

Tickton Pre-school and Tickton Play Pals Safeguarding and Child Protection Policy and Procedures.  
Including managing allegations of abuse against a member of staff.  
Prevent Duty and FGM.



[Tickton Pre-school and Tickton Play Pals.](#)  
[Safeguarding and Child Protection Policy and Procedures,](#)  
[Including Managing Allegations of Abuse Against a Member of Staff.](#)  
[Prevent Duty and FGM.](#)  
[Monitoring child absence.](#)

Working in conjunction with;

- The Early Years Foundation Stage Statutory Framework (EYFS).
- The Local Safeguarding board (ERSGB) Safeguarding Tool Kit and guidance and
  - 'Working together to safeguard children'
- Inspecting safeguarding in early years, education and skills settings.

Quality and Consistency.  
A Secure Foundation.  
Partnership Working.  
Equality of Opportunity.

Unique Child      Positive Partnerships      Enabling Environment      Learning and Developing

**Safeguarding children, child protection and protecting children's welfare.**

**All requirements under the EYFS MUST be followed.**

[Children are at the centre of everything we do.](#)

### **Policy Statement-**

*Tickton Pre-school and Play Pals will work with children, parents and the community to **ensure** the rights and safety of **all children**, ensuring they have the very best start in life. We **must** create a setting that is welcoming, safe and stimulating for all children and families. Children learn best when they are healthy, safe and secure, when their individual needs are met, and when they have positive, caring relationships with the adults caring for them.*

***Our setting must take all necessary steps to keep children safe and well, to safeguard children and protect them from harm. To protect children from maltreatment and prevent impairment of a child's health and development, we must ensure that children are growing up in circumstances consistent with the provision of safe and effective care. We must take action to enable children to have the best outcomes. At Tickton Pre-school and Play Pals we must be alert to any issues for concern in a child's life and take all necessary steps to keep children safe and well. We must ensure the suitability of all adults who have contact with children within Tickton Pre-school and Play Pals.***

### ***Safeguarding action may be needed to protect children from;***

*Neglect, physical abuse, emotional abuse, domestic violence, forced marriage, FGM (female genital mutilation), radicalisation, racist abuse, violence, bullying, exploitation, gang activity and online abuse.*

### **Procedures: -**

## **SAFEGUARDING**

If you have any concerns regarding child protection or a child in need then this

**MUST** be reported through the Golden number:

**(01482) 395500**

**The Early Help and Safeguarding Hub (EHaSH)**

**(EHaSH provides a co-ordinated 'front door' to the support and safeguarding service for settings and the public. It is a signal point of contact for professionals or members of the public who may have concerns about a child or young person with regards to their welfare and/or safety.**

**If you are worried about anything regarding the safety, protection or safeguarding of a child ring the golden number they will sign post you... never do nothing.**

### Definition of safeguarding

In relation to children and young people, safeguarding and promoting their welfare is defined in 'Working together to safeguard children' as:

- protecting children from maltreatment
- preventing 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

### Children need protecting from:

- *Neglect and maltreatment,*
- *Physical abuse,*
- *Emotional abuse,*
- *Bullying (including online and prejudice-based bullying),*
- *Domestic violence,*
- *Racist, disability and homophobic or transphobic abuse,*
- *Gender based violence,*
- *Substance misuse,*
- *Relationship abuse,*
- *Radicalisation and/or extremist behaviour,*
- *FGM (Female Genital mutilation),*
- *Child sexual exploitation and trafficking.*
- *Forced marriage,*
- *Poor Parenting,*
- *Fabricated or induced illness,*
- *Violence and bullying,*
- *Gang activity,*
- *Online abuse and the impact of new technologies on sexual behaviour, for example 'sexing' and accessing pornography.*
- ***Any issues not listed but that pose a risk to children.***

### Safeguarding also relates to broader aspects of care and education, including:

- Children's and learners' health and safety and well-being, including their mental health

- Meeting the needs of children who have special educational needs or disabilities.
- The use of reasonable force
- Meeting the needs of children and learners with medical conditions
- Providing first aid
- Educational visits
- Intimate care and emotional well-being
- Online safety and associated issues
- Appropriate arrangements to ensure children's and learners' security, taking into account the local context

