

Leaping Frogs Day Nursery

1.2 Safeguarding children, young people and vulnerable adults.

Policy statement

Our setting 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. Our Safeguarding Policy is based on the three key commitments of the Pre-school Learning Alliance Safeguarding Children Policy.

Procedures

We carry out the following procedures to ensure we meet the three key commitments of the Alliance Safeguarding Children Policy, which incorporates responding to child protection concerns.

Key commitment 1

We are committed to building a 'culture of safety in which children are protected from abuse and harm in all areas of our service delivery.

- Our designated persons who co-ordinate child protection issues are Rebecca Davies & Victoria Oram

Our deputy designated officers are: (When Rebecca Davies and Victoria Oram are in holiday) Rachel Davies & Sam Martin

When the setting is open but the designated person is not on site, a suitable trained deputy is available at all times for staff to discuss safeguarding concerns and they have contact numbers for the designated persons if necessary.

We ensure all staff are trained to understand our safeguarding policies and procedures and that parents are made aware of them too.

The designated persons and deputies ensure they have relevant links with statutory and voluntary organisations with regard to safeguarding.

The designated persons and deputies understands LSCS safeguarding procedures, attends relevant LSCB training at least every 2 years and refreshes their knowledge of safeguarding at least annually.

- All staff have an up-to-date knowledge of safeguarding issues, are alert to potential indicators and signs and symptoms of abuse, and understand their professional duty to ensure safeguarding and child

protection concerns are reported to the local authority children's social work team or the NSPCC. They receive updates on safeguarding at least annually.

- All staff are confident to ask questions in relation to any safeguarding concerns and know not to just take things at face value but can be respectfully sceptical.
 - All staff understand the principles of early help (as defined in Working Together to Safeguard Children, 2015) and are able to identify those children and families who may be in need of early help and enable them to access it.
 - All staff understand LSCB thresholds of significant harm and understand how to access services for families, including for those families who are below the threshold for significant harm.
 - All staff understand how to escalate their concerns in the event that they feel either the local authority and/or their own organisation has not acted adequately to safeguard.
 - All staff understand what the organisation expects of them in terms of their required behaviour and conduct, and follow our policies and procedures on positive behaviour, online safety (including use of mobile phones), whistleblowing and dignity at work.
 - Children have a key person to build a relationship with, and are supported to articulate any worries, concerns or complaints that they may have in an age appropriate way.
 - All staff understand our policy on promoting positive behaviour and follow it in relation to children showing aggression towards other children.
 - Adequate and appropriate staffing resources are provided to meet the needs of children.
 - Applicants for posts within the setting are clearly informed that the positions are exempt from the Rehabilitation of Offenders Act 1974.
 - Enhanced criminal records and barred lists checks and other suitability checks are carried out for staff and volunteers prior to their post being confirmed, to ensure that no disqualified person or unsuitable person works at the setting or has access to the children.
 - Where applications are rejected based on information disclosed, applicants have the right to know and to challenge incorrect information.
 - Enhanced criminal records and barred lists checks are carried out on anyone living or working on the premises.
 - Volunteers do not work unsupervised.
 1. They must be over the age of 17 years.
 2. Be considered competent and responsible.
 3. Receive a robust induction and regular supervisory meetings.
 4. Be familiar with all the settings policies and procedures.
 5. Be fully checked for suitability if they are to have unsupervised access to the children at any time.
 - Information is recorded about staff qualifications, and the identity checks and vetting processes that have been completed including:
 - the criminal records disclosure reference number; –
Certificate of good conduct or equivalent where a
UK DBS check is not appropriate.
- the date the disclosure was obtained; and – details of
who obtained it.

