



## **Safeguarding**

Including: Types of Abuse, Prevent Duty, British Values, Domestic abuse, honour-based violence and forced marriage and modern slavery and human trafficking.

This policy is to be used alongside Staffordshire's Local Authority Safeguarding Partnership

For the purpose of this policy and procedure we refer to names used in 'Working Together to Safeguard Children July 2018', such as Children's Social Care team.

Contact numbers for relevant agencies to support with or refer safeguarding concerns Local Safeguarding Children Partnership:

Local authority Children's Social Care team: 0300 111 8007

Local Authority Designated Officer (LADO): 0800 1313 126

Local Authority Referral Team: 0300 111 8007

Local Authority Out of Hours Team: 0800 1313 126

NSPCC: 0808 800 5000

Local Early Help Services: 0300 111 8007

Ofsted: 0300 123 1231

Emergency police: 999 Non-emergency police: 101

Government helpline for extremism: concerns 020 7340 7264

Child exploitation and Online protection command (CEOP ) <https://www.ceop.police.uk/safety-centre/>

## **SAFEGUARDING CHILDREN IS EVERYONE'S BUSINESS**

Coton Green Church Preschool is committed to ensuring that the safeguarding documents, policies and procedure are continually reviewed and updated. The following applies to all staff and anyone working on behalf of the company. This also applies to those who come into contact with children and families in their everyday work. Everyone has a responsibility to safeguard and promote the welfare of children and adhere to this policy.

Safeguarding and promoting the welfare of children, for the sake of this policy, is defined as:

- Protecting children from maltreatment
- Preventing the impairment of children's health or development
- Ensuring that children are growing up in circumstances consistent with the provision of safe and effective care
- Taking action to enable all children to have the best outcomes (Definition taken from the HM Government document: Working Together to Safeguard Children 2018)

As stated in the Early Years Foundation Stage, the preschool must take necessary steps to safeguard and promote the welfare of children and ensure that all staff receive training on how to implement the preschool's Safeguarding Policy.

In order to meet this requirement this policy has been put into place to ensure children's well-being is paramount at all times. All members of staff will be issued with a copy of this policy during their induction period, where training on safeguarding and child protection will also be given. Should anyone believe that this policy is not being upheld, it is their duty to bring the matter to the attention of the registered person at the earliest opportunity. Please refer to the Whistleblowing Policy for further guidance.

The preschool endeavours to create and maintain the safest possible environment for children in which to be cared for and educated. It is never acceptable for a child to experience abuse of any kind, and staff are to recognise their responsibility to safeguard the welfare of all children by a commitment to practise, which protects them. The setting will work with children, parents, external agencies and the community to ensure the welfare and safety of children and to give them the very best start in life. Children have the right to be treated with respect and to be safe from any abuse in whatever form.

Due to the nature of care in early years, staff will often be the first people to sense that there is a problem and may also be the first people with whom children confide in about abuse. Staff are made aware that abuse does occur in our society. The preschool has a duty to the children, parents and staff to act quickly and responsibly in any situation that may be brought to attention.

The preschools duty to safeguard children is outlined to families in the Registration Form when joining the setting. All staff will work as part of a multi-agency team where needed in the best interests of the child.

The setting aims to:

- Ensure that children are never placed at risk while in the care of the preschool – there will be adequate staffing to meet the needs of the children
- All staff and volunteers are recruited and vetted appropriately following our Safer Recruitment Policy and procedure
- Maintain confidentiality at all times, with information only being shared on a 'need to know' basis

- Ensure that all staff are alert to the signs of abuse and behaviours, understand what is meant by child protection and are aware of the different ways in which children can be harmed, including by other children, as defined in 'Inspecting Safeguarding in Early Years, Skills and Education' (2019) e.g. bullying or discriminatory behaviour and are adhering to the Behaviour Management Policy and policies relating to child protection
- Ensure that all staff receive regular training to ensure that they are familiar of, and updated regularly with, child protection issues and procedures
- Provide staff with regular opportunities to share any concerns about children in their care through supervision meetings and having an open- door policy for staff to declare changes that may affect their suitability to care for children. This is inclusive of any changes to their health, medication or changes in home life such as child protection of their own children
- Make parents fully aware of child protection policies and procedures when they register with the preschool and keep them informed of all updates when they occur
- Ensure any visitors into the setting read and follow the visitor rules set out on the visitors document
- Keep the child at the centre of all practice
- Regularly review and update this policy with staff and parents where appropriate
- Take all safeguarding concerns seriously and encourage any concerns are raised with the setting to ensure that these are dealt with appropriately
- Ensure staff are adhering to the Social Networking Policy.

Children will be supported by offering reassurance, comfort and sensitive interactions. In addition to this, activities will be devised according to individual circumstances to enable children to develop confidence within their peer group. Please refer to the Safe Use of Mobile Phones and Electronic Watches and our Online Safety Policy for safe use of online/electrical devices within the preschool.

### **Designated Safeguarding Lead (DSL)**

The preschool and centre as a whole has designated staff members to oversee any safeguarding issues that may arise within the setting. These individuals are known as Designated Safeguarding Leads (DSL). The DSL is assisted by another named individual within the centre– both who have a thorough knowledge and understanding of safeguarding children and have undertaken the relevant local authority approved training for safeguarding, specifically designed to enable them to fulfil their role and support children, parents and other members of staff.

