



Safeguarding Children and Child Protection Policy (all children under 18 years old)

Policy Statement of Intent:

Our prime commitment and statutory responsibility is to safeguard all of the children in our care. We want to work together with children, parents, practitioners and the community to achieve this, promote their welfare and protect them from harm to include children who have special educational needs and / or disabilities.

In the Department for Education (DfE) document; Working together to safeguard children 2018 (copy in the employees/volunteers room and nursery porch), safeguarding and promoting the welfare of children is defined 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

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1.0 Duty of Care

1.1 The welfare of the child is paramount. All children regardless of age, gender, culture, language, race, ability, sexual identity or religion have equal rights to protection, safeguarding and opportunities.

1.2 As part of our recruitment process all employees and volunteers have statutory checks.

1.3 Any person in charge of, or working with children and young people in any capacity is considered, both legally and morally to owe them a duty of care.

1.4 All employees and volunteers complete our induction process and are aware of the signs and types of abuse (PENS) Physical, emotional, neglect and sexual.

2.0 We aim to provide the following environment:

2.1 Allowing children to develop self confidence and to sustain relationships with their families, friends and other adults by providing an environment in which children and young people feel safe, secure, valued and respected, and feel confident to, and know how to approach adults if they are in difficulties, believing they will be effectively listened to.

2.2 Where there is a safeguarding concern that the child's wishes and feelings are taken into account when determining what action to take and what services to provide;

2.3 Work in partnership with parents and other agencies to ensure a commitment to the welfare of all of our children.

2.4 To emphasise the need for good levels of communication between all.

2.5 To provide a systematic means of monitoring children known or thought to be at risk of harm, and ensure we, the nursery, contribute to assessments of need and support packages for those children.

2.6 We work within the Surrey Safeguarding Children Board (SSCB) procedures and our Safeguarding policy is available on request, There are 2 'What to Do If' posters in the staff area and the office. We notify OFSTED (our registered authority body) of any incidents or accidents and any changes in our arrangements which affect the well-being of the children. We liaise with the local authority for advice.

3.0 Safe nursery/Safe employees/volunteers

3.1 There are 2 Designated Safeguarding leads (DSL) Karen Reynolds and Liz Granger who have trained at the Surrey Safeguarding Children's Board in modules 1, 2 and 'New to Role'. They are responsible for dealing with any concerns that arise, collating information, sharing relevant information with outside agencies, talking to parents and practitioners, accidents, incidences, concerns and reviewing policies a minimum of once a year. They will undertake DSL refresher training once every two years.

3.2 At least one member of the [recruitment team](#) has completed safer recruitment training to be repeated every five years.

3.3 All staff and volunteers read sign and have regard to:

- Guidance for safer working practice for those working with children and young people in education settings (2015)
- What to do if you're concerned a child is being abused (March 15)
- Working together to safeguard children ([July 2018](#))
- Staff code of conduct and disciplinary procedures
- Keeping children safe in Education [2018](#)
- Information sharing: advice for Practitioners providing safeguarding services to children, young people, parents and carers [July 2018](#). All staff and volunteers are aware of the procedures manual – 'quick guide' located in the safeguarding information box in the staff room. SSCB manual available at : surreyscb.procedures.org.uk

3.4 All employees, students, volunteers and parents are given a copy of these policies electronically and hard copies are available on request.

3.5 We will ensure that;

3.5.1 All employees/volunteers receive information about the nursery's safeguarding arrangements; the nursery's safeguarding statement, employees/volunteers behaviour policy (code of conduct) [safeguarding and](#) child protection policy, the role and names of the Designated Safeguarding Lead and their deputy (ies).