- All staff and volunteers are informed that they are expected to disclose any convictions, cautions, court orders or reprimands and warnings which may affect their suitability to work with children (whether received before or during their employment with us).
- All staff and volunteers are required to notify us if anyone in their household (including family members, lodgers, partners etc.) has any relevant convictions, court orders, reprimands and warnings or has been barred from, or had registration refused or cancelled in relation to any childcare provision (see above questions), or have had orders made in relation to care of their children.
- We notify the Disclosure and Barring Service of any person who is dismissed from our employment, or resigns in circumstances that would otherwise have led to dismissal for reasons of a child protection concern.
- Procedures are in place to record the details of visitors to the setting.
- Security steps are taken to ensure that we have control over who comes into the setting so that no unauthorised person has unsupervised access to the children.
- Steps are taken to ensure children are not photographed or filmed on video for any other purpose than to record their development or their participation in events organised by us. Parents sign a consent form and have access to records holding visual images of their child.
- Any personal information is held securely and in line with data protection requirements and guidance from the ICO.
- The designated person in the setting has responsibility for ensuring that there is an adequate e-safety policy in place.
- We keep a written record of all complaints and concerns including details of how they were responded to. ■ We ensure that robust risk assessments are completed, that they are seen and signed by all relevant staff and that they are regularly reviewed and updated, in line with our health and safety policy.
- The designated officer will support the designated person to undertake their role adequately and offer advice, guidance, supervision and support.
- The designated person will inform the designated officer at the first opportunity of every significant safeguarding concern, however this should not delay any referrals being made to the children's social worker services, the LADO, Ofsted or Riddor.

Key commitment 2

We are committed to responding promptly and appropriately to all incidents, allegations or concerns of abuse that may occur and to work with statutory agencies in accordance with the procedures that are set down in 'What to do if you're worried a child is being abused' (HMG 2015) and the Care Act 2014.

Responding to suspicions of abuse

- We acknowledge that abuse of children can take different forms - physical, emotional, and sexual, as well as neglect.
- When children are suffering from physical, sexual or emotional abuse, or experiencing neglect, this may be demonstrated through:
 - significant changes in their behaviour; - deterioration in their general well-being; - their comments which may give cause for concern, or the things they say (direct or indirect - disclosure); - changes in their appearance, their behaviour, or their play; - unexplained

bruising, marks or signs of possible abuse or neglect; and – any reason to suspect neglect or abuse outside the setting.

- We are aware of the 'hidden harm' agenda concerning parents with drug and alcohol problems and consider other factors affecting parental capacity and risk, such as social exclusion, domestic violence, radicalisation, mental or physical illness and parent's learning disability.
- We are aware that children's vulnerability is potentially increased when they are privately fostered and when we know that a child is being cared for under a private fostering arrangement, we inform our local authority children's social care department.
- We are aware of other factors that affect children's vulnerability that may affect, or may have affected, children and young people using our provision, such as, abuse of children who have special educational needs and/or disabilities; fabricated or induced illness; child abuse linked to beliefs in spirit possession; sexual exploitation of children, such as through internet abuse; and Female Genital Mutilation and radicalisation or extremism.

In relation to radicalisation and extremism, We follow the prevent duty guidance for England and Wales published by the Home Office and LSBC procedures on responding to radicalisation.

The designated person completes online Channel training, online Prevent training and attends local WRAP training where available to ensure they are familiar with the local protocol and procedures for responding to concerns about radicalisation.

We are aware of the mandatory duty that applies to teachers and health workers to report cases of female genital Mutilation to the police.

- We also make ourselves aware that some children and young people are affected by gang activity, by complex, multiple or organised abuse, through forced marriage or honour based violence or may be victims of child trafficking. While this may be less likely to affect young children in our care, we may become aware of any of these factors affecting older children and young people who we may come into contact with.
- Where we believe that a child in our care or that is known to us may be affected by any of these factors we follow the procedures below for reporting child protection concerns and follow the LSCB procedures.
- Where such evidence is apparent, the child's key person makes a dated record of the details of the concern and discusses what to do with the member of staff who is acting as the 'designated person'. The information is stored on the child's personal file.
- In the event that a staff member or volunteer is unhappy with the decision made of the designated person in relation to whether to make a safeguarding referral they must follow escalation procedures.
- We refer concerns to the local authority children's social care department and co-operate fully in any subsequent investigation. NB In some cases this may mean the police or another agency identified by the Local Safeguarding Children Board.
- We take care not to influence the outcome either through the way we speak to children or by asking questions of children.
- We take account of the need to protect young people aged 16-19 as defined by the Children Act 1989. This may include students or school children on work placement, young employees or young parents. Where abuse is suspected we follow the procedure for reporting any other child protection concerns. The views of the young person will always be taken into account, but the setting may override the young person's refusal to consent to share information if it feels that it is necessary to prevent a crime from being committed or intervene where one may have been, or to prevent harm to a child or adult. Sharing confidential information without consent is done only where not sharing it could be worse than the outcome of having shared it.