Throughout all operational hours, a named and qualified DSL will be on the premises to manage any concerns that may arise relating to staff or children. The details for these named persons can be found displayed around the setting and preschool and accessible to all staff members, visitors and parents.

The nominated Designated Safeguarding Lead (DSL) will have a detailed job description for this role, outlining the duties and expectations of this position. The role of the Designated Safeguarding Lead must ensure:

- The local authority information is kept up to date and is available alongside this policy
- They are fully up to date with the latest and most current Safeguarding Policy
- They take appropriate and timely actions in regards to any safeguarding concerns brought to their attention
- They are available to provide advice, support and guidance on an ongoing basis to staff relating to any concerns raised about the children in your care
- You are proactive in recognising children that may need Early Help or are at risk of abuse

- You support staff in signposting families to the most appropriate support
- You liaise with the local authority Children's Social Care team and other agencies with regard to child protection concerns
- You meet the requirements of the EYFS safeguarding standards and the Working Together to Safeguard Children document (2018)
- You are fully aware of legislation and safeguarding practices and keep up to date with any changes
- You monitor accidents, incidents and existing injuries, reviewing accuracy of how these are completed and ensure all policies are adhered too, any patterns are followed up and correctly documented
- You attend meetings with the Key Person
- You attend case conferences and any external safeguarding meetings, as requested by external agencies.

### **Working with families as partners**

One of the key features of The Children Act 1989 is the strengthening of the partnership between the childcare setting and parents. We believe in building trusting and supportive relationships in practice with families, staff, students and volunteers. Parents are made aware of the preschool's role and responsibilities in relation to safeguarding, such as reporting concerns, providing information, monitoring of the child and liaising at all times with the local authority Children's Social Care team.

Parents will be regarded as partners in decisions regarding the care of their child(ren) and are normally the first point of contact, unless the circumstances are extreme, such as for the immediate protection of the child from harm or danger. In this instance, action would be taken without the knowledge of the parents.

If a suspicion of abuse is recorded, parents are informed at the same time as the report is made, except where the guidance of the local authority Children's Social Care team does not allow this. This will usually be the case where a parent or family member is the likely abuser, or where a child may be endangered by this disclosure. In these cases, the investigating officers will inform parents.

Parents and families will be treated with respect and in a non-judgmental manner while any external investigations are carried out in the best interests of the child. The preschool will continue to welcome the child and their family into the setting while investigations are being made in relation to any alleged abuse.

When a child and/or family would benefit from support but do not meet the threshold for the local authority Social Care team, a discussion will take place with the family around Early Help services.

### **Confidentiality**

The preschool has a responsibility to share any information regarding safeguarding with other childcare professionals, as enforced within 'Working Together to Safeguard Children' (2018). All information will be kept confidential and shared with only those who need to know. The setting has due regard to data protection principles (Data Protection Act 2018 and General Data Protection Regulations (GDPR)). These do not prohibit sharing of information in regard to protection concerns about a child; however, staff will follow specific guidance to ensure that any information shared is necessary and in the best interests of the child.

All staff, students and volunteers have a duty to ensure that no information relating to children is discussed out of work, this would be subject to a disciplinary matter, and all staff sign a 'Confidentiality agreement' upon induction of their role here at Coton Green Church Preschool.

Areas of concern will be discussed with the parents if appropriate, following advice from the local authority Children's Social Care team. Any confidential records kept on a child will be shared with the child's parents or those who have parental responsibility for the child, only if appropriate under further guidance from the local authority Children's Social Care team. All suspicions, enquiries and external investigations are kept confidential.

The care and safety of the child is kept paramount at all times while supporting and working with the child's family. Please refer to the Confidentiality and Data Protection Policy for further guidance.

### **Safeguarding Children Procedure**

The following procedures are an outline of what is required when concerns are raised. Providers and their employees must always follow guidance from their local authority Children's Social Care team. Local authority information enclosed.

### **Reporting procedures**

All staff and anyone who observes abuse or is suspicious of abusive activity has a duty to report their concerns. All concerns raised will be discussed with the Designated Safeguarding Lead (DSL) at the earliest convenience.

- Staff must report their concerns to the DSL (please refer to your responsibility roles poster). In the absence of the DSL, please report to the Deputy DSL.
- Any concerns must be documented on the appropriate safeguarding documents/or local authority paperwork. These will be stored securely.
- Any child that arrives in the setting with an existing injury, such as marks/bruising/ cuts/broken bones that occurred outside of the preschool, must have an Existing Injury Form completed and signed by the parent. Parents/carers must provide an explanation of how the injury happened. Any concerns raised from this must be reported. Staff must show professional courtesy around explanations given for such injuries.
- If appropriate, any concerns/ or incidents will be discussed with the parent/carer and these discussions will be recorded for future reference if needed. Parents will have access to these documents upon written request to the Manager and this will be in line with GDPR and data protection guidelines.
- Any injuries/incidents reported will be reviewed by the DSL and following a review this must be reported to local authority Children's Social Care team, the following procedure must be followed. The Designated Lead will:
  - Ensure all paperwork is complete and information is ready to share with local authority Children's Social Care team.
  - Make contact with the local authority Children's Social Care team to seek advice on their concerns. All contact must be documented following any conversations to ensure all evidence is in place should this be needed at a later
  - Speak to the parents/carer (unless advised not to by local authority Children's Social Care team)
  - The DSL will follow up any contact made to local authority Children's Social Care team, if no contact has been made within the timeframe set out in Working Together to Safeguarding Children (2018). The setting should not assume action has been taken
  - Review all existing injuries for patterns and concerns that may need to be reported to local authority Children's Social Care team.