3.5.2 All employees and volunteers receive induction training to help them understand their roles and responsibilities. This will include information about safeguarding and child protection (Statutory framework for the early years foundation stage safeguarding and welfare requirements section 3: 3.20)

3.5.3 All employees and volunteers receive regular safeguarding and child protection updates via email, e-bulletins and employees/volunteers meetings, as required, but at least annually;

3.5.4 All employees/volunteers and governors have regular child protection awareness training, updated by the DSL as appropriate, to maintain their understanding of the signs and indicators of abuse;

3.5.5 The child protection policy is available via the nursery website and parents/carers are made aware of this policy and their entitlement to have a copy via the nursery induction/newsletters/website. All parents/carers are made aware of the responsibilities of employees/volunteers with regard to child protection procedures through the publication of [the Safeguarding Children and Child Protection Policy](#).

3.5.6 The nursery provides a coordinated offer of Early Help when additional needs of children are identified and contributes to Early Help arrangements and inter-agency working and plans.

3.5.7 The Designated Safeguarding Lead and deputy (ies) are clearly advertised in the nursery (entrance porch) with a statement explaining the nursery's role in referring and monitoring cases of suspected abuse.

4.0 The designated safeguarding lead

4.1 Holds ultimate responsibility for safeguarding and child protection in the nursery;

4.2 Acts as a source of support and expertise in carrying out safeguarding duties for the whole nursery community;

4.3 Encourages a culture of listening to children and taking account of their wishes and feelings;

4.4 Is appropriately trained with updates every two years and will refresh their knowledge and skills at regular intervals but at least annually;

4.5 Will refer a child if there are concerns about possible abuse, to the [Children's Single Point of Access \(SPA\)](#)¹, and act as a focal point for employees/volunteers to discuss concerns. Referrals should be made in writing, following a telephone call using the [Request for Support Form](#).

4.6 Will keep detailed, accurate records, either written or using appropriate online software, of all concerns about a child even if there is no need to make an immediate referral;

¹ All new referrals go to the [Children's Single Point of Access \(SPA\)](#) on 0300 470 9100 operating 9.00am to 5.00pm. In an emergency out of hours, referrals can be made to the [Out of hours](#) Emergency Duty team on 01483 517898.

4.7 Will ensure that a copy of the CP file is retained until confirmation that the case has been closed or until the child turns 25 years of age. We will ensure that an indication of the existence of the additional file is marked on the child's record. We will ensure that all such records are kept confidential, stored securely and are separate from the registration pack, until the child's 25th birthday;

4.8 Will ensure that when a child leaves the nursery, their child protection file or any safeguarding concerns are passed to the new setting (separately from the child and ensuring secure transit with parent permission) and that confirmation of receipt is obtained. If parental permission may hinder child safety the DSL will take advice from [Children's Single Point of Access \(SPA\)](#).

4.9 Will liaise with the Local Authority and work with other agencies and professionals in line with Working Together to Safeguard Children;

4.10 Has a working knowledge of SSCB procedures;

4.11 The nursery will ensure that either they, or other employees or volunteers, attend case conferences, core groups, or other multi-agency planning meetings, contribute to assessments, and provide a report where required which has been shared with the parents;

4.12 The nursery will ensure that any child currently with a child protection plan who is absent from nursery without explanation for two days is referred to their key worker's Social Care Team;

4.13 Will review the policy annually. The DSL's will organise Child Protection and Safeguarding induction and regular update training for all nursery employees/volunteers.

4.14 Will keep a record of attendance and address and absences providing additional training where required.

4.15 Has an understanding of locally agreed processes for providing early help and intervention and will support employees/volunteers where Early Help is appropriate;

4.16 Karen Reynolds and Elizabeth Granger are the lead DSL's for the nursery.

5.0 The Deputy Designated Safeguarding Lead(s)

5.1 Is/are trained to the same standard as the Designated Safeguarding Lead and, in the absence of the DSL, carries out those functions necessary to ensure the ongoing safety and protection of the child. In the event of the long-term absence of the DSL the deputy will assume all of the functions above.

