

POLLYANNA PRE-SCHOOL SAFEGUARDING/CHILD PROTECTION POLICY

Statement of Intent

Pollyanna Pre-School will work with children, parents and the community to ensure the rights and safety of children and to give them the very best start in life. We must meet our responsibilities under all relevant legislation and comply with the procedures approved by the Buckinghamshire Safeguarding Children's Partnership (BSCP). The BSCP is a statutory body that is charged with ensuring the effectiveness of local arrangements and services to guard children.

In our Pre-School we will create an environment in which children are safe from abuse, and in which any suspicion of abuse is promptly and appropriately responded to. We will proactively safeguard and promote the welfare of children, so that the need for action to protect children from harm is reduced.

Designated Staff and Committee Members

Our designated member of staff who co-ordinate safeguarding, and welfare issues is:

Emma Newman

Our designated officer, a committee member, who oversees this work is: **Gina Lund**

Procedures

At Pollyanna we understand that we have a critical part to play in safeguarding children and young people. It is essential that all staff and volunteers are aware and understand the procedures required to do this.

Safeguarding Principles & Procedures

All staff working at Pollyanna:

- have up to date knowledge, through relevant training, of signs of abuse and neglect;
- understand the setting's Safeguarding policy, and procedures in place to protect children in their care;
- know what to do when they have concerns about a child's welfare.

Everyone who works with children has a responsibility to keep them safe.

Prevent and Radicalisation

Staff are able to identify children who may be vulnerable to radicalisation and know what to do when they are identified. Protecting children from the risk of radicalisation is seen as part of our wider safeguarding duties, and is similar in nature to protecting children from other harms (e.g. neglect, sexual exploitation).

Pollyanna demonstrates activity in the following areas:

- Protects children and young people from being drawn into terrorism.
- We will provide training which gives staff the knowledge and confidence to identify children at risk of being drawn into terrorism, and to challenge extremist ideas which can be used to legitimise terrorism.
- Children are kept safe from terrorist and extremist material when accessing the internet.
- Safeguarding arrangements take into account the policies and procedures of the BSCP.

Pollyanna assesses the risk of children being drawn into terrorism. There is no single way of identifying an individual who is susceptible to terrorist ideology, but staff should be alert to changes in children's behaviour and be aware of the increased risk of online radicalisation.

Staff are aware of how to protect children at risk of radicalisation.

Staff attend Prevent Awareness training to support them in identifying children at risk of being drawn into terrorism and to challenge extremist ideas and know what procedures they must follow to support those at risk.

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If Pollyanna has a concern about a child or family, advice is sought from First response, and it is decided if and when it is appropriate to make a referral to the Channel Programme. (Channel is a programme which provides support from an early stage to those who are identified as being vulnerable to being drawn into terrorism). Staff will follow general safeguarding procedures and record as appropriate.

Pollyanna follow the guidance Protecting Children from Radicalisation; the Prevent Duty.

British Values

In addition to the understanding the requirements under The Prevent Duty, Pollyanna also actively promotes British Values.

British values are a set of four values introduced to help keep children safe and promote their welfare: **Democracy**: making decisions together, for example giving opportunities to develop enquiring minds in an atmosphere where questions are valued.

Rule of law: understanding rules matter as cited in Personal Social and Emotional development for example collaborating with children to create rules and codes of behaviour.

Individual liberty: freedom for all, for example reflecting on their differences and understanding we are free to have different opinions.

Mutual respect and tolerance: treat others as you want to be treated, for example sharing and respecting other's opinions.

It also highlights clearly what is not acceptable, for example, failure to challenge gender stereotypes and routinely segregating girls and boys.

Pollyanna incorporates these values in our daily routines, by encouraging children to choose activities and share resources.

Staff also support children's personal, social, emotional development and celebrate diversity of our families.

Identifying Abuse

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 a 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 another child or children.

Staff are aware of the 4 main types of abuse (physical, emotional, sexual and neglect), and also child sexual exploitation, domestic violence and female genital mutilation (FGM).

Signs of abuse to be aware of include:

- Significant changes in children's behaviour,
- Deterioration in children's general well-being
- Unexplained bruising, marks or signs of possible abuse or neglect
- Children's comments which give cause for concern
- Any reason to suspect neglect or abuse outside the setting.

Physical abuse - may involve hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating or otherwise causing physical harm to a child. Physical harm may also be caused when a parent or carer fabricates the symptoms of, or deliberately induces, illness in a child.