- All staff are also aware that adults can also be vulnerable and know how to refer adults who are in need of community care services.

We have a whistle blowing policy in place.

- Staff and volunteers know they can contact the organisation Public Concern at Work for advice relating to whistleblowing; if they feel that the organisation has not acted adequately in relation to safeguarding they can contact the NSPCC whistleblowing helpline.

Recording suspicions of abuse and disclosures

- Where a child makes comments to a member of staff that give cause for concern (disclosure) — ■
Create a safe environment ■ Stay calm
- Takes the child to a private and safe place if possible.
- Reassure the child and stress that he/she is not to blame.
- Tell the child that you know how difficult it must have been to confide in you.
- Listen to the child and tell them that you believe them and are taking what is being said seriously.
- Tell the child what you are going to do next after the disclosure.
- Be Honest
- Do not make promises that you cannot keep.
- Explain that you are likely to have to tell other people in order to stop what is happening.
- Record on the appropriate form (child welfare and child protection concern sheet) (kept in black drawers) exactly what the child has said to you as soon as possible and include the following into the form —
- Child's name, address, date of birth. ■ Date and time of any incident
- What the child said and what you said
- Your observations e.g. child's behaviour and emotional state.
- Be clear about what the child says and what you say.
- Do not interview the child and keep questions to a minimum. (remember 'Tell me more')
- Encourage the child to use his/her own words and do not try to lead them into giving particular answers.
- Maintain confidentiality —
- Only tell those people that it is necessary to inform.
- Do not take sole responsibility —
- Immediately consult your designated safeguarding lead so that any appropriate action can be taken to protect the pupil if necessary.
- The designated safeguarding lead will consider the information and decide on next steps.
- These records are signed and dated and kept in the child's personal file, which is kept securely and confidentially.
- Recording Concerns -

- When a concern is raised by an adult in the setting, the person is responsible for making a written record of the disclosure as soon as possible after reporting it urgently to the designated safeguarding lead, or their deputy.
- Discussions should be recorded on the child welfare and CP record form, with details of the concern and any agreed action that is to be taken. The records must be signed and dated.
- Record keeping of child protection concerns — ■ The setting will :
 - Keep clear written records of all child welfare and child protection concerns using the standard recording form, with a body map where injuries need to be noted, including actions taken and outcomes as appropriate.
 - Ensure all child welfare and child protection records are kept securely, and in a locked location. The record must be signed and dated and kept securely in a file under the child name, away from the other records.
 - The designated safeguarding lead is responsible for ensuring that concerns and discussions are written up properly and acted on appropriately.
 - Ensure that all child protection records relating to a child who moves to another setting or school are passed on to the new school securely, promptly and separate from the main pupil file, with a copy being kept in this setting. Confirmation of receipt should be obtained.
 - Child welfare records below the child protection threshold but with continuing relevance to the child's wellbeing should also be transferred with parental consent.
- Information sharing — Internal process
 - Information concerning students at risk of harm will be shared with all members of staff on a 'need to know' basis. The designated safeguarding lead will make a judgement in each individual case about who needs and has a right to access particular information
- Reporting concerns —
 - The 'What to do' WSCB flowchart is in reception.
 - Where any adult in the setting has concerns about a child they should discuss these in first instance with the designated safeguarding lead, or in their absence, the deputy. In exceptional circumstances, staff members can speak directly to Children's Social Care.
 - Children's social care referrals: Multi-agency safeguarding hub (MASH) 0300 456 0108 — Out of hours 0300 456 0100
 - If you believe the child is at immediate risk of significant harm or injury, then you must call the police on 999

Escalation process

- If we feel that a referral made has not been dealt with properly or that concerns are not being addressed or responded to, we will follow the LSCB escalation process.
- We will ensure that staff are aware of how to escalate concerns.