5.2 Charlotte Briley, [Donna Clunie](#), [Telma Costa](#), [Holly Tanner](#) and Sheree Blades are the deputy DSL's for the nursery.

5.3 All employees/volunteers

5.3.1 Understand that it is everyone's responsibility to safeguard and promote the welfare of children and that they have a role to play in identifying concerns, sharing information and taking prompt action;

5.3.2 Consider, at all times, what is in the best interests of the child;

5.3.3 Know how to respond to a child who discloses abuse through delivery of 'Working together to Safeguard Children', and 'What to do if you suspect a Child is being Abused' (2018).

5.3.4 Will refer any safeguarding or child protection concerns to the DSL or if necessary where the child is at immediate risk to the police or [Children's Single Point of Access \(SPA\)](#)

5.3.5 Are aware of the Early Help² process and understand their role within it including identifying emerging problems for children who may benefit from an offer of Early Help, liaising with the DSL in the first instance and supporting other agencies and professionals in an Early Help assessment through information sharing. In some cases employees/volunteers may act as the Lead Professional in Early Help Cases.

5.3.6 Will provide a safe environment in which children can learn;

6.0 Confidentiality

6.1 Appletree Day Nursery recognises that in order to effectively meet a child's needs, safeguard their welfare and protect them from harm the nursery must contribute to inter-agency working in line with Working Together to Safeguard Children (2018) and share information between professionals and agencies where there are concerns.

6.2 All employees/volunteers must be aware that they have a professional responsibility to share information with other agencies in order to safeguard children and that the Data Protection Act 2018 is not a barrier to sharing information where the failure to do so would place a child at risk of harm.

6.3 All employees/volunteers must be aware that they cannot promise a child to keep secrets which might compromise the child's safety or wellbeing.

6.4 We recognise that all matters relating to child protection are personal to children and families. Therefore, in this respect they are confidential and the managers or DSLs will only disclose information about a child to other members of employees/volunteers on a need to know basis.

² Detailed information on early help can be found in Chapter 1 of [Working together to safeguard children](#)

6.5 We will always undertake to share our intention to refer a child to Social Care with their parents /carers unless to do so could put the child at greater risk of harm, or impede a criminal investigation. If in doubt, we will consult with [SPA \(Children's Single point of Access\)](#)

6.6 Any information is shared under the guidance of Information Sharing Guidance DFE ([July 2018](#)).

7.0 Child Protection Procedures

7.1 Abuse and neglect are forms of maltreatment of a child. Somebody may abuse or neglect a child by inflicting harm or by failing to act to prevent harm. Children may be abused in the family or in an institutional or community setting by those known to them or, more rarely, by others (e.g. via the internet). They may be abused by an adult or adults or by another child or children.

7.2 If an employee/volunteer is concerned about a child's welfare;

7.2.1 Refer to [Surrey Effective Family Resilience](#).

7.2.2 If employees/volunteers notice any indicators of abuse/neglect or signs that a child may be experiencing a safeguarding issue they should record these concerns on an Expression of Concern Form³ and pass it to the DSL. They may also discuss their concerns in person with the DSL but the details of the concern should be recorded in writing.

7.2.3 This includes signs and symptoms of possible physical injury, emotional abuse, sexual abuse and neglect. This may be demonstrated through

- Significant changes in their behaviour or in play e.g. anger, sadness, attention seeking.
- deterioration of children's general well being
- lack of self esteem
- unexplained bruises marks or signs of possible abuse or neglect
- Inappropriate sexual behaviour
- children's comments which give cause for concern
- Self-injury
- any reason to suspect neglect or abuse outside the setting
- any inappropriate behaviour displayed by any person in contact with children e. g inappropriate sexual comments, excessive one to one attention beyond regular duties, inappropriate sharing of images.

7.2.4 Staff are also aware that children with disabilities or children from minority ethnic groups may face difficulties with communication [and their voice must be heard](#).