Emotional abuse – is the persistent emotional maltreatment of a child such as to cause severe and persistent adverse effects on the child's emotional development. It may involve conveying to a child that they are worthless or unloved, inadequate, or valued only insofar as they meet the needs of another person. It may include not giving the child opportunities to express their views, deliberately

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silencing them or 'making fun' of what they say or how they communicate. It may feature age or developmentally inappropriate expectations being imposed on children. These may include interactions that are beyond a child's developmental capability, as well as overprotection and limitation of exploration and learning, or preventing the child participating in normal social interaction. It may involve seeing or hearing the ill-treatment of another and may involve serious bullying (including cyber bullying) causing children frequently to feel frightened or in danger, or the exploitation or corruption of children. Some level of emotional abuse is involved in all types of maltreatment of a child, though it may occur alone.

Sexual abuse - involves forcing or enticing a child or young person to take part in sexual activities, not necessarily involving a high level of violence, whether or not the child is aware of what is happening. The activities may involve physical contact, including assault by penetration (for example, rape or oral sex) or non-penetrative acts such as masturbation, kissing, rubbing and touching outside of clothing. They may also include non-contact activities, such as involving children in looking at, or in the production of, sexual images, watching sexual activities, encouraging children to behave in sexually inappropriate ways, or grooming a child in preparation for abuse (including via the internet). Sexual abuse is not solely perpetrated by adult males. Women can also commit acts of sexual abuse, as can other children.

Neglect - the persistent failure to meet a child's basic physical and/or psychological needs, likely to result in the serious impairment of the child's health or development. Neglect may occur during pregnancy as a result of maternal substance abuse. Once a child is born, neglect may involve a parent or carer failing to:

- provide adequate food, clothing and shelter (including exclusion from home or abandonment);
- protect a child from physical and emotional harm or danger;
- ensure adequate supervision (including the use of inadequate care-givers); or
- ensure access to appropriate medical care or treatment.

It may also include neglect of, or unresponsiveness to, a child's basic emotional needs.

Child Sexual Exploitation - a form of abuse in which young people are tricked or pressured into taking part in sexual activity in return for something – like attention, love, food, shelter, cigarettes, drugs, alcohol, gifts or money. All staff have completed training on CSE and are aware of the signs of this form of abuse.

Domestic Violence - any incident or pattern of incidents of controlling (is a range of acts designed to make a person subordinate and/or dependent by isolating them from sources of support, exploiting their resources and capacities for personal gain, depriving them of means needed for independence, resistance and escape and regulating their everyday behaviour), coercive, threatening behaviour (an act or a pattern of acts of assault, threats, humiliation and intimidation or other abuse that is used to harm, punish or frighten their victim), violence or abuse between those aged 16 or over who are, or have been, intimate partners or family members regardless of gender or sexuality. The abuse can encompass, but is not limited to:

- Psychological
- Physical
- Sexual
- Financial
- Emotional

Female genital mutilation (FGM) – a collective term for a range of procedures which involve partial or total removal of the external female genitalia for non-medical reasons. It is sometimes referred to as female circumcision, or female genital cutting. The practice is medically unnecessary, is extremely painful and has serious health consequences, both at the time when the mutilation is carried out, and in later life.

FGM of girls is to be considered as child abuse. All staff have completed training on FGM awareness.

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Extremism: Extremism goes beyond terrorism and includes people who target the vulnerable - including the young - by seeking to sow division between communities on the basis of race, faith or denomination; justify discrimination towards women and girls; persuade others that minorities are inferior; or argue against the primacy of democracy and the rule of law in our society. Extremism is defined in the Counter Extremism Strategy 2015 as "the vocal or active opposition to our fundamental values, including the rule of law, individual liberty and the mutual respect and tolerance of different faiths and beliefs. We also regard calls for death of members of our armed forces as extremist."

County Lines: As set out in the Serious Violence Strategy, published by the Home Office, County Lines is a term used to describe gangs and organised criminal networks involved in exporting illegal drugs into one or more importing areas within the UK, using dedicated mobile phone lines or other forms of 'deal line'. They are likely to exploit children and vulnerable adults to move and store the drugs and money, and they will often use coercion, intimidation, violence (including sexual violence) and weapons

Concerns in any of the areas mentioned above are clearly documented in our Cause for Concern, Incidents and Previous Injury File, stating fact and not opinion and shared with the Manager and Designated Safeguarding Officer.