Everyone has a responsibility to keep children safe, should a staff member feel unable to report a concern to the DSL, Deputy DSL they have a duty to make contact with the local authority Children's Social Care team, in the first instance the police or NSPCC to report their concerns. All contact numbers can be found displayed around the centre.

## **Documenting concerns and allegations**

A written statement **MUST** be obtained by the concerned party. This statement must include a description of the allegation including dates and times and must also be signed by the concerned party with their name, position and date the statement is being made.

- Verbal complaints should be backed up in writing by the complainant if appropriate; some may require immediate action thereby not allowing time for this to happen.
- It is important to identify who made the complaint, and whether it was received first-hand or if it is a concern that is being passed on from somebody else. Some complaints may be made directly to the local authority Children's Social Care team, the police or Ofsted. In which case the agency concerned will contact the setting directly.
- The full name, age and date of birth of the child will be recorded. The address recorded should be the address at which the child lives with the main carer. All of this information should be sought from the child's Registration Form.
- If there are two or more alleged incidents, records should be as specific as possible about the dates that they are alleged to have occurred.
- Following documenting the information received, the local authority Children's Social Care team should be contacted in order to provide instruction on the next steps of the investigation.
- If the preschool is permitted to find evidence, all evidence should be gathered as appropriate
- Any actions that are advised to be taken will be made note of, along with the dates and times at which they were implemented. Any decisions made will be recorded, along with the reason that decision was made.
- It is recommended that logs of all verbal/telephone/email conversations are kept. (Date, time and the name of the person who has been spoken to).

## **Responding to a Disclosure from a Child**

The following is in response to disclosures made by a child, including spontaneous disclosures, as a child may openly talk to a member of staff during an activity about abuse they may have experienced.

The staff member must ensure the following:

1. They give the child their full attention.
2. Their body language is open and encouraging.
3. Show compassion, reassure the child and listen without interrupting if the child wishes to talk. Listen to what the child says. Be comforting and sympathetic. Ensure that the child feels as little responsibility as possible.
4. Recognise their body language and respond appropriately.
5. It is particularly important not to make any suggestions to the child regarding how the incident may have happened; therefore, staff will not question the child except to clarify what he/she is saying.
6. Write down exactly what the child says or what actions concern them, and what has been said in response. This must be signed and dated at the time of the record being made.
7. Reassure the child they have done the right thing in talking to you.

8. Assumptions will not be made about whom the allegation might concern. If a member of staff may be involved, appropriate steps must be taken to ensure the safety of the child and other children (please refer to Allegations of Abuse Against Adults Working or Volunteering with Children procedure).
9. If the allegation involves another child appropriate steps must be made to ensure the safety of all the children involved. Advice from your local authority Children's Social Care team must be sought.
10. Inform the DSL, or in their absence the Deputy DSL, of the concerns and that person will contact without delay the local authority Children's Social Care team or the Emergency Duty team if out of office hours.
11. Contact the local authority Children's Social Care team for further advice and guidance. Contact details are within this policy and displayed around the setting.
12. Once a child is referred to the local authority Children's Social Care team, they will assess the child's needs, and the setting will support the process throughout.
13. Follow local authority Children's Social Care team guidance on informing parents.
14. Follow local authority guidance with Early Help that may have to be put into place.
15. If there are still concerns after this procedure has been adhered to, the preschool may escalate their concerns either through the Whistleblowing Policy or in line with Working Together to Safeguard Children 2018.

#### **Allegations of abuse against adults working or volunteering with children**

If an allegation is made against a member of staff, the local authority Children's Social Care team guidance will be followed without delay. Contact details for the local authority can be found at the start of this section. Other documents will be used for reference and guidance purposes such as – HM Government guidance in Working Together to Safeguard Children 2018.

The preschool will respond to any allegations of abuse disclosed by children, their parents, visitors or colleagues against a member of staff. The Children Act 2004 places a duty on local authorities to investigate such matters. As such, staff will follow procedures set out in the guidance provided by the local authority Children's Social Care team and will follow their advice and guidance on any action necessary.

The LADO, Ofsted and the local authority Children's Social Care team will then be informed immediately in order for this to be investigated by the appropriate bodies promptly. This procedure will need to be followed when the concern relates to the actions or behaviour of an adult working with children. The concerns may be around their actions within the provision or elsewhere. Wherever the concern is, staff must act without delay.

The following procedure will be followed using your Local Safeguarding Partnership website information

1. Concerns will be reported to the DSL on duty. If this person is the subject of the allegation then this should be reported to the Manager instead.
2. The DSL or Manager will write down exactly what was said to them including the date and time and the name of the person who brought the concerns to their attention on a Safeguarding Children Record (or the local authority Children's Social Care team's appropriate document, if applicable.) It

may be a child has said something, it may be a parent, or a member of the staff team who has seen or heard something that suggests someone in the setting may be abusing a child.