7.3 If a child discloses to an employee/volunteer

³ [Forms for protecting and safeguarding children - Surrey County Council \(surreycc.gov.uk\)](#)

7.3.1 We recognise that it takes a lot of courage for a child to disclose they are being abused. They may feel ashamed, guilty or scared, their abuser may have threatened that something will happen if they tell, they may have lost all trust in adults or believe what has happened is their fault. Sometimes they may not be aware that what is happening is abuse.

7.3.2 A child who makes a disclosure may have to tell their story on a number of subsequent occasions to the police and/or social workers. Therefore, it is vital that their first experience of talking to a trusted adult is a positive one.

7.3.3 During their conversation with the child employees/volunteers will;

- Listen to what the child has to say and allow them to speak/communicate freely.
- Remain calm and not overreact or act shocked or disgusted – the child may stop communicating if they feel they are upsetting the listener
- Reassure the child that it is not their fault and that they have done the right thing in telling someone
- Not be afraid of silences – employees/volunteers must remember how difficult it is for the child and allow them time to talk/communicate.
- Take what the child is disclosing seriously
- Ask open questions and avoid asking leading questions
- Avoid jumping to conclusions, speculation or make accusations
- Not automatically offer any physical touch as comfort. It may be anything but comforting to a child who is being abused.
- Avoid admonishing the child for not disclosing sooner. Saying things such as 'I do wish you had told me about it when it started' may be the employees/volunteers member's way of being supportive but may be interpreted by the child to mean they have done something wrong.
- Tell the child what will happen next
- If a child talks/communicates to employees/volunteers about any risks to their safety or wellbeing the employees/volunteers member will let the child know that they will have to pass the information on – employees/volunteers are not allowed to keep secrets.

- The member of employees/volunteers should write up their conversation as soon as possible on the Expression of Concern Form in the child's own words. Employees/volunteers should make this a matter of priority. The record should be signed, timed and dated, the employees/volunteers' name should be printed and it should also detailed where the disclosure was made and who else was present. The record should be handed to the DSL.

8.0 Making a referral

8.1 Concerns about a child or a disclosure should be discussed with the DSL who will help decide whether a referral to Surrey's SPA, Early Help or other support is appropriate in accordance with Surrey Safeguarding Children's Board Effective [Family Resilience document](#).

8.2 If a referral is needed then the DSL should make it. However, anyone can make a referral and if for any reason a employees/volunteers member thinks a referral is appropriate and one hasn't been made they can and should consider making a referral themselves.