### **Staff and volunteers:**

#### **Safeguarding and Child Protection Co-ordinator:**

- Our **designated lead person** who co-ordinates child protection issues and safeguarding within Tickton Pre-school and Play Pals is: -  
**Helen Turner** (Setting Manager)  
**Helen can be contacted at any time with any safeguarding or child protection concern:- (01964 501914).**
- Helen Turner holds ERYC safeguarding certificates at level 1, 2 and 3 and is responsible for liaison with local statutory children's services agencies, and with the LSCB (local safeguarding board). The lead practitioner must always attend safeguarding training that enables them to identify, understand and respond appropriately to any signs of possible abuse and neglect.
- Helen Turner must support, advise and guide all other staff members and volunteers on an ongoing basis, and on any specific safeguarding and child protection issues as required.
- Helen Turner must attend regular safeguarding training and any update meetings held by the ERYC.
- The safeguarding and child protection co-ordinator must respond appropriately to any possible signs of abuse and/or neglect.

**Deputy designated person is:-**

**Sharon Haysom:**

(Sharon Haysom must undertake regular safeguarding training and link with the setting manager on a regular basis to discuss safeguarding and child protection).

**Our designated parent committee member for safeguarding and child protection is: -**

**Sally Harling:**

(Sally harling holds a foundation ERYC safeguarding certificate and attends safeguarding training provided by the East Riding).

## **EVERYONE IS RESPONSIBLE FOR THE PROTECTION AND SAFEGUARDING OF CHILDREN**

**IF FOR ANY REASON THE SAFEGUARDING COORDINATOR IS UNAVAILABLE YOU MUST CALL THE GOLDEN NUMBER TO REPORT YOUR CONCERN.**

**01482 395500**

- All practitioners and volunteers must read, understand and sign the settings safeguarding and child protection policies during their induction and review these on a yearly basis or as and when required, for example; if changes/developments are made or changes in statutory practice are implemented. Safeguarding is not just about protecting children from deliberate harm and neglect but related to broader aspects of care and education.
  
- **Safeguarding action may be needed to protect children from:**
  - Neglect
  - Physical Abuse
  - Sexual Abuse
  - Emotional Abuse
  - Bullying, including online bullying and prejudice-based bullying.
  - Racist, disability and homophobic or transphobic abuse
  - Gender based violence/ violence against women and girls & men and boys.
  - Radicalisation and/or extremist behaviour.
  - Child sexual exploitation and trafficking

- The impact of new technologies on sexual behaviour, for example 'sexting'.
  - Teenage/child relationship abuse.
  - Substance misuse.
  - Issues that maybe specific to our local area/population (for example gang activity and youth violence.
  - Domestic violence.
  - Female genital mutilation
  - Forced marriage
  - Fabricated or induced illness.
  - Poor parenting, particularly in relation to babies/young children
  - Any issues that pose risk to children and young people.
- 
- The manager and staff team must have regard to the settings camera and mobile phones policy. No staff member may use personal cameras within the setting or mobile phones at any point. Setting cameras must be used to take pictures for children's profiles/observations – these are stored in the setting office unit and never taken home.
  
  - As a setting we must ensure all staff, parents/carers, and volunteers are made aware of our safeguarding policies and procedures. The manager must make this a priority during induction periods and throughout ongoing training and staff development.
  
  - The manager must review this policy with the wider staff team on an annual basis or as and when any changes are made so staff have a clear understanding of their safeguarding duties and responsibilities, so staff have a clear picture of how to identify signs of possible abuse and how to respond in a timely and appropriate way.
  
  - **All providers have must have regard to the publication 'What to do if you are worried a child is being abused' and the Government's statutory guidance 'Working Together to Safeguard Children'.** (These documents can be found in the settings safeguarding file).
  
  - Practitioners must always be alert to any issues for concern in the child's life at home or elsewhere. The management team must ensure that all staff have up-to-date knowledge of

any safeguarding issues. This is why quality ongoing partnership working and induction periods are so important.

