

## CHILD PROTECTON POLICY

### RATIONALE

***“All staff have a key role in creating a physically and emotionally safe environment and in recognising and monitoring suspected or actual abuse. The role of staff includes the welfare and care of the children within their setting as well as the promotion of personal safety. It is therefore essential that all staff are aware of the procedures to follow and children should never be allowed to face unacceptable risks.”***

AIMS	PROCEDURES	ARRANGEMENTS FOR MONITORING AND REVIEW
<p>To safeguard the children in our care from known or potential offenders.</p> <p>To ensure staff are appropriately and adequately trained.</p>	<ul style="list-style-type: none"> <li>• Complete appropriate recruitment procedures for staff and volunteers.</li> <li>• Identify all adults to be in regular contact with the children.</li> <li>• Complete Enhanced Disclosure checks for all identified adults.</li> <li>• Consider the frequency with which adults have contact with the children.</li> <li>• Ensure that we plan staff development opportunities to increase levels of knowledge.</li> <li>• Seek training opportunities to update knowledge and skills.</li> <li>• Keep up to date with current legislation and publications.</li> <li>• Work to national and local standards where appropriate.</li> </ul>	<ul style="list-style-type: none"> <li>• Roles and responsibilities are known and annually revisited.</li> <li>• Records of Disclosure details are maintained.</li> <li>• Training plans maintained.</li> <li>• Training is evaluated.</li> </ul>
<p>To maintain a safe environment which promotes trust and respect in children and adults.</p>	<ul style="list-style-type: none"> <li>• Ensure that policies are in place and shared with all.</li> <li>• Staff and parents resource a curriculum which reinforces the rights of the child and promotes personal safety awareness.</li> <li>• Promote the use of the Behaviour Policy of the setting.</li> <li>• Support children in understanding the concepts of trust and respect.</li> </ul>	<ul style="list-style-type: none"> <li>• Policies are reviewed regularly.</li> <li>• Audit of resources.</li> <li>• Planning and evaluation.</li> </ul>

<p>To respond appropriately to suspected abuse.</p>	<ul style="list-style-type: none"> <li>• Identify a designated Child Protection Staff contact.</li> <li>• Ensure that information, concerns, anxieties etc are shared and discussed regularly with the appropriate people.</li> <li>• Observe, monitor and record any significant changes in children's behaviour, physical condition or appearance.</li> <li>• Set up a specific and confidential record with concerns noted and dated.</li> <li>• Be aware of how to respond to a child's disclosure, either direct or indirect. (Contact the Social Work Department if satisfactory explanations for observed changes have not been provided by the child's main carer).</li> </ul>	<ul style="list-style-type: none"> <li>• CP staff contact is known.</li> <li>• Monitor procedural arrangements.</li> <li>• Monitor communication.</li> </ul>
<p>To prevent false allegations of abuse.</p>	<ul style="list-style-type: none"> <li>• Avoid being alone with a child but where this is unavoidable ensure others are within earshot / sight.</li> <li>• Have clear policies and procedures for dealing with very physical behaviour or where physical contact may be required. Discuss before use.</li> <li>• Encourage independence in all areas especially personal hygiene.</li> </ul>	<ul style="list-style-type: none"> <li>• Review policies and procedures.</li> </ul>

Reviewed and agreed by the staff team:

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