



Boomerang Kids' Safeguarding Policies

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Policies adapted on	Signed on behalf of the Trustees	Role of Signatory	Date to be Reviewed
May 2021			May 2022



BOOMERANG KIDS

SAFEGUARDING CHILDREN POLICY

Policy Statement

Our setting works with children, parents, and the community to ensure action is taken to promote the welfare of children with the following aims:

- We recognise the welfare of children is paramount and always aim to protect children from harm.
- We ensure that the rights and safety of all children is paramount regardless of age, disability, race, religion, or sex.
- We recognise that some children may be vulnerable because of prior experiences, level of dependency and/or communication needs.
- We work in partnership with children, parents/carers, and other agencies to promote welfare.

Coronavirus (Covid 19) Pandemic

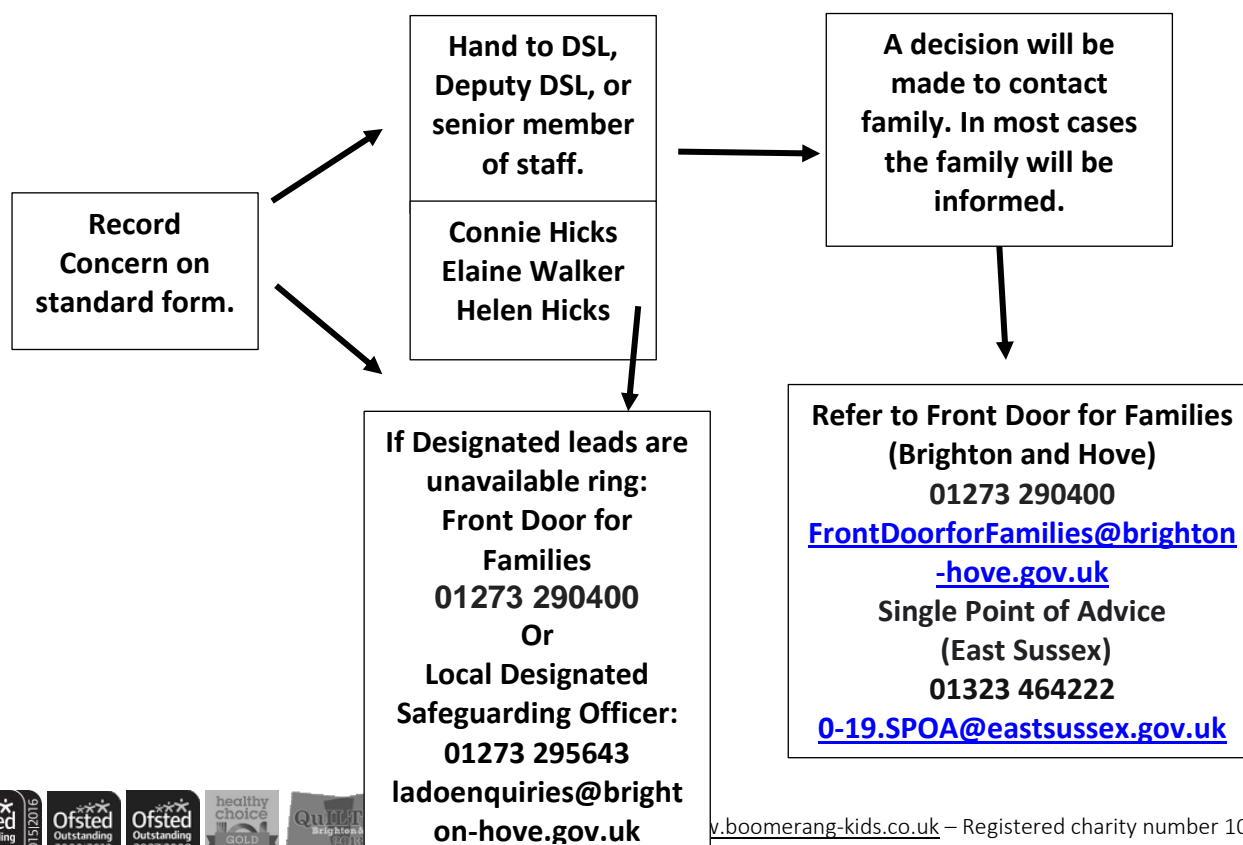
Please see addendum to this policy (**Appendix 1a**)

We are co-ordinating responses and decisions in line with Government updates and guidance.

