the concern and if this is a Safeguarding issue will follow the procedure below. If a parent is not satisfied with the action taken by the Nursery Manager or the concern relates to the Nursery Manager the parent may report this to the DSL or Ofsted.

All staff, students and volunteers have a duty to report any behaviour or actions demonstrated by a colleague that they are concerned about. They also have a duty to report any concerns of parents that may have been shared with them. The following procedure must be followed:

- All concerns about a person in a Position of trust must be reported to the Nursery Manager / Registered Person. In the absence of the Manager or the concern being about the manager the concern must be reported to the DSL or Ofsted.
- If an allegation is made about a person in a Position of Trust they will have no direct contact with children within the nursery. If required the alleged staff member may be relocated to another area of the university whilst the investigation is in process.
- The Nursery Manager will liaise with the HR Advisor/Manager for the Nursery who will offer support in the next process.
- The Nursery Manager will meet with the member of staff and advise them that an allegation has been made against them, however we would not provide details of the allegation, unless otherwise advised to do so by the LADO.
- We would not be able to provide details of the allegations to the member of staff unless instructed to do so by LADO or the Police.
- If not relocated the member of staff would be suspended from duty without prejudice until the matter has been resolved. During this time the member of staff would receive full pay. The individual must not make contact with any member of staff from the nursery without prior authorisation.
- HR will provide advice and support to the practitioner concerned.
- The Nursery Manager or DSL will refer the matter to the LADO. This will be done as soon as possible after the allegation.



- The setting will work with the LADO and will follow their advice on the next steps.
- Aston University will not undertake any investigations unless instructed to do so by the Position of Trust Team, however the Nursery Manager and DSL will collate any information that may be need for the investigation.
- The Nursery Manager or Registered Person will inform Ofsted of the allegation.
- We will fully co-operate at all times with any external investigation, which may include a multi-agency “Position of Trust Co-ordination Meeting” and will take on board any advice given in relation to the allegation
- If the allegation is founded , we will then take the person through a disciplinary process and dismiss them, we will also refer for their name to be added to the list of persons barred from working with children
- If not proven we will follow the advice given by the principle officer for LADO
- Counselling will be available for any member of the nursery who is affected by an allegation, their colleagues in the nursery and the parents.

Intimate Care Statement

- All Staff who work at Aston University Nursery will be required to change nappies/soiled pants and assist children in toileting. This will usually be the key person. Staff are always expected to be respectful of the individual child's needs. Children's dignity will be preserved, and privacy will be adhered. When involved in an intimate care routine staff will ensure that they do so in an area in which they are visible to other members of staff without breaching the child's right to privacy.
- Aston University Nursery is committed to ensuring that all staff will undertake their duties in a professional manner at all times. We recognise the need to treat all children with respect when intimate care is given.
- All staff will be made aware of and notified of where to find a list of some possible signs and symptoms that may give cause for concern
- Parents will be consulted if staff have concerns about marks, bruises or unexplained behaviour etc. unless it is thought that the child may be put at greater risk of harm.
- Also see *nappy changing and toileting procedure*

Staffing and Volunteering

It is the policy of Aston University Nursery 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 shortly after commencing employment and at regular intervals throughout their employment. The Nursery Designated Senior Lead undertakes further training and will access regular updates to safeguarding procedures and will implement within the setting.

- Knowledge will be assessed upon induction and appropriate support and training given.
- We provide adequate and appropriate staffing resources to meet the needs of the children
- Applicants for the posts within the nursery are clearly informed of the need to carry out checks before posts can be confirmed. Where applications are rejected because of information that has been disclosed, HR will consult with the applicants. This is in line with Aston University "Safer Recruitment Policy".
- We will follow Aston University's Safer recruitment Policy and the chair of interview panels will have undertaken Safer Recruitment Training.
- An enhanced DBS check will be carried out prior to starting and every three years to ensure the suitability of the adults caring for the children
- We ensure we receive at least two suitable references BEFORE a new member of staff commences employment with us
- All students or their relevant institution will need to provide us with a up to date DBS checks prior to commencing placement

- Volunteers and students will never 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 contact with the children
- Wherever possible the nursery will use the Estates Department at Aston University for any maintenance and repairs and this will take place outside of the nursery opening hours if possible. Some members of Aston university's estates Department hold an Enhanced DBS and are authorised to work unsupervised in the nursery outside of operating hours.
- External contractors will always be supervised by a member of staff
- All staff have access to Aston University Nursery Whistleblowing policy which will enable them to share any concern that may arise about their colleagues in an appropriate manner.
- Staff also partake in supervision every 6-8 weeks where their knowledge of this policy is checked and they are asked if they have any concerns
- The deployment of staff within the nursery allows for constant supervision and support.

Code of Conduct - for All Staff and Volunteers

- 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 a designated person.
- 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 at Aston University Nursery **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 Aston University **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.
- Staff should not have parents and as ‘friends’ on social media platforms and should not contact parents from personal devices (unless logged into a University email account or Nursery operating system), unless authorised by the Nursery Manager, based on a pre-existing relationship
- 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 Designated Safeguarding Lead.
- 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 Nursery Manager and 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 designated person.

Designated Safeguarding Lead – Donna Cooper 0121 204 4562

Designated Safeguarding Lead – Dionne Ruddy: 0121 204 4562

Designated Safeguarding Lead – Jayne Fellows – 0121 204 4562

Nursery Business Manager / Ofsted Registered Person – Donna Cooper: 0121 204 4562

Deputy Nursery Manager – Dionne Ruddy: 0121 204 4562

If you have an allegation or serious concerns against a person in a position of trust:
0121 675 1669

Out of hours – Emergency Duty Team: 0121 675 4806

Children’s Advice Support Service: 0121 303 1888

Ofsted: 0300 123 1231

PREVENT

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.

It is important that 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 or parent’s behaviour or emotional wellbeing, for example:

Child

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

Parent

- Inappropriate comments
- Reluctance to engage with all or particular persons
- High levels of absence
- Demonstration of extreme views

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.

General safeguarding principles apply when protecting children at risk of radicalisation as set out in the relevant statutory guidance, Working Together to Safeguard Children (2018) and Keeping Children Safe in Education (2021)

We will work in partnership with Birmingham Local Safeguarding Children Board to ensure that staff access training to support them in this area. All staff complete compulsory online Prevent Duty training as part of the Induction process. In the first instance within the

setting, DSL's will disseminate Prevent Duty information along with other Safeguarding information to the rest of the team. Prevent Duty and Safeguarding information updates will be disseminated on a regular basis at staff meetings and through training.

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 2021 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.

Internal use only

This policy was adopted on	June 22
Signed on behalf of the nursery	
Date disseminated to staff	
Date for review	June 23