- We must notify agencies with statutory responsibilities without delay of any safeguarding concerns.
- We must provide adequate and appropriate staffing resources and ratios to meet the needs of all children.
- The management team must organise and send staff on safeguarding training to enable them to identify signs of possible abuse and neglect and how to respond in a timely and appropriate way, this means the local children's social care service (through the golden number) and in emergencies the police (999).
- Applicants for posts within the setting are clearly informed that the positions are exempt from the Rehabilitation of Offenders Act 1974 and that the setting is committed to safeguarding children. The setting has a robust recruitment policy and procedure in place.
- Candidates are informed of the need to carry out 'enhanced disclosure' (DBS) checks with the Criminal Records Bureau before posts can be confirmed and that two good references must be received and reviewed. Where applications are rejected because of information that has been disclosed, applicants have the right to know and to challenge incorrect information.
- The manager MUST ensure that people looking after children are suitable to fulfil the requirements of their roles. We abide by Ofsted requirements in respect of references and Criminal Record Bureau Checks (DBS) for staff and volunteers. Tickton Pre-school and Play Pals ensure that no disqualified person or unsuitable person works or volunteers at the setting or has access to any child. Students do not work unsupervised or have any access to the children's WC and changing areas unsupervised. Our setting uses CAPITA to carry out DBS checks.
- Ofsted must always be informed of any allegations of serious harm or abuse by any person living, working, or looking after children at the setting. Ofsted must be notified of the action

taken in respect of any allegations by the setting. This must be done as soon as reasonably practicable (or within 14 days), It is an offence not to do so.

- We abide by the Protection of Vulnerable Groups Act (2006) requirements in respect of any person who is dismissed from our employment, or resigns in circumstances that would otherwise have led to dismissal for reasons of child protection concern.
- **Please see:- Tickton Pre-school and Play Pals ‘Whistle Blowing Policy’.**

**Visitors to setting:-**

**All visitors must complete a setting visitor’s form and must be supervised at all times. Visitors must never be left alone with children in the setting.**

- We have procedures for recording the details of all visitors to the setting. We take security steps to ensure that we have control over who comes into the setting so that no unauthorised person has access to the children.
- Identification cards are always checked upon arrival to the setting.
- All visits are planned and supervised at all times by staff members.
- If staff are unsure as to the visitor, they must always check with the manager or deputy manager. We operate a buddy system when opening the door to any new visitor or delivery (see policy).



**Responding to suspicions of abuse and Recording suspicions of abuse and disclosures:**

- As a setting we must acknowledge that abuse of children can take different forms (or be a combination of abuse)

**Physical abuse.**

**Emotional abuse.**

**Sexual abuse.**

**Neglect abuse.**

- All staff are trained to a minimum of foundation level (E-learning) and have up-to-date knowledge of all safeguarding issues. This training is updated at least every three years.
- The manager must ensure that staff training (external and internal) ensures that the staff team are able to identify signs of possible abuse and neglect and respond in a timely and appropriate way. When children are suffering from physical abuse, sexual abuse, emotional abuse, and/or neglect, this may be demonstrated through the things children say (direct or indirect disclosure), through changes in their appearance, their behaviour, and/or play.

**This may include: -**

- Significant changes in children's behaviour;
- Deterioration in children's general well-being;
- FGM (Female Genital Mutilation)
- Unexplained bruising, marks or signs of possible abuse or neglect;
- Children's comments which give cause for concern;
- Any reasons to suspect neglect or abuse outside the setting, for example in the child's home (on a home visit).

**Staff must be aware of any inappropriate behaviour displayed by other members of staff, or any other person working with children (for example volunteers/students) – this may include:-**

- Inappropriate sexual comments;
- Excessive one-to-one attention beyond the requirements of their usual role and responsibilities.

- The **inappropriate** sharing of images.

**Staff must respond in a timely and appropriate way to any signs of possible abuse and/or neglect.**

**Staff must be aware that some additional barriers exists when recognising signs of abuse And neglect of children who have special educational needs and/or disabilities.**

- Where such evidence is apparent, the staff member makes a dated and detailed record of the concern, recording the exact language from the child word for word, including the language used by any staff member word for word,
- Children must never be questioned or made to give explanations. The actions of the child and staff member must also be recorded.
- The staff member must take the concern to the setting manager immediately and discusses what to do with the setting manager (Helen Turner) who is the 'designated safeguarding officer'.
- We must take care not to influence the outcome either through the way we speak to children or by asking any questions of children. We refer concerns to the local authority children's social care department via **EHaSH (01482 395500)** and co-operate fully in any subsequent investigation. In some cases this may mean social workers, the police or another agencies identified by the Local Safeguarding Children's Board becoming involved.
- The safeguarding co-ordinator must always contact the **ERYC LADO** (local designated officer) and Ofsted in any cases involving allegations against any staff member/s. The LADO will lead the investigation.
- If the allegation is against the setting manager, the setting Chair-person and committee safeguarding officer must be informed and deal with incident, they must follow all setting safeguarding procedures. Ofsted must be phoned directly.  
The LADO (local designated officer) at the East Riding council must be contacted (see settings whistle blowing policy), they will lead the investigation.