<https://www.gov.uk/government/publications/covid-19-safeguarding-in-schools-colleges-and-other-providers>

Procedures

-Making Referrals- Raising safeguarding concerns about a child or family.



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Front Door for Families (FDFF) provide support and guidance in relation to safeguarding and child protection. Professionals will work together to assess, decide and co-ordinate how best to support young people and their families. This will be brought to the attention of the Brighton and Hove Safeguarding Children Partnership (BHSCP), bringing together Referral Officers, Social Workers, Police Officers, Health Visitors. Educational Safeguarding Officers, Family Coaches and Family Information Service.

NB: If we receive a phone call from the Duty Assessment Team, to ensure this is not a hoax call, take a message without giving any information. **We must telephone them back first using the designated numbers.**

Points of Contact

Quote the Registration Number: EY298720

Front Door for Families (FDFF)

Whitehawk Community Hub and Library
179A Whitehawk Road
Brighton
BN2 5FL
Tel 01273 290400
Email: FrontDoorForFamilies@brighton-hove.gov.uk

Brighton and Hove Safeguarding Children Partnership

Moulsecoomb Hub North
Hodshrove Lane
Brighton,
BN2 4SE
Tel 01273 292379

Local Authority Designated Officer (LADO)

The LADO will manage individual cases, capture concerns, allegations, or offences. Co-ordinating all involvement from the initial referral to case closure. The LADO can be contacted for support and guidance for advice on safeguarding procedures and referrals.

Local Designated Safeguarding Officer (LADO)

Tel: 01273 295643 Email: ladoenquiries@brighton-hove.gov.uk

Temporary Contact (in place of Darrel Clews 10/21) Tel: 07795 335623 Email: Gail.Alsop@brighton-hove.gov.uk

**Emergency (out of hours) Contact number for Children's Services:
01273 335905**

Ofsted: 0300 123 1231

N.B For any children who live within East Sussex; we should contact Single Point of Advice (SPOA) should be contacted. SPOA is the equivalent of FDFF for the East Sussex locality.

Tel: 01323 464222 (Monday to Thursday 8.30am to 5pm, Friday 8.30am to 4.30pm)

Email: 0-19.SPOA@eastsussex.gov.uk

Emergency (out of hours): 01273 335906 or 01273 335905



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Boomerang Kids delivers two key commitments:

Key Commitment 1

Boomerang Kids is committed to building a 'culture of safety' protecting **all** children from abuse and harm.

Key commitment 2

Boomerang Kids is committed to responding appropriately and in a timely manner to all incidents/concerns of abuse. We are committed to working with external agencies in accordance with policies and procedures. We are also committed to referring to Government publications as listed below:

The Children Act 2004

The Childcare Act 2006

Safeguarding Vulnerable Groups Act 2006

Freedom of Information Act 2000

Counter-Terrorism and Security Act 2015

Children and Social Work Act 2017

General Data Protection Regulation (GDPR)

Our first key commitment is visible in the following ways:

Boomerang Kids' Staff

- Our Designated Safeguarding Lead is Connie Hicks, who co-ordinates child protection issues.
- We ensure all staff and parents have access to copies of our safeguarding policies and procedures.
- We provide adequate and appropriate staffing levels to meet the needs of children.
- We have a designated Health and Safety Officer (Nikki Baker) who oversees risk of harm within the setting.

