

## Child Protection

### 1. Purpose

1.1 The aim of this document is to outline Child Protection at Ashfield Plaza Day Nursery.

### 2. Scope

2.1 This policy applies to all staff and parents/Carers at Ashfield Plaza Day Nursery.

### 3. Policy Principals

3.1 Ashfield Plaza Day Nursery is committed to working with parents/carers in an open, honest, and trusting way, and we strive to support families at an early stage before any difficulties being experienced reach crisis level.

3.2 We also recognise that nursery staff may be the first adults to become aware that there are child protection concerns regarding a child in their care.

3.3 Ashfield Plaza Day Nursery have a duty to protect children through the following legislation:

- Children's Act 1989
- Statutory Framework 2008
- Protection of Children Act 1999
- Local Safeguarding Children Board (April 2006)
- Department of Health Guidelines 2003
- Human Rights Act
- UN Rights
- Ofsted

3.4 If any safe guarding issues arise in connection with children or staff it will be taken seriously, an investigation will be carried out and the findings will be reported to the necessary authorities.

- Ofsted: 0845 6404040
- LADO: 0115 9773225
- Social Services: 01623 433433
- Local Police: 01623 420999

3.5 The protection of the child is paramount, and in every case the needs of the child will be our first consideration.

3.6 Nursery staff will have supervision sessions with their line manager where training needs will be discussed on a regular basis. Child Protection training will be reviewed annually with all childcare staff as part of the appraisal process.

3.7 All learners/students and volunteers will be given written and verbal information on child protection procedures in the form of information issued by their local authority, company policy and procedures and The Department of Health guidance on "what to do if you are worried a child is being abused"

- 3.8 We acknowledge that the child’s parents/carers provide ongoing care for the child, and we will always work in partnership for the benefit of the child. Any concerns about a child will be discussed with the parent/carer. We are aware that these discussions will be of a sensitive nature, and will therefore be treated sensitively and in confidence.
- 3.9 The nursery will have Named Designated Persons who will be responsible for the overseeing of any child protection cases.
- 3.10 If an allegation is made against any Ashfield Plaza Day Nursery employee or student volunteer, a childcare manager must be informed before starting the Company’s Corrective and Disciplinary Procedures. The company will fully co-operate with all outside agencies, making sure our investigations do not compromise theirs.

**4. Organisation and Allocation of Responsibilities**

- 4.1 It is the responsibility of all staff to follow the necessary legislation and report all child protection concerns.

**Limitations of this Policy**

This policy cannot anticipate all eventualities therefore, professional judgement should be used to identify the appropriate course of action needed to protect those who are vulnerable and/or at risk. This judgement should derive from multi-disciplinary team discussion rather than any one individual where possible.

**Document management**

Review cycle:	
Next review due:	
Policy owner	
Approving body:	Board of Trustees