Information regarding ongoing safeguarding issues within the setting are stored in the managers **confidential file (locked metal storage unit)**.

### **Informing parents:**

- Parents are normally the first point of contact.
- If a suspicion of abuse is recorded, parents are informed at the same time as the report is made, except where the guidance of the Local Safeguarding Children Board does not allow this. This will usually be the case where the parent is the likely abuser. In these cases the investigating officers will inform parents. If a referral is to be made to the local authority social care department, we act within the area's Safeguarding Children and Child Protection guidance in deciding whether we must inform the child's parents at the same time.
- Concerns are discussed with the child's parents/carers/legal guardians if appropriate and no risk to the child is presented / evident – usually on the advice of EHaSH.

**We follow all information/advice given by the LSGB, Ofsted, the LADO and the police after referrals have been made.**

### **Recording suspicions of abuse and disclosures:**

Where a child makes comments to a member of staff/ volunteer/ student that gives cause for concern (a disclosure), or a staff member observes signs or signals that gives cause for concern, such as significant changes in behaviour; deterioration in general well-being; unexplained bruising, marks or signs of possible abuse or neglect **that member of staff must:-**

- **Listen to the child, offer reassurance and give assurance that you will take action at an age appropriate level.**
- **Never question the child.**
- **REPORT INCIDENT TO THE SAFEGUARDING COORDINATOR (HELEN TURNER) IMMEDIATELY.**
- **Make an objective written record of the observation/disclosure (complete a child protection record) – (SEE PRO-FORMA/example 'APENDIX A' at the back of this policy). Complete a written record of concern and give this to the setting manager/**

safeguarding co-ordinator. Report pro-forma's can be found in the safeguarding file – stored in the staff store room.

- The staff member or manager must also complete a SCT22 (LSGB form) form that will be sent to the children's safeguarding team following a verbal referral (this must be done within 48 hours) – (SEE PRO-FORMA/example 'APENDIX A' at the back of this policy).
- Record the date and time of the observation or disclosure.
- Record the exact words spoken by the child as far as possible.
- Record the name of the person to whom the concern was reported, with the date and time; and the names of any other persons present at the time.
- These records must be signed and dated and kept securely and confidentially. The manager will store these records in a locked metal confidential storage tin.
- Ofsted will be informed as required.
- The manager will ensure that a child protection record is completed and updated as required.

**Report any child protection concerns:**

## **SAFEGUARDING**

If you have any concerns regarding child protection or a child in need then this

**MUST** be reported through the Golden number:

**01482 395500**

The manager must make sure all members of staff are familiar with the settings Child Protection Records and how to follow the procedures for recording and reporting any concerns. The manager

must ensure that all staff know where all safeguarding information is kept.

### FURTHER INFORMATION and SUPPORT MATERIALS:

**'What to do if you're worried a child is being abused'** contains detailed procedures for making a referral to the local social care team that practitioners can use for advice. The settings safeguarding files contain lots of information with regards to the safeguarding and protection of children.

The Pre-school Learning Alliance's publication 'Child Protection Record' contains detailed procedures for making a referral to the local social care team that practitioners can use for advice. This is based on **'What to do if you're worried a child is being abused'** – these are stored in the settings safeguarding files.

The **'SAFEGUARDING TOOL KIT' FILE** provides lots of useful information regarding safeguarding practice to practitioners – this is stored in the staff store room and practitioners are welcome to use this information at any time.

