



SAFEGUARDING POLICY – ANNEX 1- LITTLE GRANGE NURSERY (LGN)

This policy is an annex to the Rugby School Group Safeguarding Policy which covers Rugby School, Bilton Grange and Little Grange Nursery and can be found on both the Rugby School and Bilton Grange websites.

KEY INTERNAL CONTACTS

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Key External contacts: Please refer to the Rugby School Group Safeguarding Policy

1.0 DEFINITIONS

Where the following words or phrases are used in the main body of the policy:

1.01 References to **School** will also incorporate LGN

1.02 References to **Pupils/ students** will also incorporate babies and young children

2.0 AIMS

Our prime responsibility is the welfare, safety and protection of all children in our care. Little Grange Nursery and employees have a statutory duty to safeguard children and parents/carers and employees must act and respond to possible signs of abuse or neglect at the earliest opportunity.

Staff are trained in accordance with the Local Safeguarding Children's Board guidance and procedures, and use the statutory guidance, "Working Together to Safeguard Children (2018)" to underpin.

3.0 SCOPE AND APPLICATION

The main Rugby School Group policy will always be the overarching policy and procedure that will be followed. As a nursery caring for children as young as 6 months it is necessary to have additional procedures that are specific to the age group being cared for.

4.0 SPECIFIC SAFEGUARDING DUTIES IN RELATION TO YOUNG CHILDREN

All staff and visitors should be made aware of the safeguarding policy and be aware of their responsibility to report to the DSL their concerns either about a child or staff (refer to the Whistleblowing Policy) without delay.

It is imperative that all staff are aware of the signs of abuse in our youngest children. The children that we work with may not be able to speak or have the necessary vocabulary to verbalise their own experiences or trauma.

4.01 Bruising on infants who are not independently mobile

Accidental bruising on non-independently mobile infants is rare and should therefore always warrant further investigation. The younger the child, the greater the risk that bruising is non-accidental.

It is essential that staff report to the DSL immediately any marks that could potentially be bruising or a result of an injury or trauma. This should also be recorded on CPOMS and if necessary, a DSL may ask for a Green Form to be completed.

4.02 Staff should respond appropriately to:

- Significant changes in children's behaviour;
- Deterioration in their general well-being;

- Unexplained bruising, marks or signs of possible abuse;
- Failure to thrive or someone causing failure to thrive;
- Any reason to suspect neglect or abuse outside the setting e.g. in the child's home;
- Signs of neglect;
- Deterioration in parents well-being;
- Inappropriate or unkind comments made by an adult to or about a child;
- Children's comments which give cause for concern; and
- Inappropriate behaviour displayed by other members of staff or any other person working with children

4.03 Prevent Duty

Since 2011, when the Government published the Prevent Strategy, there has been an awareness of the specific need to safeguard children, young people and families from violent extremism. There have been several occasions both locally and nationally in which extremist groups have attempted to radicalise vulnerable children and young people.

We value freedom of speech and the expression of beliefs and ideology as a fundamental right underpinning our society's values. All employees, parents/carers and children have the right to speak freely and voice their opinions. However, freedom comes with responsibility and free speech that is designed to manipulate the vulnerable or that leads to violence/harm of others goes against the moral principles in which freedom of speech is valued.

The current threat from terrorism in the United Kingdom may include the exploitation of vulnerable people, to involve them in terrorism or in activity supporting of terrorism. The normalisation of extreme views may also make children and young people vulnerable to future manipulation and exploitation. LGN is clear that this exploitation and radicalisation should be viewed as a safeguarding concern and that protecting children from the risk of radicalisation is part of our safeguarding duty. All employees will complete the Prevent Duty Training within the first year of their employment and then annually and will also be revisited within staff meeting and training events.

5.0 SAFE USE OF PERSONAL AND COMPANY MOBILE PHONES AND DIGITAL DEVICES

LGN values and respects children's rights to privacy and is committed to preventing the possibility of inappropriate images of children being taken and distributed. The term, 'mobile phone and digital devices' in this policy denotes any mobile phone, tablet, portable storage device, smart watch (that has an inbuilt camera) and any other similar portable electronic devices where images can be taken, stored and shared electronically. The use of personal mobile phones and digital devices in any play and care areas used by children, including toilets and nappy changing areas is strictly prohibited. Mobile phones belonging to LGN are permitted for use as a telephone in emergencies when the landline is out of action or when on trips/outings. They can also be used to take photos. The phone must never be linked to a personal account.

The Nursery Manager is responsible for ensuring that:

- Staff, parents/carers and visitors are not allowed to use or have their mobile phones/cameras out in the nursery/pre-school setting. If they need to make a call they are to take it out in the foyer, Manager's Office or outside of the building;
- Staff will keep their phones in the Manager's Office, and
- Mobile phones for Nursery use will remain in the Manager's Office for emergencies, walking or outings. (See Mobile Phone, Cameras and Digital Devices Policy)

6.0 REPORTING OBLIGATIONS

As well as their obligations set out in 8.1 of the main Safeguarding Policy, staff members should encourage parents to share information at drop off about existing injuries that a child may come in with. This will then be recorded on CPOMS for tracking purposes.

Any injury that is not disclosed by parents but noticed in the nursery session will be recorded on CPOMS and parents will be asked how the injury happened either at the end of the session or sooner depending on the severity of the injury. The information gained should be shared with the DSL and the information updated on CPOMS. Staff must show a professional curiosity to gather all the facts so that the DSL can make appropriate decisions based on the information presented.

This information must be shared with the DSL without delay.

If someone is concerned about a child's welfare, they should tell the nominated DSL or their deputy. Any concerns must be kept confidential and should not be discussed with anyone other than the DSL, who should then make a decision about the appropriate course of action in consultation with other DSL's on site.

The concern will then be recorded on CPOMS along with a copy of the written record so that a joined-up approach can be used to handle the concern effectively and add to a running record for that child.

Reviewed by Anna Biddlestone

25/09/2024