3. The local authority Children's Social Care team Designated Officer (LADO) must be contacted within 24 hours. Advice must be sought from the local authority Children's Social Care team Designated Officer on what to do next before any further action is taken. The preschool must not take any steps in order to investigate the allegation themselves, unless instructed to by the local authority Children's Social Care team Designated Officer or in an emergency situation 999 under guidance from the police.

4. Following the notification to the local authority Children's Social Care team Designated Officer/ LADO, Ofsted must be contacted and informed of the details of the allegation, along with what action and timescales have been agreed with the local authority. a) Please refer to timescales and requirements guidance outlined within the Early Years Compliance Handbook 2019.

5. Management may need to suspend the person in order to safeguard everyone involved in the allegation. Suspension is not automatic; guidance from the local authority Children's Social Care team Designated Officer will confirm this action. Ofsted must be kept up to date with the process and details of the allegation.

6. If a decision is made to suspend, it must be done so without prejudice. The person who an allegation has been made against will need to be informed that some information has been drawn to their attention which may affect their suitability. The nature of the allegation MUST not, at this point, be disclosed including who the allegation was made by.

7. Management may need to inform the parent of the child of the allegation, if they do not already know, following guidance from the local authority Children's Social Care team.

8. Confidentiality must be maintained for all parties concerned – please refer to the Confidentiality and Data Protection Policy for more information.

9. The preschool will be required to cooperate with the local authority Children's Social Care team throughout the investigation process and may be asked to attend a meeting to discuss the concerns.

10. Staff must be prepared to cooperate with the police (if involved), Ofsted and any other agencies.

11. If the allegation is founded, disciplinary procedures may take place and may result in termination of their employment. Ofsted will be notified immediately of this decision along with notifying the Disclosure and Barring Service of such decision as per EYFS Statutory Framework 2017 requirements. -The preschool retains the right to dismiss any member of staff in connection with founded allegations following an inquiry.

12. If it is unfounded or inconclusive, then the local authority Children's Social Care team will offer advice and support on the next steps to be taken. The Manager must ensure a work plan is put into place following the return to work from an unfounded allegation. This may include regular supervisions, coaching and mentoring from a designated member of the team, to ensure the member of staff is fully supported in the role.

Following the allegation outcome and the local authority Children's Social Care team/LADO being satisfied with the actions taken – the reporting individual either the DSL, Manager or provider must ensure that they update Ofsted with final outcomes/processes. Staff should be made aware that if they have concerns about the registered person, the manager or a trustee's, they must be prepared to share their concerns with Ofsted, the police and the local authority Children's Social Care team.



Questions about the suitability of a staff member to work with children should not be limited to situations in which there is positive evidence of abuse. Other pointers include failure to respond appropriately to the needs of children, neglecting some children in favour of others and failure to respect the wishes of parents.

The preschool will make it clear within the recruitment process the standards of care expected from staff and the result of failure to meet these standards. Where an allegation of abuse leads to the suspension of a staff member, or where any disciplinary action is required, the setting must ensure current employment law are not breached. However, if advice is sought, the safeguarding of children must remain paramount and be emphasised. Unfounded allegations will result in all rights being reinstated. The Management team will work with the affected individual to ensure their re-instatement is handled sensitively and appropriately. Each situation is different and will be handled consulting with the staff member.

Founded allegations will be passed on to the relevant organisations (police). Ofsted will be notified immediately of this decision. The setting is also required to notify the Disclosure and Barring Service (DBS) to ensure their records are updated. Counselling will be available for any member of the nursery who is affected by an allegation.

### **Record-keeping**

This forms guidance on recording suspicions of abuse and disclosures.

Every Key Person has the responsibility of maintaining individual records on their Key Children. This also involves keeping detailed records on any concerns or issues that may arise about the children in their care. These records will be factual, with the date, time and details of where the event/incident happened and any action that may have been taken. Existing Injury records will be completed and stored securely, signed by parents. All safeguarding records will be kept until the person reaches normal retirement age or for 21 years and three months, if that is longer. This will ensure accurate information is available for reference and future DBS checks and avoids any unnecessary reinvestigation. Any confidential records that are kept on a child are shared with parents who have parental responsibility for the child. Parents will have access to these records on request in line with GDPR and data protection guidelines. The setting will keep appropriate records to support early identifications of children's needs and the families that would benefit from the support. Factual records are maintained in a chronological order with parental discussion. Records are to be reviewed regularly by the DSL to ensure a holistic approach is identified when supporting the child's needs. When staff make an objective record (supported by the manager or DSL) of any observation affecting the child's well-being this must include:

- Child's name
- Child's address
- Age of the child and date of birth
- Date, time and location of the observation
- Exact words spoken by the child (word for word) including non-verbal communication
- Exact position and type of injuries or marks seen
- Exact observation of an incident including any other witnesses
- Name of the person to whom the concern was reported, with date and time, and the names of any other person present at the time#
- Any discussion held with the parent(s) (where deemed appropriate).

This information should be recorded on a Safeguarding Children Record or local authority documents. All records should be signed by the person reporting the concerns and the DSL/ Manager, dated and kept in a separate confidential file within the office.