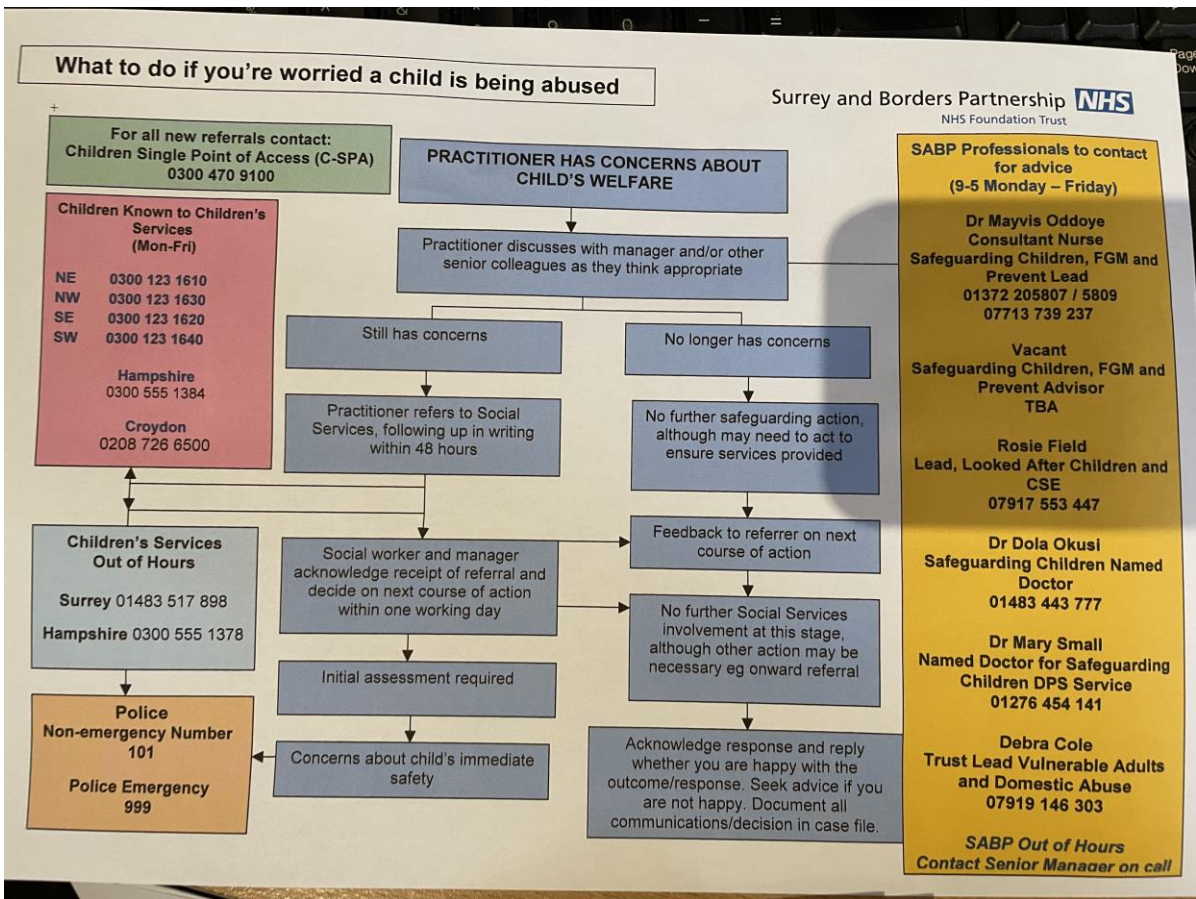
8.3 The child (subject to their age and understanding) and the parents will be told that a referral is being made, unless to do so would increase the risk to the child.

8.4 If a child is in immediate danger or is at risk of harm a referral should be made to children's social care/ SPA and/or the police immediately. Anybody can make a referral.

8.5 Where referrals are not made by the DSL, the DSL should be informed as soon as possible.

8.6 After the referral has been acknowledge by the Social Care Team/SPA, they will decide on the next course of action within one working day and take action where appropriate.

8.7 Below is the SABP Trust referral flow chart:



8.8 Operation encompass

8.8.1 The nursery is participating in the Operation Encompass scheme which is jointly run between Early Years setting, Schools, Surrey Police and Surrey County Council. This scheme is designed to provide our setting with information reported on any domestic incidents that occurs outside 'normal' school hours that might impact on a child in our setting. This

incident will be reported/ referred to the Designated Safeguarding Lead (DSL) or trained DSL the next working day (excluding school holidays). Through sharing this information we can ensure the child/children are supported in the most appropriate way. All information shared is confidential and on a need to know basis only.

8.9 Supporting Employees/volunteers

8.9.1 We recognise that employees/volunteers working in the nursery who have become involved with a child who has suffered harm, or appears to be likely to suffer harm may find the situation stressful and upsetting.

8.9.2 We will support such employees/volunteers by providing an opportunity to talk through their anxieties with the DSLs and to seek further support as appropriate.

