



Child Protection Policy

In accordance with the reformed EYFS 2014, The apple Tree Private Day Nursery will have regard to the Governments Statutory Guidance 'Working Together to Safeguard Children' – updated in 2015. If staff have concerns about children's safety of welfare, the setting will notify agencies with statutory responsibilities without delay. This means the local Children's Social Care services and in emergencies, the police.

The Apple Tree fully recognises that we have a responsibility for safeguarding children. This policy applies to all staff, management and volunteers working in the setting, and the families accessing the setting.

- The welfare of the children attending this setting is paramount and concerns about child abuse are taken seriously.
- Recruitment procedures ensure the suitability of staff and volunteers working with children and will follow EYFS Safeguarding and welfare requirements with regard to the Disclosure and Barring Service (DBS) checks, and references.
- Where there is a delay in obtaining the enhanced DBS check, staff **will not** have unsupervised contact with children.
- All staff are expected to disclose any convictions, cautions, court orders, reprimands and warnings which may affect their suitability to work with children whether received before or during their employment at the setting. They must also disclose any information relating to other household members (disqualification by association). Staff are given opportunities to share such information during termly supervisions with management.
- All staff are trained in the setting's safeguarding children policy and procedures within the first week of employment and will be required to attend safeguarding refresher training regularly (a minimum of every 3 years).
- All staff are made aware of possible indicators of child abuse and the procedures for recording and reporting, through staff training both internal and external.
- The staff will be made aware of the importance of recognising and reporting inappropriate behaviour displayed by other members of staff, or any other person working with the children. For example, inappropriate sexual comments: excessive one to one attention beyond the

requirements of their usual role and responsibilities: or inappropriate sharing of images (see whistle blowing policy) through staff training, both internal and external.

- Procedures are implemented for identifying, recording and reporting concerns.
- The setting provides a safe environment in which children feel valued, can learn and develop, feel secure and are encouraged to talk and be listened to.
- We work within the guidelines set out by the Greater Manchester policies and procedures and use localised guidance all of which are underpinned by the statutory document entitled 'Working Together to Safeguard Children 2015'.

Our Designated Safeguarding Leads within the setting are Kate Brearley and Emma Greuter.

- They will take lead responsibility for safeguarding and liaising with local statutory children's services.
- They will provide support, advice, and guidance to any other staff on an on-going basis, and on any specific safeguarding issues as required
- Both have accessed the 'Working Together' training as recommended by RBSCB and they update their training in accordance with Rochdale's requirements.

As a registered provider we will inform Ofsted of any allegations of serious harm or abuse by any person living, working or looking after the children at the premises (whether the allegations relate to harm or abuse committed on the premises or elsewhere).

- The setting has a clear procedure that will be implemented when an allegation has been made against a member of staff (see procedure).
- The setting will also notify Ofsted of the action taken in respect of the allegations.
- Where an allegation is upheld the setting will make a referral to the DBS, in accordance with our responsibilities under the Vulnerable Groups Act 2006.
- Where there is an indication or evidence to suggest that a member of staff failed to execute their duty to safeguard a child/(ren) at the setting or elsewhere he/she will be subjected to the settings safeguarding and/or disciplinary procedure.
- This policy will be implemented in conjunction with the child protection procedure.
- Safeguarding children (child protection) concerns will be confidential and shared only on a need to know basis.

For advice and concerns regarding safeguarding children please refer to our 'Important Safeguarding Contacts' list.