The DSL/ Manager must contact the local authority Children's Social Care team without delay where there has been a concern raised regarding a child's well-being, and their advice must be followed in order to protect the child. All concerns must be logged accurately – these must be signed by the person completing the documents and the DSL.

Promises must not be made to any child when a disclosure has been revealed, it is vital that a child is able to talk openly when disclosing any information relating to abuse they may have been subjected too. It is not the setting's responsibility to investigate – it is the role of the statutory services to complete this.

### **Keeping children safe**

The preschool aims to encourage awareness of safety amongst all children. Local and national policies and campaigns will be followed to educate children about protecting their own well-being. Throughout day-to-day practices, children will be encouraged to, for example, learn about assessing risks, safety when using technologies and discussing issues in the wider world. All activities and discussions will be appropriate to age and development level, but will be designed to help children raise their own awareness of what is acceptable behaviour by themselves and others.

As part of requirements under the EYFS Statutory Framework and guidance documents, we are required to monitor children's attendance please refer to Daily Attendance and Monitoring Absence procedure for further guidance.

There may be on occasions where a child/family would benefit from support but they do not meet the threshold of the Local Authority Social Care Team, discussions will take place with the family to sign post them to Early Help services. The preschool will work in partnership with the parents/carers to identify these services that will benefit the child/family in supporting their needs.

### **Reviewing of safeguarding policies**

The setting will work in continuous partnership with their local authority's safeguarding arrangement.

## **Types of Abuse and Abuse Indicators**

Abuse and neglect are forms of maltreatment of a child. Somebody may abuse or neglect a child by harming them, or by failing to act to prevent harm. Children may be abused within a family, institution or community setting by those known to them or more rarely a stranger. This could be an adult or adults or another child or children. Staff can seek further advice and refer to Working to Safeguard Children 2018 and What To Do If You are Worried About a Child Being Abused 2015.

The signs and indicators listed below may not necessarily indicate that a child has been abused, but will help to recognise that something may be wrong, especially if a child shows a number of these symptoms or any of them to a marked degree. If in any doubt you must contact your local authority Children's Social Care team to seek further guidance. If a staff member suspects any form of abuse, they must refer to the local authority Safeguarding Policy for further guidance.

Indicators of child abuse:

- Failing to thrive and meet their expected developmental milestones
- Show fearful or withdrawn behaviour
- Having unexplained injuries on a child or receiving conflicting reports from parents/carers or staff • Having repeated injuries
- Not addressing illnesses or injuries
- Showing significant changes to their usual behaviour patterns.

Emotional States

- Fearful
- Withdrawn
- Low self-esteem

Behaviour:

- Aggressive
- Indiscriminate contact or affection seeking
- Over-friendliness to strangers, including healthcare professionals
- Excessive clinginess, persistently resorting to gaining attention
- Demonstrating excessively 'good' behaviour to prevent parental or carer disapproval
- Failing to seek or accept appropriate comfort or affection from an appropriate person when significantly distressed
- Coercive controlling behaviour towards parents and carers
- Lack of ability to understand and recognise emotions
- Very young children showing excessive comforting behaviours when witnessing parental or carer distress.

## **Physical abuse**

Action needs to be taken if staff have reason to believe that there has been a physical injury to a child, which may involve hitting, shaking, throwing, poisoning, burning or scalding, drowning or suffocation where there is definite knowledge, or reasonable suspicion, that the injury was inflicted or knowingly not prevented.

These symptoms may include bruising or injuries in an area that is not usual for a child, e.g. fleshy parts of the arms and legs, back, wrists, ankles, trunk and face, or explanations given not corresponding with the injuries sustained. These are not usual childhood injuries and should always be logged and discussed with the DSL and/or Manager.

## **Emotional abuse**

Working Together to Safeguard Children defines emotional abuse as the persistent emotional maltreatment of a child, such as to cause severe and persistent adverse effects on the child's emotional development. It may involve conveying to a child that they are worthless or unloved, inadequate, or valued only insofar as they meet the needs of another person. It may include not giving the child opportunities to express their views, deliberately silencing them or 'making fun' of what they say or how they communicate. It may feature age or developmentally inappropriate

expectations being imposed on children. These may include interactions that are beyond a child's developmental capability, as well as overprotection and limitation of exploration and learning, or preventing the child participating in normal social interaction. It may involve seeing or hearing the ill-treatment of another. It may involve serious bullying (including cyber bullying), causing children frequently to feel frightened or in danger, or the exploitation or corruption of children. Some level of emotional abuse is involved in all types of maltreatment of a child, though it may occur alone.

Signs that children are being emotionally abused may include shying away from an adult who is abusing them; becoming withdrawn, aggressive or clingy in order to receive their love and attention; not having a close bond with their parent/carer; seem unconfident or anxious, or being aggressive towards others. Action should be taken under this heading if the staff member has reason to believe that there is a severe, adverse effect on the behaviour and emotional development of a child, caused by persistent or severe ill treatment or rejection. Children may also experience emotional abuse through witnessing domestic abuse and alcohol and drug misuse by adults caring for them.

## **Neglect**

Working Together to Safeguard Children 2018 defines Neglect as the persistent failure to meet a child's basic physical and/or psychological needs, likely to result in the serious impairment of the child's health or development. Neglect may occur during pregnancy as a result of maternal substance abuse.