Informing parents

- Parents are normally the first point of contact. Concerns are discussed with parents to gain their view of events, unless it is felt that this may put the child at risk, or interfere with the course of a police investigation. Advice will be sought from social care if necessary.
- Parents are informed when we make a record of concerns in their child's file and that we also make a note of any discussion we have with them regarding a concern.
- If a suspicion of abuse warrants referral to social care, parents are informed at the same time that the referral will be made, except where the guidance of the Local Safeguarding Children Board does not allow this, for example, where it is believed that the child may be placed at risk.
- This will usually be the case where the parent is the likely abuser
- If there is a possibility that advising a parent beforehand may place a child at greater risk (or interfere with a police response) the designated person should seek advice from children's social work services, about whether or not to advise parents beforehand, and should record and follow the advice given.

■ Monitoring of children subjected to a CP Plan

- Pupils who are subject of a child protection conference will have either an agreed multi-disciplinary action plan or child protection plan.
- The designated safeguarding lead will attend planning meetings and core group specified in the plan and contribute to assessments and plans.
- The setting recognises that children who are the subjects of abuse or who live in situations of domestic violence may exhibit distressed or challenging behaviour and may not be reaching their full academic potential.
- The setting will ensure that appropriate support is in place at the setting.

■ Early help —

- If a child is identified as making inadequate progress or having an unmet need. At Leaping Frogs Day Nursery, whenever possible, we will ensure that early intervention is actioned via a referral to early help, to prevent situations to escalate into larger problems. ■ Early Help Single Point of Entry: 01225 718230 ■ Therefore the setting will consider the following:
 - Undertake an assessment of the need for early help
 - Provide early help services e.g. Children's centre, family outreach worker.
 - Refer to appropriate services e.g. CAMHS etc..

■ Children with special educational needs or disabilities.

- For a variety of reasons, children with additional needs face an increased risk of abuse and neglect; therefore adults are expected to take extra care to interpret correctly apparent signs of abuse and neglect.
- Indications of abuse will be reported as for other pupils.
- The SEND service can be contacted on: 01225 757 985

■ Follow up support of vulnerable children

- We recognise that children who are abused or witness violence may find it difficult to develop a sense of self — worth. They may feel helplessness, humiliation and some sense of blame. The setting may be the only stable, secure and predictable element in the lives of children at risk. When attending the setting their

behaviour may be challenging and defiant or they may be withdrawn. The setting will endeavour to support the children through:

- Keyperson
- The content of the activities
- The setting's ethos which promotes a positive, supportive and secure environment and gives children a sense of being valued.
- Liaison with other agencies supporting the child such as children's social care, children centres, the SEND team, etc. and where appropriate initiate and/or contribute to a CAF and team around the child (TAC) meetings.
- In order to create a culture of safety in the setting, Leaping Frogs will ensure that safeguarding is a standing item on all meetings agendas.

Liaison with other agencies

- We work within the Local Safeguarding Children Board guidelines.
- The current version of 'What to do if you're worried a child is being abused' is available in reception for parents and staff and all staff are familiar with what they need to do if they have concerns.
- We have procedures for contacting the local authority regarding child protection issues, including maintaining a list of names, addresses and telephone numbers of social workers, to ensure that it is easy, in any emergency, for the setting and children's social care to work well together.
- We notify Ofsted of any incident or accident and any changes in our arrangements which may affect the well-being of children or where an allegation of abuse is made against a member of staff (whether the allegations relate to harm or abuse committed on our premises or elsewhere). Notifications to Ofsted are made as soon as is reasonably practicable, but at the latest within 14 days of the allegations being made. ■ Contact details for the local National Society for the Prevention of Cruelty to Children (NSPCC) are also kept.

Allegations against staff

- We ensure that all parents know how to complain about the behaviour or actions of staff or volunteers within the setting, or anyone working on the premises occupied by the setting, which may include an allegation of abuse.
- We respond to any inappropriate behaviour displayed by members of staff, volunteer or any other person living or working on the premises, which includes:
 - inappropriate sexual comments;
 - excessive one-to-one attention beyond the requirements of their usual role and responsibilities, or inappropriate sharing of images.
- We follow the guidance of the Local Safeguarding Children Board when responding to any complaint that a member of staff or volunteer within the setting, or anyone living or working on the premises occupied by the setting, has abused a child.
- We ensure that all staff or volunteer know how to raise concerns about a member of staff or volunteer within the setting. We respond to any concerns raised by staff and volunteers who know how to escalate their concerns if they are not satisfied with our response
- We respond to any disclosure by children or staff that abuse by a member of staff or volunteer within the setting, or anyone working on the premises occupied by the setting, may have taken, or is taking place, by first recording the details of any such alleged incident.