Staff will not let other considerations, like the fear of damaging relationships with adults, get in the way of protecting children from abuse and neglect.

The signs of child abuse might not always be obvious and a child might not tell anyone what is happening to them, staff will question behaviours if something seems unusual and try to speak to the child, to seek further information. Staff will not asking any leading questions.

If a child reports, following a conversation that they are being abused and neglected, staff will listen to them, take their allegations seriously, and reassure them that they will take action to keep them safe.

At all times staff will explain to the child the action that they are taking. It is important to maintain confidentiality, but staff will not promise that they will not tell anyone, as they may need to do so in order to protect the child.

Staff will record in writing, all concerns and discussions about a child's welfare, the decisions made and the reasons for those decisions. We will remember to:

- *Listen to the child, rather than directly question him or her;*
- *Never stop a child who is freely recalling significant events;*
- *Make a note of the discussion, taking care to record timing, setting and personnel as well as what was said; and*
- *Record all subsequent events up to the time of the substantive interview.*

All the above should be recorded clearly, and with care stating facts not opinions. Such recording is vital information for the police when gathering evidence in relation to a criminal offence but also to a child protection investigation generally. Written records should be held securely.

If a child is in immediate danger or is at risk of harm Pollyanna will contact First Response and/or the police.

Pollyanna staff are aware of the Continuum of Needs Document and Guidance to identify when a child may be in need of additional support, which covers the 4 levels of need:

- Level 1 – children whose needs are met within universal services
- Level 2 – children with additional needs showing early signs of vulnerability requiring early help

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- Level 3 – children in need who require statutory or specialist services and targeted early help
- Level 4 – children who are suffering or likely to suffer significant harm

A referral to The First Response Team will be completed immediately if:

- We believe that a child may be in need; that a child is being harmed or is likely to be harmed, or
- Level 3 or Level 4 threshold is met

Telephone first response: 01296 383962

Email: secure-cypfirstresponse@buckscc.gcsx.gov.uk

Out of hours number: 0800 999 7677

We share the out of hours reporting number with our parents on our newsletters.

Information Sharing At registration all parents complete details about external authorities relating to their child e.g. health visitor or GP and are asked to give consent for Pollyanna to contact them regarding their child. Pollyanna may contact these professionals if there are any concerns regarding the child and their wellbeing.

Managing allegations

The senior designated safeguarding officer at Pollyanna is responsible for ensuring that all staff employed are made aware of their responsibility to report any allegation or possible concern of a child protection nature.

The LADO (Local Authority Designated Officer) will be informed as soon as possible, and within 24 hours if there is an allegation or concern that a staff member or volunteer has:

- Behaved in a way that has harmed a child, or may have harmed a child.
- Possibly committed a criminal offence against or related to a child.
- Behaved towards a child or children in a way that indicates they may pose a risk of harm to children.

Pollyanna will inform Ofsted of an allegation as soon as it is reasonably practicable, but at the latest within 14 days of the allegation being made.

If Pollyanna dismisses a member of staff or a member of staff has resigned and there are any concerns over their suitability to work with children, Pollyanna will notify Ofsted and make a referral to the Disclosure and Barring Service.

DBS

The Disclosure and Barring Service (DBS) provides a barring and criminal records disclosure service. Its role is to ensure that anyone who presents a known risk to children and vulnerable groups is prevented from working with them. To achieve this, the DBS is responsible for making independent barring decisions. It maintains two constantly updated lists, one for those barred from working with children, the other for those barred from working with vulnerable adults. It is an offence for a person on the DBS children's barred list to work in a childcare role. Pollyanna will not knowingly employ a barred person.

Pollyanna requests a DBS is completed prior to a staff member joining the setting, and all staff are required to register on the update service within 19 days of receiving their certificate.

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Disqualification Declaration

Every staff member is required to complete a Disqualification Declaration prior to starting at Pollyanna and at least once a year they are asked whether anything has changed.

The criteria for disqualification include:

- Named on the Disclosure and Barring Service (DBS) Children's Barred List;
- Being found to have committed certain violent and sexual criminal offences against children and adults;
- Subject to certain orders in relation to the care of children;
- Refusal or cancellation of registration relating to childcare, or children's homes or being prohibited from private fostering;
- Found to have committed an offence overseas which would constitute an offence regarding disqualification under the 2009 regulations if it had been done in any part of the United Kingdom.