Once a child is born, neglect may involve a parent or carer failing to:

- Provide adequate food, clothing and shelter (including exclusion from home or abandonment)
- Protect a child from physical and emotional harm or danger
- Ensure adequate supervision (including the use of inadequate caregivers)
- Ensure access to appropriate medical care or treatment.

It may also include neglect of, or unresponsive to, a child's basic emotional needs. Signs may include a child persistently arriving at the setting unwashed or unkept, wearing inappropriate clothing, i.e. not suitable for the weather or clothes that are too small (especially shoes that may restrict the child's growth or hurt them), arriving at setting in the same nappy they went home in or a child having an illness that is not being addressed by the parent. A child may also be persistently hungry if a parent is withholding food or not providing enough for a child's needs. Action should be taken under this heading if the staff member has reason to believe that there has been persistent or severe neglect of a child e.g. by exposure to any kind of danger, including cold and starvation and failure to seek medical treatment when required on behalf of the child, which results in serious impairment of the child's health or development, including failure to thrive.

Neglect may also be shown through emotional signs, e.g. a child may not be receiving the attention they need at home and may crave love and support at preschool. They may be clingy and emotional. In addition, neglect may occur through pregnancy as a result of maternal substance abuse.

## **Fabricated illness**

This is also a form of physical abuse. This is when a parent or carer fabricates the symptoms of, or deliberately induces illness in a child. The parent/carer may seek out unnecessary medical treatment or investigation. The signs may include exaggeration of a real illness or symptoms, complete fabrication of symptoms or inducing physical illness e.g. through poisoning, starvation, inappropriate

diet. This may also be presented through false allegations of abuse or encouraging the child to appear disabled or ill, to obtain unnecessary treatment or specialist support.

## **Peer-on-peer abuse**

Staff will be mindful that abuse may happen between children. This may be in the form of bullying, physically hurting another child, emotional or sexual abuse. Staff will be trained to manage children's behaviour in accordance with the Behaviour Management Policy. In the event that a child reports sexual abuse against them perpetrated by another child, staff will follow the procedure for disclosures of abuse. A referral to the local authority Children's Social Care team will be made immediately and advice will be sought. The alleged child's behaviour will be investigated and considered, as this may indicate they are a victim of abuse themselves. Depending on the advice from the local authority Children's Social Care team, police, parents and other professionals will be involved at the appropriate stages. We will report in the same way as adults abusing children, advice will be sought from the local authority Children's Social Care team. Support will be provided to whom should need this following the arise in the knowledge of such abuse. We understand that children who develop harmful sexual behaviour have often been subjected to or experienced abuse or neglect themselves.

## **Female Genital Mutilation (FGM)**

Staff are trained to understand what FGM is and signs that a child, family member or staff member could be at risk. FGM is illegal in the UK, and individuals are protected under the FGM Act 1985. Staff should be vigilant to possible signs that a child could be at risk of the procedure. Such signs may include a female relative visiting, a planned/extended holiday from the setting, talking about a procedure taking place, a celebration prior to the procedure or discussing changes in their body happening. This list is not exhaustive. Staff will be vigilant to children or other females who may have had the procedure carried out.

Such signs may include, severe pain, difficulty in sitting, standing or walking, physical injuries in the genital area, incontinence, change of physical appearance of the genital area, difficulty urinating or bleeding from the genitals. Again, this list is not exhaustive. If staff have any concerns that they believe a child is at risk of the procedure being carried out or have reason to believe the procedure may have been carried out, they will record this on a Safeguarding Children Record – Concerns about a Child and refer this to the DSL/Manager. The DSL/Manager will then report this to the local authority Children's Social Care team. If there is an immediate threat to the child, the police will be notified.

## **Breast ironing**

Breast ironing also known as 'breast flattening' is the process where young girls' breasts are ironed, massaged and/or pounded down hard or heated objects are used to disappear or delay the development of the child's breasts entirely. It is believed by carrying out this act the child will be protected from harassment, rape, abduction and early forced marriage. All though this is unlikely to happen with the children in the preschool, the setting will be vigilant for the signs and symptoms in any of the children and families and any concerns will be followed up using our safeguarding procedure on concerns raised.

## **Sexual abuse**

Sexual abuse involves forcing, or enticing, a child or young person to take part in sexual activities, not necessarily involving a high level of violence, whether or not the child is aware of what is happening. The activities may involve physical contact, including assault by penetration (for example, rape or oral sex) or non-penetrative acts such as masturbation, kissing, rubbing and touching outside of clothing. They may also include non-contact activities, such as involving children in looking at, or in the production of, sexual images, watching sexual activities, encouraging children to behave in sexually inappropriate ways, or grooming a child in preparation for abuse.

Sexual abuse can take place online and technology can be used to facilitate offline abuse. Adult males do not solely perpetrate sexual abuse – women can also commit acts of sexual abuse, as can other children. Action needs to be taken under this heading if anyone has witnessed occasion(s) where a child indicated sexual activity through words, play, drawing, an excessive preoccupation with sexual matters, or an inappropriate knowledge of adult sexual behaviour or language. This may include acting out sexual activity on dolls/toys or in the role play area with their peers, drawing pictures that are inappropriate for a child, talking about sexual activities or using sexual language or words.