### Liaison with other agencies:

- We work within the Local Safeguarding Children Board guidelines.
- We have copies of **'What to do if you're worried a child is being abused'** for parents and staff and all staff at Tickton Pre-school and Play Pals are familiar with what to do if they have any concerns. Reviewing safeguarding procedures and updates is part of our regular team planning meetings and our regular planned individual staff supervision meetings.
- We have procedures and telephone numbers in the 'safeguarding tool kit' for contacting the local authority on child protection issues. Parents and practitioners can access this information, useful contacts regarding safeguarding have been added to the 'parent information files' in the main entrance hall – parents can make use of these at any time. This includes information regarding; domestic violence, abuse, neglect, NSPPC contacts, Childline and the ERSGB.

- We must maintain a list of names, addresses and telephone numbers of social workers working with children within our setting, for example; looked after children, to ensure that it is easy, in any emergency, for the setting and social services to work well together.
- Copies of any care plans must be obtained and stored in the child's confidential file.
- The manager must notify the registration authority (**Ofsted**) of any incident or accident and any changes in our arrangements which may affect the wellbeing of children.
- Contact details for the local National Society for the Prevention of Cruelty to Children (NSPCC) are also kept. Parents receive this information in their parent packs during induction; numbers are also displayed in our parent information file and on our parent notice boards). Important and useful contact numbers are stored in our settings safeguarding file and in our parent information files.

### **Safe use of electronic media:**

Appropriate filter and monitoring systems are in place to protect children from potentially harmful online materials. This is over seen by the manager.

### **Monitoring child absence:**

Attendance is now highlighted in Inspecting safeguarding in early years, education and skills settings.

Attendance is monitored daily. Parents are always contacted regarding absence and records kept. If unusual patterns are notice this may trigger a safeguarding concern. Please report any concerns to the setting manager and follow all setting procedures.

### **Allegations against staff:**

We ensure that all parents know how to complain about the behaviour or actions of staff members or volunteers within the setting by way of the Pre-school and Play Pals prospectus and our setting policies. Parents understand they can approach the manager or deputy manager with any concerns or issues at any time.

Staff understand that they must inform the manager if they are expected of any convictions, cautions, court orders, reprimands and warnings that may affect their suitability to work

with children, this is whether received before or during their employment at the setting.

Staff must be made aware that a record of their qualifications, identity, and DBS checks will be stored at the setting (including the DBS reference number, the date a DBS check was obtained and details of who obtained it).

The manager must not allow any staff member, volunteer or student to work directly with children unsupervised if their suitability has not been checked, including a clear DBS check obtained by the setting manager.

The manager must ensure the setting meets the responsibilities under the safeguarding vulnerable groups act 2006, which includes a duty to make a referral to the disclosure and barring service where a member of staff is dismissed (or would have been, had the person not left the setting first) because they have harmed a child or put a child at risk of harm.

**Contact number for disclosure and barring service: - 0870 909 0811**

**All staff must be DBS checked.**

We follow the guidance of the LADO and the Local Safeguarding Children Board (ERSGB) when responding to any complaint that a member of staff, or volunteer within the setting has abused a child.

Where a person is disqualified we will not employ that person within our provision.

We respond to any disclosure by child/ren or staff - that abuse by a member of staff or volunteer within the setting may have taken/or is taking place. The allegation is recorded appropriately and reported immediately to the manager, who then reports the allegation to the East Riding L.A.D.O. (The Local Authority Designated Officer, **(01482 396559)**). We report any such alleged incident to Ofsted and what measures as a setting we have taken. We are aware that it is an offence not to do this.

Ofsted must be informed - **Ofsted contact number - 0300 123 1231**

Staff must co-operate entirely with any investigation carried out by, Ofsted, The LADO and children's social care in conjunction with the police.

Where we become aware of relevant information that may lead to disqualification of an employee we take all appropriate action to ensure the safety of children. Ofsted will be informed. Where the management committee and children's social care agree it is appropriate in the circumstances, the manager and chairperson will suspend the member of staff or volunteer on full pay, for the duration of the investigation. This is not an indication of admission that the alleged incident has taken place, but is to protect the staff as well as children and families throughout the process.

If the allegation is against the manager of the setting this must be reported to the Chairperson of the setting immediately. The Chair Person will contact the East Riding Safeguarding team, Ofsted and LADO with the support of the committee safeguarding officer and take all actions required - working in conjunction with the children's social care team and the police.