- We refer any such complaint immediately to the Local Authority Designated Officer (LADO) to investigate or/and offer advice.

01225 718079 Or 01225 713945

We also report any such alleged incident to Ofsted, (unless advised by LADO that this is unnecessary due to the incident not meeting the threshold), as well as what measures we have taken. We are aware that it is an offence not to do this.

- We co-operate entirely with any investigation carried out by children's social care in conjunction with the police.
- Where the management team and children's social care agree it is appropriate in the circumstances, the member of staff or volunteer will be suspended 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.

■ Allegations of abuse made against other children

- At Leaping Frogs we believe that all children have a right to attend and learn in a safe environment. Children should be free from harm by adults in the nursery and other children.
- Occasionally, allegations may be made against children by others in the nursery, which are of a safeguarding nature. Safeguarding issues raised in this way may include physical abuse, emotional abuse, sexual abuse and sexual exploitation.
- If there is a safeguarding concern the Designated Safeguarding Lead (DSL) will be informed, and will decide on the appropriate action(s) the nursery will follow, using the recording and reporting procedures outlined above.

Disciplinary action

Where a member of staff or volunteer has been dismissed due to engaging in activities that caused concern for the safeguarding of children or vulnerable adults, we will notify the Disclosure and Barring Service of relevant information, so that individuals who pose a threat to children and vulnerable groups can be identified and barred from working with these groups.

Key commitment 3

We are committed to promoting awareness of child abuse issues throughout our training and learning programmes for adults. We are also committed to empowering young children, through our early childhood curriculum, promoting their right to be strong, resilient and listened to.

Training

- Training opportunities are sought 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 (including sexual exploitation) and neglect and that they are aware of the local authority guidelines for making referrals.
- Designated persons receive appropriate training, as recommended by the local safeguarding children board, every two years and refresh their knowledge and skills annually.
- ■ We ensure that all staff know the procedures for reporting and recording any concerns they may have about the provision.

- We ensure that all staff receive updates on safeguarding via emails, newsletters, online training and/or discussions at staff meetings at least once a year.
- Safer Recruitment
- Please see separate policy.

Planning

- The layout of the rooms allows for constant supervision. No child is left alone with staff or volunteers in a one-to-one situation without being visible to others.

Curriculum

- We introduce key elements of keeping children safe into our programme to promote the personal, social and emotional development of all children, so that they may grow to be strong, resilient and listened to and so that they develop an understanding of why and how to keep safe.
- We create within the setting a culture of value and respect for individuals, having positive regard for children's heritage arising from their colour, ethnicity, languages spoken at home, cultural and social background.
- We ensure that this is carried out in a way that is developmentally appropriate for the children.

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.

Support to families

- We believe in building trusting and supportive relationships with families, staff and volunteers.
- We make clear to parents our role and responsibilities in relation to child protection, such as for the reporting of concerns, information sharing, monitoring of the child, and liaising at all times with the local children's social care team.
- We will continue to welcome the 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.
- 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.

Other specific safeguarding issues

Female genital mutilation (FGM) and Forced Marriage

There are many different types of abuse but there are some that staff may be initially less aware of. Female Genital Mutilation (FGM) and Forced Marriage fall into this category.

Professionals need to be alert to the possibility of a girl being at risk of FGM, or already having suffered FGM. There is a range of potential indicators that a child or young person may be at risk of FGM.

- Knowing that the family belongs to a community in which FGM is practised and is making preparations for the child to take a holiday, arranging vaccinations or planning absence from school;
- The child may also talk about a special procedure/ceremony that is going to take place or a special occasion to 'become a woman'.

Professionals should note that girls at risk of FGM may not yet be aware of the practice or that it may be conducted on them, so sensitivity should always be shown when approaching the subject.

Indicators that FGM may already have occurred:

- Prolonged absence from school or other activities with noticeable behaviour change on return, possibly with bladder or menstrual problems;
- Difficulty walking, sitting or standing, and look uncomfortable;
- Spend longer than normal in the bathroom or toilet
- May complain about pain between their legs, or talk of something somebody did to them that they are not allowed to talk about.