The child may become worried when their clothes are removed, e.g. for nappy changes. Visual signs may be injuries or bruises, especially around the genital area, or discharge. The symptoms may also include a distinct change in a child's behaviour. This may include physical signs of trauma in their genital area. Emotional symptoms such as distinct changes in their behaviour, they may be withdrawn, overly extroverted and outgoing. They may withdraw away from a particular adult and become distressed if they reach out for them, but they may also be particularly clingy to a potential abuser, so all symptoms and signs should be looked at together and assessed as a whole.

## **Child Sexual Exploitation (CSE)**

As defined by Working Together to Safeguard Children (2018) Child sexual exploitation is a form of sexual abuse. It occurs where an individual or group takes advantage of an imbalance of power to coerce, manipulate or deceive a child or young person under the age of 18 into sexual activity (A) in exchange for something the victim needs or wants, and/or (B) for financial advantage or increased status of the perpetrator or facilitator. The victim may have been sexually exploited even if the sexual activity appears consensual. Child sexual exploitation even if does not always involve physical contact; it can also occur through the use of technology. The preschool is aware of the possibility of CSE and the signs and symptoms this may manifest as. If any concerns are raised the same procedure will be followed for recording and reporting as appropriate. Child Criminal Exploitation (CCE) Child Criminal Exploitation (CCE) can be described as where an individual or group takes advantage of an imbalance of power to coerce, control, manipulate or deceive a child or young person under the age of 18. The victim may have been criminally exploited even if the activity appears consensual. Child Criminal Exploitation does not always involve physical contact; it can also occur through the use of technology.

## **County lines**

Criminal exploitation is also known as 'county lines' and is when gangs and organised crime networks groom and exploit children to sell drugs from big cities into smaller towns. Often these children are made to travel across counties, and they use dedicated mobile phone 'lines' to supply drugs. Customers will live in different areas to where the dealers and network are based. Signs that a

child may be involved in county lines can be: changes in behaviours, being found in areas away from home and staying out late, increasing drug use, or being found to have large amounts of drugs on them, being secretive about who they are talking to and where they are going, unexplained absences and lack of interest in school, increased amount of money they have, increasingly disruptive or aggressive behaviour, using sexual, drug-related or violent language you wouldn't expect them to know and unexplained physical injuries or looking particularly dishevelled.

**Cuckooing** is a form of county lines crime, relating to drugs practice where people take over a person's home and use the property to facilitate exploitation. Signs that this is happening in a family property there may be an increase in people entering or leaving the property, increase in vehicles near the property, covers over the windows or curtains closed for long periods, Family not being seen for extended periods of time. An increase in anti-social behaviour at home. If these signs are recognised, they should be reported following the reporting procedures.

## **Contextual safeguarding**

Contextual safeguarding is an approach to understanding, and responding to, young people's experiences of significant harm beyond their families. It recognises that the different relationships that young people form in their neighbourhoods, schools and online can feature violence and abuse. Parents and carers have little influence over these contexts, and young people's experiences of extra-familial abuse can undermine parent-child relationships. As part of our safeguarding procedures we will work in partnership with parents/carers and other agencies to work together to safeguard children and provide the support around contextual safeguarding concerns.

## **Upskirting**

Upskirting is a highly intrusive practice, which typically involves someone taking a picture under another person's clothing without their knowledge, with the intention of viewing their genitals or buttocks (with or without underwear). This is a criminal offence and any such actions would be reported following our reporting procedures.

## **Child Abuse Linked to Faith or Belief (CALFB)**

Child Abuse Linked to Faith or Belief (CALFB) can happen in families when they are supportive of a belief in. The list below is not exhaustive and there will be other examples where children have been harmed when adults think that their actions have brought them bad fortune. • Witchcraft, spirit or demonic possession, ritual or satanic abuse (these are traditionally from Christian beliefs). • The evil eye or Djinn (these are traditionally known in some Islamic beliefs). • Ritual murders where killing of children is believed to bring supernatural benefits, making them more powerful. • Using magic or witchcraft to bring fear to children, to making them more compliant when they are being trafficked or exploited.

## **Toxic trio**

The term 'toxic trio' has been used to describe the issues of domestic abuse, mental ill-health and substance misuse which have been identified as common features of families where harm to children and adults has occurred. If staff have suspicions of toxic trio taking place early intervention to help support the family must be sourced, this would involve Early Help, refer to reporting procedures in the Safeguarding Policy with concerns observed.

## **Domestic abuse**

The government definition of domestic violent and abuse (2013) is: 'Any incident or pattern of incident of controlling, coercive or threatening behaviour, violence or abuse between those aged 16 or over who are or have been intimate partners or family members regardless of gender or sexuality. This can encompass but is not limited to, the following types of abuse; psychological, physical, sexual, financial, emotional.' The setting recognises that every domestic abuse case is different. 4

The DSL and Management will always consider:

- The risks to the children
- Any risks to the adult victim(s)
- Ways to support and communicate safely with the child
- Any possible risks to the child and/or other children and staff within the setting, should the alleged perpetrator come to the setting
- Which other agencies are involved
- Who has parental responsibility for the child.

