



Child Protection and Safeguarding Policy

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This policy has been developed in accordance with the principles established by the Children Act 1989 and Children Act 2004: in line with the following Government, Department for Children, Schools and Families (PCSF) publications.....: What to do if you are worried a child is being abused, Working Together to Safeguard children 2023, Safeguarding Children and Safer Recruitment in Education, Information sharing Practitioners' guide, and with full reference to the: Plymouth Safeguarding Children Partnership Procedures & Plymouth Practitioners guide to the Early Help Assessment tool.

Our safeguarding statement:

We are committed to supporting and enabling all children to achieve their full potential; therefore, in line with the Every Child Matters 'outcomes for children' we will aim to make it possible for all those in our care to:

stay safe

be healthy

enjoy and achieve

make a positive contribution; and

achieve economic well-being.

As an Ofsted registered provider, and as practitioners, we have both shared and individual responsibilities under a duty of care to ensure that we safeguard and promote the welfare of all children and protect them from significant harm. We ensure, therefore, that the welfare of each and every child in our care remains our paramount concern at all times.

Our ten safeguarding commitments:

We will endeavour to promote the well-being of all children, taking every reasonable step to minimise the risk of harm by working together with them and their families, and in partnership with other agencies, to provide a holistic and shared approach to safeguarding.

We shall ensure our care takes consideration of children's cultural, religious, ethnic and racial origin, respecting the diverse characteristics of neighbourhoods, families and individuals; whilst recognising that parents have the primary responsibility to protect and promote the welfare of

the children within their own family. Wherever possible, we will work with parents to assist in these responsibilities.

We will take our responsibilities seriously and will play a full and active role in the protection of children; raising the awareness of all our practitioners and highlighting their own individual responsibilities in relation to safeguarding, identifying and reporting concerns. We believe that safeguarding is everybody's responsibility.

We will monitor the well-being of all children, with particular regard to those who are vulnerable, such as those with Child Protection or Child in Need Plans, looked-after children, those with additional needs or who have English as an additional language.

We will encourage effective information sharing protocols to ensure the early identification of children who are at potential risk of significant harm; maintaining confidential, accurate and factual records of any concerns, allegations or disclosures, together with the actions taken in response to these.

We will have a Designated Person for Safeguarding (DPS) responsible for managing all safeguarding and child protection issues and concerns and for ensuring all practitioners receive regular, appropriate and up-to-date levels of training.

We will provide a caring, positive, safe and stimulating environment in which children learn and develop, feel secure, valued and respected, giving them the confidence to talk to and share information with familiar adults.

We will employ safer recruitment practices and carry out appropriate checks to ensure the suitability of practitioners working with or having access to children.

We will take all allegations made against any practitioner seriously, and will follow agreed and identified procedures in accordance with Children's Social Care (CSC), and in consultation with the Local Authority Designated Officer (LADO).

We will work within the South West Child Protection Procedures, in line with the Government guidance, 'What to do if you are worried a child is being abused'; ensuring regular reviews and up-dating of information, which will be shared with both practitioners and families.

Everyday safeguarding practice:

Safeguarding is part of our everyday practice and is integral to the service we offer as we seek to promote the well-being of children, and aim to provide a safe and secure environment where they are protected from harm.

These everyday safeguarding practices include:

- Conducting daily safety checks of the environment and equipment
- Ensuring secure drop-off and collection procedures

- Adhering to safer sleeping practices
- Maintaining appropriate staff-to-child ratios at all times
- Conducting regular risk assessments and responding to incidents
- Ensuring that all children are accounted for throughout the day
- Recording and reporting any accidents or injuries promptly
- Monitoring children's physical and emotional well-being continuously
- Promoting healthy relationships and positive behaviour strategies
- Using consistent routines to provide a sense of security and predictability

Training and Professional Development

All staff receive safeguarding training during induction and regular updates thereafter. We ensure that the Designated Safeguarding Lead (DSL) and Deputy DSL(s) undertake advanced training every two years. We also participate in multi-agency training where appropriate and provide opportunities for staff to reflect on safeguarding practices in supervision sessions.

Responding to Concerns

Concerns about a child's welfare are always taken seriously. Practitioners must report any concerns immediately to the DSL or Deputy DSL. The DSL will assess the information and decide on the appropriate action, which may include discussing the concerns with parents or referring to the Multi-Agency Safeguarding Hub (MASH). All disclosures, observations, and conversations must be recorded factually, signed and dated.

Confidentiality and Information Sharing

Safeguarding records are kept securely and only shared with individuals who need the information to protect the child. We follow statutory guidance regarding information sharing and always act in the best interests of the child. Parents are informed of concerns unless doing so would put the child at further risk.

Policy Monitoring and Review

This policy is reviewed at least annually, or sooner if required due to changes in legislation, guidance, or local procedures. Feedback from staff, parents, and safeguarding partners is used to inform future updates.

Signed: Mandy Coath June 2025

Review Date: June 2026