Preventing radicalisation

Keeping Children Safe in Education 2015 places a duty on schools to prevent students from being drawn into terrorism according to the Counter-Terrorism and Security Act; and for schools to cooperate with local Channel panels and the police as appropriate.

Exposure of children to extremist ideology can hinder their social development and educational attainment alongside posing a very real risk that they could support or partake in an act of violence. Radicalisation of young people can be compared to grooming for sexual exploitation. Extremism can take several forms, including Islamist extremism and far-right extremism.

It appears a decision by a young person to become involved in violent extremism:

- may begin with a search for answers to questions about identity, faith and belonging • may be driven by the desire for 'adventure' and excitement • may be driven by a desire to enhance the self-esteem of the individual • is likely to involve identification with a charismatic individual and attraction to a group which can offer identity, social network and support • is likely to be fuelled by a sense of grievance that can be triggered by personal experiences of racism or discrimination

Recognising Extremism - early indicators may include.

- Showing sympathy for extremist causes
- Glorifying violence
- Evidence of possessing illegal or extremist literature
- Advocating messages similar to illegal organisations
- Out of character changes in dress, behaviour and peer relationships (but there are also very powerful narratives, programmes and networks that young people can come across online so involvement with particular groups may not be apparent.)

Private fostering

Under certain conditions, a child might be cared for, as part of a private arrangement, by someone who is not their parent or a 'close relative'. This constitutes private fostering when the following conditions are met:

- a child is under 16 years of age — 18 if they have a disability • the arrangement is for 28 days or longer • the child's new carer does not have parental responsibility for the child and is not a close relative.

Close relatives are defined as step-parents, grandparents, brothers, sisters, uncles or aunts (whether of full blood, half blood or marriage/affinity).

By law parents and carers must notify the local authority of private fostering arrangements to safeguard and protect the child's welfare as well as ensuring the child, carer and parent are receiving appropriate support and help.

As a nursery, if we do become aware that a child or young person is being privately fostered, we will inform the carer/parent of their legal duty to notify Wiltshire Children's Social Care; we will follow this up by contacting Children's Social Care directly.

Legal framework

Primary legislation

- Children Act (1989 s47)
- Protection of Children Act (1999)
- Data Protection Act (1998)
 - The Children Act (Every Child Matters) (2004)
- Safeguarding Vulnerable Groups Act (2006)
- Childcare Act 2006

Secondary legislation

- Sexual Offences Act (2003)
- Criminal Justice and Court Services Act (2000)
- Equalities Act (2010)
- Data Protection Act (1998) Non Statutory Guidance
- Childcare (Disqualification) Regulations 2009
 - Children and Families Act 2014
 - Care Act 2014
 - Counter terrorism and security act 2015
- Serious Crime Act 2015

Further guidance

- Working Together to Safeguard Children (2015)
- What to do if you're Worried a Child is Being Abused (DfE 2015))
- Framework for the Assessment of Children in Need and their Families (DOH 2000)
- The Common Assessment Framework for Children and Young People: A Guide for Practitioners (CWDC 2010)
- Statutory guidance on making arrangements to safeguard and promote the welfare of children under section 11 of the Children Act 2004 (HMG 2007)
- Hidden Harm – Responding to the needs of children of problem drug users (ACMD, 2003)

- Revised Prevent Duty Guidance for England and Wales (HMG, 2015)
- Inspecting Safeguarding in Early years, education and skills settings (Ofsted 2016)
- Information Sharing: Guidance for Practitioners providing Safeguarding Services (DfE 2015)
- Disclosure and Barring Service: www.gov.uk/disclosure-barring-service-check
- Keeping Children Safe in Education (2015)

This policy was adopted by

Leaping Frogs Day Nursery

On

14th November 2016

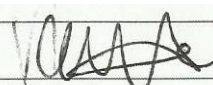
Date to be reviewed

Signed on behalf of the provider

14th November 2017

Name of signatory

Role of signatory (e.g. chair, director or owner)


Victoria Oram

Manager/owner — Designated Safeguarding Lead

Other useful Pre-school Learning Alliance publications

- Safeguarding Children (2013)
- Safeguarding through Effective Supervision (2013)