NO staff member/volunteer may work with children under the influence of alcohol or any other substance that affects their ability to care for children. If practitioners are taking medication which may affect their ability to care for children, those practitioners must inform their manager and seek medical advice. The manager must ensure that those practitioners taking medication only work directly with children if medical advice confirms that the medication is unlikely to impair the staff member's ability to look after children properly. All staff medication must be stored in the staff medical safe in the staff store room and out of reach of children at all times.

### **Disciplinary action:**

A member of staff will be dismissed if found guilty of any form of abuse or harm to children or any other offense that makes it untenable for the staff member to remain working with children, which includes but is not limited to; domestic violence, assault, abuse, gross misconduct and passing confidential information to third parties (data protection).

**SEE SETTING DISCIPLINARY PROCEDURE.**



Our disciplinary procedure will be followed.

Where a member of staff or a volunteer is dismissed from the setting because of misconduct relating to a child, we notify the Independent Barring Board administrators so that the name may be included on the Protection of Children and Vulnerable Adults Barred List. This person will not continue to be employed by the setting.

**Barring by Association Background:**

A registered person/childcare worker may be disqualified from registration. The provider must not continue as an early years provider nor be directly concerned in the management of such provision. Where a person is disqualified the employer must not employ that person. Where an employer becomes aware of relevant information that may lead to disqualification of an employee the provider must take appropriate action to ensure the safety of children.

A registered person / individual may become disqualified because they live in the same household as another person who is disqualified or live in the same household where a disqualified person is employed.

**Bullying:**

ALL instances of bullying must be reported to the setting manager and/or the setting chair person.

**NO FORM OF BULLYING IS TOLERATED AND MAY LEAD TO DISCIPLINARY ACTION.** All information will be treated sensitivity and dealt with appropriately – through recorded conversations to resolve any problems / conflicts and/or concerns.

Regular supervision meetings will take place between each team member and the setting manager on an ongoing basis.

### **Allegation made against a child or young person:**

- In an incident where an allegation is made against a child or young person – the safeguarding team (golden number) would be contacted immediately and all safeguarding procedures would be followed in line with instructions given by the social care team and police.

### **Training:**

We seek out training opportunities for all adults involved in the setting to ensure that they are able to recognise the signs and signals of possible physical abuse, emotional abuse, sexual abuse and neglect and that they are aware of the local authority guidelines for making referrals.

All staff must have a minimum of 'foundation safeguarding' training within the setting (This must be maintained and updated every 3 years). We encourage and support all staff to undertake further levels of training.

The Lead safeguarding co-ordinator must have a level 3 safeguarding certificate.

Staff are expected to maintain and develop their safeguarding training and attend regular up to date training and further safeguarding training. A level of safeguard training must be undertaken every three years.

The manager uses team planning meetings to update staff with any ongoing safeguarding issues or concerns. Safeguarding is a key theme on all staff supervision meeting pro-formas.

### **Planning and Curriculum:**

- The layout of our setting allows for constant supervision of children and adults. No child is left alone with staff or volunteers in a one-to-one situation without being visible to others.

- The team uses planning meetings to discuss appropriate safeguarding issues, updates and legal requirements – lead by the settings manager and Safeguarding co-ordinator (Helen Turner)
- We introduce key elements of keeping children safe into our planning to promote the personal, social and emotional development of all children, so that they may grow to be strong, resilient and listened to. Children can then develop an understanding of why/how to keep safe. We create within the pre-school and out of school club a culture of value and respect for the individual.

### **FGM – Female Genital Mutilation.**

The Female Genital Mutilation Act 2003 and amendments brought through the Serious Crime Act 2015 in England. FGM is illegal under the Female Genital Mutilation Act 2003 (this offence captures mutilation of a female's labia majora, labia minora and/or clitoris).

All staff must undertake FGM East Riding training on line and be aware of what FGM is and how to safeguard children.

FGM is not an issue that can be decided on by personal preference – it is an illegal, extremely harmful practice and a form of child abuse and violence against women and girls.

**It is mandatory to report FGM or planned/intended FGM to a girl under the age of 18 years old.**

A report must be made to the police via the 101 number and must be reported to EHASH (following setting safeguarding and child protection procedures).

Staff must speak to the setting manager about their concerns.

If you are concerned that a girl is at risk of FGM, a referral must be made to the local children's services team.