Disqualification by Association

Disqualification "by association" is where an employee is living in the same household where someone who is disqualified from working with children and vulnerable people lives or works, as per the above criteria.

"Under the 2018 regulations, schools are no longer required to establish whether a member of staff providing, or employed to work in childcare, is disqualified by association. Regulation 9 does not apply to staff in a relevant school setting.

Disqualification by association is only relevant where childcare is provided in domestic settings (for example where childminding is provided in the home) or under registration on domestic premises, including where an assistant works on non-domestic premises up to 50% of the time under a domestic registration. Accordingly, schools are not entitled to ask their staff questions about cautions or convictions of someone living or working in their household. Schools should review their staffing policies and safer recruitment procedures and make changes accordingly." (Disqualification under the Childcare Act 2006 - Updated 31 August 2018)

In support of this schools should take an opportunity, for example through performance management or other staff discussions, to create the right culture and environment so that staff feel comfortable, where it's appropriate, to discuss matters outside of work, which may have implications for the safeguarding of children in the workplace. These discussions can help schools safeguard their employees' welfare and contribute to their duty of care towards their staff. Where appropriate, it'll help schools identify whether arrangements are needed to support these staff. These discussions can also help schools manage children's safety, providing them with information that will help them consider whether there are measures that need to be put in place to safeguard children (for example by putting arrangements in place to stop or restrict a person coming into school where a potential risk to children has been identified).

Procedure to follow if a person declares they could be disqualified by declaration:

Pollyanna will inform Ofsted as soon as possible but within 14 days that the person has declared that they may be disqualified by declaration. Ofsted will then investigate this information and Pollyanna will need to decide whether it is appropriate to redeploy the member of staff elsewhere in the setting or make adjustments to their role to avoid them working directly with children. Where Pollyanna is not able to redeploy or adjust their role consideration will be given for paid leave or as a last resort, suspend the person whilst the investigation is undertaken. If after an investigation that person is deemed unsuitable to work in the setting, they will be dismissed with immediate effect.

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Safer Recruitment

Pollyanna follows safer recruitment procedures when employing new staff, to ensure their suitability. Please refer to our **staff policy**

Pollyanna will check ongoing suitability of staff regularly through effective our appraisal process and supervisions.

At least one member of management team or committee who is on the interview panel will have completed safer recruitment training.

Committee

The members of the voluntary committee all have an up to date enhanced DBS and have completed training on safeguarding.

ICT

When using emails, internet and social networking, staff must ensure that they follow the procedures outlined in the **Staff and ICT Policies**. Also, they must ensure that no comments, posts, photos, etc are shared, viewed or distributed that could be considered a safeguarding concern.

Mobile Phones and Tablets

- All staff mobile phones are to be kept in the mobile phone box in the equipment cupboard during session.
- If a member of staff or volunteer needs to use their mobile phone for an essential call, they must make the call in the equipment cupboard or in the kitchen, as long as this does not affect the staff ratio.
- During outings staff will have access to the Pre-School mobile phone and the mobile phone for the park, both of which have no usable camera.
- If a pre-school mobile phone is not available for outings, staff may take their own mobile phone which must not be used to take any photographs, and the number will be recorded.
- Personal mobile numbers of the staff will not be shared with any parent or carer who has a child attending Pollyanna.
- Tablets can only be taken home by the keyperson allocated to it, and they must complete the consent form and follow the guidelines given by Pollyanna. Failure to do this, or a breach of these conditions will result in disciplinary procedures.
- Photographs taken on the tablets must only be uploaded into Tapestry and then must be deleted. All photographs and videos left will be deleted at the end of the academic year.

(See ICT, Learning Journal and social media policy)

Visitors and Parent Helpers will be made aware when signing in that their mobile phones should remain in their bags or kept with the staff phones for the duration of the visit/session. If they need to make a call, they will be required to go in the equipment cupboard, kitchen or outside the setting.

Monitoring

Pollyanna reserves the right, but not the duty, to monitor any and all aspects of its electronic resources. This includes: data, email and voice mail boxes, and other employer provided electronic storage systems. We reserve the right, for business and security purposes, to audit and monitor the information on all systems, electronic mail, telephone and information stored on computer systems or media, without advance notice. We also reserve the right to retrieve the contents of any employee communication in these systems.

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Cameras and Tablets for staff use

Camera and tablets and their use in the setting, especially to photograph children in the setting or on trips, are subject to the same restrictions as mobile phones. They may not be used at work for the purpose of photography unless express permission has been granted.