9.0 Reporting and managing allegations against employees

9.1 We follow these procedures when investigating an allegation made by a practitioner/parent/child about a member of our employees/volunteers as if it were an allegation of abuse by any other person. Managers will take statements from all witnesses with dates, times and signatures. An incident form is completed (online) by each witness (attaching report). Mayvis Oddoye and Angela Borst are contacted; OFSTED and Early Years LADO are notified of our actions within 24 hours. The actions are discussed and the appropriate agencies and parents notified. Practitioners may be suspended pending an investigation. *The suspension will be based on a risk assessment being carried out first.*

9.2 We will notify Ofsted in writing no later than 14 days, of any significant event which is likely to affect the suitability of any person who is in regular contact with our children.

9.3 If the allegation made about employees/volunteers concerns the Manager, the person receiving the allegation will immediately inform Angela Borst and Ofsted via their whistle blowing hot line. Angela Borst will consult the LADO, without notifying the Manager first. *[NB where the manager is also the sole proprietor of an independent nursery the concerns should be reported directly to the LADO]*

9.4 In the event of an allegation against the Manager, the decision to suspend will be made by Angela Borst.

9.5 Employees/volunteers, parents and governors are reminded that publication of material that may lead to the identification of an employee/volunteer who is the subject of an allegation is prohibited by law. Publication includes verbal conversations or writing, including content placed on social media sites.

9.6 *If the LADO decides to refer a case, it is the responsibility of the managers to inform the Disclosure Barring Service on 03000 200 190.*

10.0 Whistleblowing

10.1 Whistleblowing is an important aspect of safeguarding, where employees/volunteers, and students are encouraged to share genuine concerns about a colleague's behaviour. The behaviour may not be child abuse but they may not be following the code of conduct or could be pushing the boundaries beyond normal limits.

10.2 We recognise that children cannot be expected to raise concerns in an environment where employees/volunteers fail to do so.

10.3 All employees/volunteers should be aware of their duty to raise concerns, where they exist, about the management of child protection, which may include the attitude or actions of colleagues, poor or unsafe practice and potential failures in the nursery's safeguarding arrangements.

10.4 All concerns should normally be raised with the manager and can be made verbally or in writing. The nursery will respond to any concerns raised. In order to protect a practitioner who raises a concern and those accused of wrong doing, initial enquiries will be made to decide whether an investigation is appropriate and if so, what form it should take.

10.5 Some concerns may be resolved without the need of an investigation. All concerns will be treated with confidence and every effort will be made not to reveal a practitioner's identity. However, while making all reasonable efforts to maintain the confidentiality of the matter as a whole, at a certain stage in the investigation it will be necessary to make the origin of the complaint known to the person or persons the allegations concern. If however a practitioner makes an allegation frivolously, maliciously or for personal gain, disciplinary action may be taken against them.

10.6 The NSPCC whistleblowing helpline is available for employees/volunteers who do not feel able to raise concerns regarding child protection failures internally. Employees/volunteers can call: 0800 028 0285 – line is available from 8:00 AM to 8:00 PM, Monday to Friday and Email: help@nspcc.org.uk. Poster on display in the staff room.

11.0 Disqualification

11.1 If the nursery becomes aware of any relevant information which could lead to disqualification of a person or volunteer the nursery will take appropriate action.

11.2 We abide by the Safeguarding Venerable Groups Act 2006 requirements in respect of any person who is dismissed from our employment, or resigns in circumstances that would have led to dismissal. OFSTED, the DBS (ne CRB) and the LADO will be notified within 14 days.

12.0 Confidentiality

12.1 Any information is shared under:

- The guidance of Information Sharing Guidance DFE ([July 2018](#))

- Surrey Multi-agency Information Sharing Protocol (MAISP)
- 'Ten Golden Rules' displayed in the staff room

13.0 Physical Intervention

13.1 Employees may record cases of physical intervention on a 'physical intervention' sheet. Refer to behaviour policy

14.0 Non attendance

14.1 Parents are expected to call the nursery if their child is going to be absent for whatever reason [no later than 10am on the day](#).

14.2 If children do not attend nursery (and a parent has not reported their absence), we will contact the parent and all other contacts to find out why the child is absent.