If you are concerned that the girl is in immediate danger, contact the police by calling 999.

You should also contact the Foreign and Commonwealth Office if the girl has been taken abroad:

- telephone: 020 7008 1500

There is no single way of identifying an individual who is likely to be susceptible to an ideology. As with managing other safeguarding risks and child protection, staff must be alert to changes in a child's behaviour or parent/carers behaviour that could indicate that they may be in need of help and/or protection.

### **Breast flattening (FGM).**

#### **All staff must be aware of Breast Flattening.**

Breast flattening, also known as breast ironing, is the process during which **young pubescent girls' breasts are ironed, massaged, flattened and/or pounded down over a period of time** (sometimes years) in order for the breasts to disappear or delay the development of the breasts entirely. In some families, large stones, a hammer or spatula that have been heated over scorching coals can be used to compress the breast tissue. Other families may opt to use an elastic belt or binder to press the breasts so as to prevent them from growing.

Breast flattening usually starts with the first signs of puberty, which can be as young as nine years old and is usually carried out by female relatives. It should also be acknowledged that some adolescent girls and boys may choose to bind their breast using constrictive material due to gender transformation or identity, and this may also cause health problems.

#### **Health implications of Flattening**

Due to the type of instruments that may be used, the type of force and the lack of aftercare, significant health and developmental issue may occur, such as:

- Abscesses
- Cysts
- Itching
- Tissue damage
- Infection
- Discharge of milk
- Dissymmetry of the breasts
- Severe fever
- Even the complete disappearance of one or both breasts.
- There will also be an impact on the child's social and psychological well-being.

In many cases, the abuser thinks they are doing something good for the child by delaying the effects of puberty and the practice is designed to:

- make teenage girls look less “womanly”
- prevent pregnancy and rape
- enable the girl to continue her education
- prevent dishonour being brought upon the family if the girl begins sexual relations outside of marriage
- deter unwanted attention

### **The Law for Breast Flattening**

Although there is no specific law within the UK around breast flattening, it is a form of physical abuse and if professionals are concerned a child may be at risk of, or suffering significant harm, they must refer to their local safeguarding procedures.

### **Signs that a girl could be at risk of Breast Flattening**

- A girl is embarrassed about her body
- A girl is born to a woman who has undergone breast flattening
- A girl has an older sibling or cousin who has undergone breast flattening
- If there are references to breast flattening in conversation, for example a girl may tell other children about it
- A girl may request help from a teacher or another adult if she is aware or suspects that she is at immediate risk
- A girl from an affected community is withdrawn from PSHE and/or Sex and Relationship Education as her parents wish to keep her uninformed about her rights
- One or both parents or elder family members consider breast flattening integral to their cultural identity
- The family indicate that there are strong levels of influence held by elders who are involved in bringing up female children and support breast flattening
- A girl/family has limited level of integration within UK community

### **Signs that a girl is undergoing Breast Flattening**

As well as the above, we should be mindful that:

- A girl may disclose to a teacher, social worker, GP or another medical professional.
- Some girls may ask for help, perhaps talk about pain or discomfort in their chest area, but may not be explicit about the problem due to embarrassment or fear
- A girl may display reluctance to undergo medical examination
- A girl may be fearful of changing for physical activities due to scars showing or bandages being visible

### **What to do if you are worried**

Staff must speak to the setting manager about their concerns.

If you are concerned that a girl is at risk of breast flattening, a referral must be made to the local children's services team.

If you are concerned that the girl is in immediate danger, contact the police by calling 999.

You should also contact the Foreign and Commonwealth Office if the girl has been taken abroad:

- telephone: 020 7008 1500

## **Prevent Duty: (Counter-Terrorism and Security Act 2015) and British Values.**

It is essential that staff are able to identify children who may be vulnerable to radicalisation and know what to do when they are identified. We must promote British values (see setting equality policy), supporting children's PSED, understanding of the world and welfare in line with the EYFS.

All staff must have regard to the Prevent Duty (Counter-Terrorism and Security Act 2015). If staff are concerned about the dangers of radicalisation and extremism they must report their concerns to the setting manager Helen Turner.

Protecting children from the risk of radicalisation must form part of Tickton Pre-school and Play Pals' wider safeguarding duties – whether these come from within their family or are the product of outside influences (including social media and gang activity). We can build children's resilience to radicalisation by promoting fundamental British values.