Cameras/Tablets for Children's Use

- Cameras are available in the setting for children to take photos, however, these are not uploaded unless used as evidence for an observation, in which case the procedures for observation photos will be followed.
- Cameras for children's use are not taken out of the setting.
- The children's cameras have no internet access.
- Children are able to use tablets within the setting. These will be supervised by staff, as per the **Staffing Policy**. Only age-appropriate programs are available.

Prevent Abuse by Means of Good Practice

- Each child is assigned a key person and parents are advised of whom their child's key person is.
- All children are adequately supervised and staff deployed to ensure children's needs are met.
- Children are always within sight or sound of staff.
- Adults are not left alone with children. When using the toilet area, the door remains open so that the staff member and children in the toilet area are within sound of the other staff.
- Adults who have not been registered as "fit" persons will not have unsupervised contact with children e.g. will not take children unaccompanied to the toilet.
- Children will be encouraged to develop a sense of autonomy and independence through adult support in making choices and in finding names for their own feelings and acceptable ways to express them. This will enable children to have the self-confidence and the vocabulary to keep themselves safe.
- A Risk Assessment on the setting, including the hall, outside space, activities will be carried out annually.
- The layout of the setting will permit constant supervision of all children.
- We will respond appropriately to suspicions of abuse. All staff/people working directly with children should be made aware of the procedures for identifying and reporting safeguarding concerns.
- All staff will complete safeguarding training every 3 years and will be regularly tested to ensure knowledge is kept up to date. The Designated Safeguarding Officers (DSO) will complete DSO training every 2 years. All new staff members will complete online safeguarding training which they must pass as soon as they start employment at Pollyanna, they will then do the local authority 'safeguarding for all' training as soon as possible. This is to ensure that all staff have adequate safeguarding knowledge and training as soon as they have contact with the children.
- The DSO will discuss safeguarding at every staff meeting. We will highlight any new or relevant points that have arisen recently or from updates on the local safeguarding board website. The DSO also uses this time to do safeguarding questions and refreshers with the staff.
- During new staff members induction, the manager will highlight the importance of safeguarding and whistleblowing. They will ensure that the new staff member is confident in their safeguarding roles and responsibilities and knows who they should contact should they have any concerns or allegations.
- The DSO will check all safeguarding records (cause for concern, accident at home) for each child at least monthly to ensure all follow up checks have been made (if required) and identify any patterns of behaviour or incidents that may cause concern. The DSO will sign and date records as evidence of her checks.
- The first concern will be the child. Children whose condition or behaviour has given cause for concern will be listened to, reassured and helped to understand that they themselves are valued and respected and have not been at fault. They will not be directly questioned.
- Changes in children's behaviour/appearance will be investigated.
- Any unexplained bruising or marking will be recorded.

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- Any comments children make which give cause for concern will be recorded.
- Any deterioration of a child's general wellbeing will be recorded.
- Parents will normally be the first point of reference, but if they are not in a position to allay any legitimate anxieties, the matter may be taken further.
- All such suspicions and investigations will be kept confidential, shared only with those who need to know. The people most commonly involved will be the DSOs, members of staff, the Manager and the management committee chairperson.
- If an allegation is made against a member of staff or a volunteer the Local Authority Designated Officer (LADO) will be advised as soon as possible but at least within 24 hours. In addition Ofsted may be notified.
- Investigations will be in line with BSCP procedures. Confidential records will be kept of the allegation and of all subsequent proceedings. The relevant authorities will be informed; for example, Safeguarding in Education, Social Care, Child Protection and Sexual Crime Unit (police), Ofsted and the Local Authority Designated Officer [LADO].
- A log will be kept of children who have social services involvement and have concerns raised to the DSO. These will be kept with the safeguarding documentation.

Personal and Intimate Care

'Intimate Care' can be defined as care tasks of an intimate nature, associated with bodily functions, bodily products and personal hygiene, which demand direct or indirect contact with, or exposure of, the sexual parts of the body.

'Personal Care' generally carries more positive perceptions than intimate care. Although it may often involve touching another person, the nature of this touching is more socially acceptable, as it is less intimate and usually has the function of helping with personal presentation and hence is regarded as social functioning. These tasks do not invade conventional personal, private or social space to the same extent as intimate care and are certainly more valued as they can lead to positive social outcomes for people.

Children may require help with eating, drinking, washing, dressing and toileting.