Recruitment

- We adhere to Ofsted regulations, ensuring all current/potential staff provide references and have cleared DBS checks. This confirms that no disqualified/unsuitable person works within the setting or has access to children. This includes staff that are living in a household with a person, who is disqualified as outlined in item **3.9 within the statutory framework, 'Early Years Foundation Stage'**.
- Candidates are informed of the need to carry out 'enhanced disclosure' checks with the Disclosure and Barring Service (DBS) before posts can be confirmed.
- All potential applicants within the setting are clearly informed that potential positions within the setting are exempt from the **Rehabilitation of Offenders Act 1974**.
- Candidates are asked to demonstrate safeguarding knowledge within their recruitment process.
- Rejected applicants are within their rights to ask for and challenge any incorrect information that is due to disclosure.
- Volunteers and students do not work unsupervised.
- We abide by the requirements of the **Safeguarding Vulnerable Groups Act 2006** in respect of any person who is dismissed from our employment or resigns in circumstances that would otherwise have led to dismissal in relation to a child protection concern.



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Volunteers and Visitors

Procedures

- All visitors/volunteers sign in and out, providing details and purpose for visit.
- All visitors/volunteers are chaperoned around the premises.
- All visitors/volunteers are expected to read relevant information and procedures before 'working with children'. This includes: Fire evacuation procedures, health, and safety policies, safeguarding procedures and storage of mobile phones and other digital devices.
- All Visitors/volunteers are shown a secure area to keep their personal bags and belongings. These are not accessed when working with the children.
- The Nursery Manager will ensure all contractors working whilst children are present have relevant Disclosure and Barring Services (DBS) checks (or from February 2011 PVG registered) and are not left alone in any area that children may use.

Security

- All staff are informed of potential visitors to the setting on the Pow Wow. Any unscheduled visitors should be investigated, and management informed before admittance.
- We ensure that no unauthorised person has unsupervised access to the children unless it is under extreme circumstances and authorised by management.
- All gates are locked, and internal doors have access codes. At no point should a volunteer or visitor hold a door/ gate open or allow unauthorised persons into the setting.
- The door entrance code is changed when a staff member leaves employment. The code is not given to visitors/volunteers or staff for whom Boomerang Kids have not received a clear DBS check.
- Please see **Appendix 1g** for Addendum to Volunteers and Visitors policies and procedures regarding Covid19.

Safeguarding for Staff

- The DSL has a responsibility to safeguard staff as well as children. Pertaining to this, the nursery will under no circumstances tolerate any form of harassment from third parties, visitors/ volunteers, staff members and parents. The police may be called in these circumstances.

Our second key commitment is visible in the following ways:

Responding to suspicions of abuse

- We acknowledge all forms of abuse: Physical, Emotional, Sexual and Neglect. We acknowledge this may present in various ways. **(See Appendix 1b)**
- We can use the 'Threshold Framework Document' **(See Appendix 1c)** to help us identify any concerns. We are not able to diagnose child protection needs but can work with external agencies to discuss our concerns.

<https://www.bhscp.org.uk/wp-content/uploads/sites/3/2019/11/Threshold-Framework-Poster-a3.pdf>



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- If children are being abused, they may communicate this through direct or indirect disclosure, changes within their appearance, behaviour, or play.
- We take care not to influence the outcome either through the way we speak to children or by the questions we ask children.
- In response to **any** concern, the child's key person makes a dated, accurate record of the details of concern, noting everything the child said on an agreed proforma (**see Appendix 1f**). This may also include conversations had with a parent or carer. This is taken straight to the **Designated Safeguarding Lead- Connie Hicks**, or acting deputy. This information will be stored on the child's file.
- The Designated Person is responsible for liaison with local children's services and linking up with the BHSCP or any relevant external agencies. The lead practitioner will provide support, advice, and guidance to all staff throughout and in response to any safeguarding issues.
- We will then follow protocol, making a referral through Front Door for Families. We will telephone or make an online referral using the following link:
<https://www.brighton-hove.gov.uk/content/children-and-education/front-door-families/about-front-door-families>

NB: In some extreme cases, where harm is imminent, emergency services will need to be contacted as well as any other relevant external agencies.