Our setting must risk assess the risk of children being drawn into terrorism, including support for extremist ideas that are part of terrorist ideology within our given local context. Extremism is vocal or active opposition to fundamental British values. Older children in Play Pals may be at risk of online radicalisation. There is no single way to identify an individual who is likely to be susceptible to terrorist ideology.

Staff **MUST** be alert to any changes in a child's behaviour which could indicate that they may need help or protection.

Children at risk of radicalisation may display different signs or seek to hide their views. Setting staff should use their professional judgement in identifying children who might be at risk of radicalisation and act proportionately.

Even very young children may be vulnerable to radicalisation by others, whether in the family or outside, and display concerning behaviour. The Prevent Duty does not require childcare providers to carry out unnecessary intrusion into family life, but as with any other safeguarding risk, they must take action when they observe behaviour of concern **(follow our setting safeguarding procedures if you have ANY concerns).**

### **Working in partnership with our local authority and local safeguarding board:**

**The Channel Programme** - making a referral to the channel programme (this is for people who are identified as being vulnerable to being drawn into terrorism), this would be reference /advised

through our local safeguarding board (EHaSH / golden number) should a referral be made.

It is vital to keep children safe online (follow setting policy/ procedures). As with any other online risk, every practitioner must be aware of the risks posed by the online activity of extremists and terrorist groups.

### **Confidentiality:**

All suspicions and investigations are kept confidential and shared only with those who need to know. Any information is shared under the guidance of the Local Safeguarding Children Board. This is in line with the Data Protection Act.

**We are members of ISO.**

### **Support to families:**

- We believe in building trusting and supportive relationships with children, families, staff and volunteers at Tickton Pre-school and Play Pals.
- We make it clear to parents our role and responsibilities in relation to child protection, such as the need to report concerns, provide information, the monitoring/observation of child/ren, and liaising/working in partnership at all times with the local children's social care team.
- We will continue to welcome a child and the family whilst investigations are being made in relation to any alleged abuse.
- We follow the Child Protection Plan as set by the child's social care worker in relation to the setting's designated role and tasks in supporting that child and their family, subsequent to any investigation. Care plans are stored in the child's confidential information records.



- Confidential records kept on a child are shared with the child's parents or those who have parental responsibility for the child in accordance with the Confidentiality and Client Access to Records procedure and only if appropriate under the guidance of the Local Safeguarding Children Board.

## **Key Messages:**

**Childcare practitioners have a DUTY to recognise, and act upon, any concern they may have regarding the safety of a child.**

**The action we take to promote the welfare of children and protect them from harm – is everyone's responsibility. Everyone who comes into contact with children and families has a role to play. Every assessment should be child centred. Where there is a conflict between the needs of the child and their parents/carers, decisions should be made in the child's best interest.**

**The child's needs are paramount, and the needs and wishes of each child, be they a baby or infant, or an older child they must be put first, so that every child receives the support they need before a problem escalates.**

### **Legal framework:**

#### **Primary legislation.**

- The Children Act (1989)
- The Children Act (2006)
- The Children Act (2004)
- The Early Years Foundation Stage Statutory Framework (EYFS)
- Protection of Children's Act (1999)
- Section 99 of the Childcare act 2006
- Data Protection Act (1998)
- Prevent Counter Terrorism and Security Act 2015

- The UN convention on the rights of the child
- **WORKING TOGETHER TO SAFEGUARD CHILDREN**
- Safeguarding Vulnerable Groups Act (2006) Secondary Legislation.
- Sexual Offences Act (2003)
- Criminal Justice and Court Services Act (2000)
- Human Rights Act (1999)
- Race Relations Act (1976)
- Race Relations (Amendment) Act (2000)
- Equalities Act (2006)
- Data protection Act (1998)

**Further Guidance:**

- The Safeguarding Tool Kit (ERSGB)
- Ofsted: Inspecting safeguarding in early years.
- Working Together to Safeguard Children
- What to do if you're Worried a Child is Being Abused
- Framework for the Assessment of Children in Need and their Families
- Statutory guidance on making arrangements to safeguard and promote the welfare children under section 11 of the Children Act 2004 (HMG 2007)
- Information Sharing: Practitioners' Guide.