14.3 Failure of regular contact or unknown absences will result in the nursery contacting Surrey County Council Early Years team for advice [or a call to police on 101 \(non emergency\)](#).

14.4 All absences are recorded.

14.5 Please refer to the late and non-collection policy for further information.

15.0 Bruising in non-mobile babies

15.1 Bruising in children who are not independently mobile has been a feature in recent Surrey serious case reviews.

15.2 Bruising is the most common presenting feature of physical abuse in children. The younger the child, the greater the risk that bruising is non-accidental.

10.3 Any bruising or mark that might be bruising, in a child of any age, should be taken as a matter for inquiry and concern.

15.3 Bruising in a child not independently mobile (any child who is not yet crawling, bottom shuffling, pulling to stand, cruising or walking independently: includes all children under six months even if they are rolling, or children with significant disabilities resulting in immobility) should raise suspicion of maltreatment and should result in an immediate referral to [SPA](#).

15.4 Any of the above must be disclosed to the DSL or manager of the day, who will deal with the situation appropriately.

16.0 Peer on Peer abuse

16.1 This refers to child on child abuse and what is acceptable behaviour for early year's children and unacceptable behaviour. We use the Brook's traffic light tool to assess any inappropriate sexual behaviour.

16.2 Children can be vulnerable to abuse by their peers. Such abuse will be taken as seriously as abuse by adults and will be subject to the same child protection procedures.

17.0 Smoking (including E-Cigarettes), Alcohol, Drugs and Medication

17.1 This is a non-smoking premises' and includes E-cigarettes.

17.2 In reference to our 'Staff Boundaries and Code of Conduct Policy' staff must not be under the influence of any alcohol or drugs. They must be medically fit for work.

17.3 Staff who bring medication into nursery must lock it in their personal locker as soon as they arrive on the premises and administer the medication to themselves only in the staff room. No staff will carry their own medication on them in the nursery premises.

17.4 Staff may keep personal medication in the staff fridge when necessary located on the third floor and administer it in the staff kitchen.

17.5 In the event that a parent/carer comes to pick up their child and they are under the influence of alcohol or drugs, we have a 'duty of care' to safeguard the children which may lead to reporting the incident to the police. The incident will be recorded and the manager at the time will decide the best course of action.

17.6 We have a duty of care to report any situation in which we suspect a parent and/or child misusing alcohol or drugs.

18.0 Mobile Phones

18.1 Practitioners are not permitted to use their mobile phones anywhere near children during their working hours; they are to be kept in their lockers for emergency use only or during their breaks in the staff room (no child access).

18.2 Parents and visitors will also be asked to use their mobile phones away from the children.

18.3 Individuals cannot take photographs, video or audio recordings in the nursery without prior explicit written consent from the nursery.

18.4 Practitioners must not use their own personal mobile to contact parents or children except in the event of an emergency and with the nursery manager's approval. This must be done away from the children.

18.5 There is a nursery mobile held only by management, which has all staff and parent's telephone numbers on it. It is switched off, password protected and only used in an emergency.

19.0 Nursery Camera / iPads

19.1 The nursery provides practitioners with iPad's for recording children's learning via photographs and videos which are uploaded onto a secure, safe and password protected management system called Tapestry. This allows parents to access their child's learning journals. These are not to be used in any intimate areas i.e. bathrooms. These are locked away each night in the office.

19.2 Any printing of photographs takes place on the nursery premises. Images are deleted and deleted from the memory every **month**. Any images stored on the PC's are compliant under the Trust and Data Security policy and procedure.

20.0 E-Safety

20.1 Children do not have access to the internet. **The internet is only accessed by staff**. All of our computers are safe and monitored by the Trust I.T and communications team.

20.2 The nursery has a duty of care to ensure the safety and wellbeing of children and staff in accordance with the Computer Misuse Act 1990.

20.3 Staff are **NOT** permitted to have contact with parents on any internet socialising websites **or make any comment relating to the nursery on any social media website**.