Prevent Duty, Counter Terrorism and Security Act 2015

Section 26 places a duty on schools and early years settings in England (and Wales) to have due regard to the need to prevent people from being drawn into terrorism. Statutory Guidance reiterates:

- Demonstrate effective partnership working with other local agencies, e.g BHSCP, FDFP, LADO, Police etc.
- Provide relevant information as outlined in **The Freedom of Information Act 2000**.
- Maintain appropriate records.
- Assess local risk of extremism (including far right extremism). Updates can be received from Will Robey (Prevent Education Officer, Brighton, and Hove)
- Ensure staff training is up to date to give them knowledge and confidence.
- Ensure that there are robust ICT protocols that filter out extremist materials.
- Do not use the setting to give a platform to extremists.

Points of Contact

Prevent Education Officer

Channel.Prevent@brighton-hove.gov.uk

Tel: 01273 293926

PreventReferralsbrightonandhove@sussex.pnn.police.uk (Referrals)

Refer to our Preventing Extremism and Radicalisation Policy for additional Information (Appendix 1d) Cause for Concern and Disclosure Procedure

If a child discloses information or is a cause for concern; observe signs or signals such as significant changes in behaviour, deterioration of general well-being, unexplained bruising, marks or signs of possible abuse or neglect and follow the procedure:

- Listen to the child and offer reassurance.



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- Do not question the child or make any leading statements.
- Make a written record, relaying accurate and timely information which includes:
 1. The date and time of the disclosure.
 2. The exact words spoken by the child.
 3. The name of the person to whom the concern was reported to, including the date and time.
 4. The names of any other persons present at the time.
 5. Details of conversations with parents and carers should this have occurred.
- All records are signed, dated, and kept securely within the child's personal file.

Informing parents

Parents are normally the first point of contact.

If 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 (BHSCP – Brighton & Hove Safeguarding Children Partnership) does not allow this. These circumstances will include any children who may be at risk of significant or immediate harm. This will usually be the case where the parent is the likely abuser. In these cases, the investigating officers will inform parents.

Making a referral to the local authority social care team

- In most cases, parents and carers will be informed before making the referral unless a child is at risk of significant or immediate harm.
- Telephone FDFP on 01273 290400. Advice will be given. Alternatively fill out the Online Referral Form: <https://www.brighton-hove.gov.uk/content/children-and-education/front-door-families/about-front-door-families>
- We keep a copy of the referral document and follow the detailed guidelines given.

Liaison with other agencies

- We work and follow procedures given by the Brighton and Hove Safeguarding Children Partnership (BHSCP).
- All staff are familiar with safeguarding procedures.
- We have procedures for contacting the local authority on all child protection issues maintaining a list of key contacts, addresses and telephone numbers of social workers, ensuring that it is easy, in any emergency, for the setting and social services to work well together.
- We notify the registration authority (Ofsted) of any incident or accident. This includes any changes in our arrangements, which may affect the wellbeing of children.
- Contact details for the National Society for the Prevention of Cruelty to Children (NSPCC) are also kept.
- If a referral is to be made to the local authority, we act on advice from the BHSCP, LADO or FDFP when deciding whether we must inform the child's parents at the same time.

Allegations against staff



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We ensure all parents and staff are familiar with the complaint's procedure against staff or volunteers within the setting. This may include allegations of abuse.

We follow local authority guidance when responding to any complaint against a member of staff, or volunteer. This will usually involve contacting the Local Authority Designated Officer (LADO) for advice as well as Ofsted. See **Appendix 1e** for our Complaints Policy.

This Policy will be reviewed annually or before if necessary.

This Policy was adapted and Signed on behalf of the Trustees.

This Policy was adapted on	Signed on behalf of the Trustees	Role of Signatory	Date to be Reviewed
May 2021			May 2022