We work with parents and children to establish a preferred procedure for supporting children with their personal and intimate care. Where these procedures may require specialist training, we seek out training for the staff who will be involved in a child's care, ensuring that the child's key person and at least one other member of staff accesses this training.

Where possible, the child's key person is responsible for undertaking the care of an individual child. When this is not possible a staff member who is known to the child will take on that responsibility.

Children are always asked by the member of staff caring for them, for permission to assist them, and children who want to perform their own care are encouraged to do so, with adult support when appropriate.

Children will be cared for with dignity and respect for their privacy. The children's toilet area will be used, and we have a designated changing station.

Any child that needs to be checked for injury or soiling will be asked permission by the adult prior to doing this. Children will not be made to go to the toilet or be checked without their permission. Should the child refuse and require attention, the parent will be contacted.

Keeping Records

Staff will share with their manager:

- Whenever worrying changes are observed in a child's behaviour, physical condition or appearance, a Cause of Concern Form will be completed, describing objectively the child's

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behaviour/appearance, without comment or interpretation; where possible, the exact words spoken by the child; the dated name and signature of the recorder.

- Such records will be kept in the Safeguarding File and will not be accessible to people other than the DSO, Pre-School manager, chairperson and other member of staff as appropriate.
- A decision will be made whether a referral is made to the First Response Team. In an emergency anyone can make a direct referral to First Response or the Early Years and Childcare Team.
- Early intervention in child protection is essential to preventing harm, serious injury or death from abuse. It demands early recognition and all those working with children need to be aware of the signs that might indicate abuse.

Support Families

- The pre-school will take every step in its power to build up trusting and supportive relationships between families and staff and volunteers in the group.
- Where abuse at home is suspected, the pre-school will continue to welcome the child and family while investigations proceed.
- Confidential records kept on a child will be shared with parents, with the proviso that the care and safety of the child must always be paramount, the preschool will do all in its power to support and work with the child's family.

Information Sharing

Sharing information must be considered where children for whom you have concerns move to another provider. If anyone is asked or wishes to share information about a child, there needs to be a good reason or clear and legitimate purpose to do so.

Early Help

Pollyanna uses Early Help to ensure that children and families receive the support they need at the right time. Working Together to Safeguard Children (2015) defines Early Help as:

"Providing early help is more effective in promoting the welfare of children than reacting later. Early help means providing support as soon as a problem emerges, at any point in a child's life, from the foundation years through to the teenage years."

Effective early help relies upon local agencies working together to:

- identify children and families who would benefit from early help
- undertake an assessment of the need for early help and
- provide targeted early help services to address the assessed needs of a child and their family, which focuses on activity to significantly improve the outcomes for the child

Pollyanna staff are able to provide details of the services available to them through Early Help if required.

Current legislation is defined within the Statutory Framework of the EYFS.

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Links

Buckinghamshire Safeguarding Children Partnership	bscp@buckinghamshire.gov.uk
Bucks Family Information Service	www.bucksfamilyinfo.org
Ofsted Safeguarding Documents: <ul style="list-style-type: none"> Working together to safeguard children 2018 Child abuse concerns: guide for practitioners Keeping Children Safe in Education (September 2022) Protecting Children from Radicalisation; the Prevent Duty Safeguarding Disabled Children Revised prevent duty guidance: for England and Wales The continuum of need– Buckinghamshire safeguarding children partnership Bucks Early Years Safeguarding Guidance 	https://www.gov.uk/government/publications/working-together-to-safeguard-children--2 https://www.gov.uk/government/publications/what-to-do-if-youre-worried-a-child-is-being-abused--2 https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1101454/Keeping children safe in education 2022.pdf https://www.gov.uk/government/publications/protecting-children-from-radicalisation-the-prevent-duty https://www.gov.uk/government/publications/safeguarding-disabled-children-practice-guidance https://www.gov.uk/government/publications/prevent-duty-guidance/revised-prevent-duty-guidance-for-england-and-wales https://www.buckssafeguarding.org.uk/childrenpartnership/professionals/continuum-of-need/ https://earlyyears.buckscc.gov.uk/media/65845/220202-safeguarding-guidance.docx
Disqualification under the Childcare Act 2006	https://www.gov.uk/government/publications/disqualification-under-the-childcare-act-2006

Review and Approval

This policy was adopted on: _____

Signed by Management Committee:  _____

Print Name: Carl Sautereau

Date of Renewal: September 2024