21.0 Babysitting

21.1 The nursery do not allow any member of our staff team (paid or unpaid) to babysit for any families currently attending the nursery.

21.2 This is part of our safer recruitment process and is part of our duty to safeguard all.

22.0 Early Help

22.1 The Early Help Assessment Team has been developed to support children, families and their carers who need to access additional support.

22.2 If practitioners have a concern about a family situation they can access Early Help at Surrey County Council in order to discuss the possible support services available to parents.

22.3 If we feel it may be beneficial for other services to be involved with your child or they are already involved with other agencies we will with parental permission contact them (numbers below)

22.4 We will strive to build trust and support among families and practitioners at the nursery.

22.5 The child's health, safety and welfare are paramount and we will always work with families to safeguard these.

22.6 The nursery will continue to welcome children and parents whilst an investigation is in progress.

23.0 Contact Numbers

Mayvis Oddoye, NHS Trust Lead for Safeguarding Children 01372 205807

Angela Borst HR – registered person for the Nursery 01372 216 219

SPA:

- For concerns for a child or young person use: cs mash@surreycc.gov.uk
- For concerns for an adult use: asc mash@surreycc.gov.uk (For people with secure email accounts, use: asc mash@surreycc.gcsx.gov.uk)

To make a referral please use a [Request for Support Form](#). If you don't have a MARF and are concerned about the safety of a child, young person or an adult, please call 0300 470 9100.

Contact: Joanne Smith, joanne.d-smith@surreycc.gov.uk

LADO (Surrey) 01483 517898 / 0300 470 9100

LADO@surreycc.gov.uk

Referral, Assessment and Intervention Service (RAIS) hub – 0300 123 1610

Duty Care Team out of hours - 01483 517 898

Ofsted can be contacted on 0300 123 1231

Ofsted (allegations against staff) on 0300 1234 666

They will advise to continue logging information or whether it is more serious and needs to be addressed instantly.

Ofsted Whistleblowing hot line: 0300 123 3155

NSPCC – Whistle blowing hotline – 0800 0280285

PREVENT referral - Mayvis Oddoye on 01372 205 807 / 07713 735237 or Lee Sawkins (PREVENT Surrey police) on 07967 986 388.

NSPCC FGM helpline – 0800 028 3550 or contract Children's Services.

Surrey Domestic Abuse referral/advice – 01483 776 822

North Surrey Domestic Abuse (9.30am – 4pm) 01932 260690

Surrey Police – 101 (or 999 in an emergency)

Early Help Assessment Hub: 01372 833 133 (North East)

Whistleblowing helpline, for professionals who are concerned about how child protection issues are being handled in your own or another organisation, you can talk anonymously (nspcc.org) 0808 800 5000

If the child has a risk of suffering significant harm the Police and Children's Services have statutory powers to intervene. The NSPCC can also intervene but they are a non-statutory body.

24.0 Safeguarding Priorities

24.1 The following are the latest safeguarding priorities. Further information to include signs and symptoms are available in the safeguarding information box in the staff room

- FGM
- Honour based violence
- Forced Marriage
- Breast Ironing
- PREVENT duty
- CSE
- Faith Abuse
- Modern day slavery
- Child trafficking
- Domestic abuse
- Parents with learning difficulties and mental health problems who reject professional support.
- Young carers
- Teenage pregnancy and parenthood
- Pregnancy/unborn child
- Highly mobile families and families without access to public funds.
- Racist, disability, homophobic and transgender abuse.
- Gender based violence/violence against women and girls
- Teenage relationship abuse
- Self-harming behaviour and suicidal intentions
- Child exploitation (CSE) and grooming
- Fabricated or induced illness
- Poor parenting, particularly in relation to babies and young children
- Child criminal exploitation and county lines
- Specific local area issues i.e. gang activity
- Homelessness
- Private fostering (greater than 28 days)