When speaking with a parent who is the victim of domestic abuse, they may feel reluctant to discuss any aspect of domestic abuse either through embarrassment, denial and/or fear. In any situation where a disclosure is made, either by a parent or a child, staff will take the time to listen carefully, remain calm, reassure the parent or child they have done the right thing, avoid making promises and asking leading questions and record the disclosure in detail, on the Safeguarding Children Record – Concerns about a Family Member, avoiding putting their own opinion or interpretations into this record.

These records will then be shared with the DSL and Manager who will take further action as required.

Any employees who are a victim of domestic abuse are strongly recommended to contact their doctor who can provide support and guidance. Staff are encouraged to openly discuss any situations with the Manager or DSL to ensure the setting is providing the best possible support. It is also important Management are aware of such situations to ensure the safeguarding and welfare of the children at all times.

Any case of suspected domestic abuse will be treated with sensitivity and the Confidentiality and Data Protection Policy will be followed. Staff will always contact their local authority Children's Social Care team for further support and guidance on any safeguarding concern, including domestic abuse.

## **Other types of abuse**

The preschool understands its responsibility to ensure that staff are continuously kept up to date with legislation and current safeguarding issues. In view of this, staff are also trained to be aware of abuse in the wider context, covering topics such as:

- Bullying
- Racist, disability and homophobic or transphobic abuse
- Gender-based violence
- Radicalisation and/or extremist behaviour
- Human trafficking and slavery
- The impact of new technologies
- Teenage relationship abuse



- Substance misuse
- Issues that may be specific to a local area or population, such as gang violence
- Domestic abuse
- Forced marriage
- Honour-based violence
- Mental health
- Poor parenting, particularly in relation to babies and young children
- Other issues not listed here but that pose a risk to children, young people and vulnerable adults.

Please note that all examples and lists provided within this policy are not exhaustive. Any concerns held must be raised with the DSL and/or Manager. In some circumstances, a child may disclose abuse to a member of staff. If a child starts to talk openly to an adult about abuse they may be experiencing; local authority procedures will be followed by the DSL in charge.

## Prevent Duty

The preschool recognises the multi-cultural, multi-faith and diverse nature of the local and national community. In reflection of this, the preschool welcomes admissions from families of all faiths. There will be no discrimination against any individual or group, regardless of faith, ethnicity, gender, sexuality, political or financial status, or similar. However, our setting does play a vital role in ensuring that groups or individuals within the preschool are not subjected to intimidation or radicalisation by those wishing to unduly, or illegally, influence them. While it is unlikely that any children within the age range attending the preschool will be directly involved, the setting recognises that the Prevent Duty Guidance 2015 states that 'Early years providers serve arguably the most vulnerable and impressionable members of society.

Please note that as our preschool is within a Christian Church setting we will not actively celebrate different festivals or religious beliefs, however children are able to learn about this through play, resources, books and displays.

The Early Years Foundation Stage (EYFS) accordingly places clear duties on providers to keep children safe and promote their welfare. It makes clear that to protect children in their care, providers must be alert to any safeguarding and child protection issues in the child's life at home or elsewhere.

Early years providers must take action to protect children from harm and should be alert to harmful behaviour by other adults in the child's life.' In order to achieve the vision of the guidance and operate in accordance with the Early Years Foundation Stage (EYFS), the preschool will ensure that all staff receive training on Prevent Duty during their induction programme and on-going CPD. This will enable staff to understand possible signs that a child or family may be being exposed or drawn into extremism, terrorism or radicalisation. Please refer to Indicators of Abuse for further information.

Possible signs may include:

- Any changes in behaviour, such as isolating themselves from others or a sudden disrespectful attitude towards others
- Any suspicious behaviour by children during play, which may suggest they have been exposed to extreme material, such as when engaging in gun/weapon play
- Any language or extreme views expressed by children or their families, using scripted language

- Any sudden changes in movement towards a particular culture or faith
- Any unexplained, prolonged or unusual periods of absence of the child or family member • Secretive behaviour, especially when using the internet
- Any weapon found in a child's belongings.

This list is not exhaustive. Any comments, behaviour or observation that raise any concern must be acted upon. Should staff have any concerns regarding a child or family being drawn into extremism, terrorism or radicalisation, the setting will follow the reporting procedures in accordance with the local authority Children's Social Care team's relevant safeguarding partnership.

Any referrals relating to extremism should be reported to the police or government helpline in a timely manner, following all local authority guidance. If there is an immediate risk to a child or family, the police will be contacted urgently.

Staff have a duty to ensure the preschool environment is inclusive, and concerns raised about equality or negative views are dealt with following the disciplinary procedures.

Children will be taught about tolerance through the implementation of British values. Staff will be provided with regular update training from the Designated Safeguarding Lead to ensure they are confident in discussing and reporting any concerns relating to Prevent Duty.

## British Values

We recognise the diverse society around us, and welcome families of all cultures, faiths and backgrounds. Overall, the aim of the preschool is to help prepare children for life in Britain by promoting the fundamental British values within all practices and routines.

As the preschool is set within a Christian Church we to follow and demonstrate some Christian values but we will respect and value all beliefs.

The preschool will aim to make any reasonable adjustments to its practices where possible towards accommodating individual requests, where the well-being of the child is not compromised. The procedures set out below are to aid staff in sharing the British values; however, this is not an exhaustive list of what practice should be implemented to do so.

Staff should not focus planning purely on activities to promote the British values, but should embed such practices in everyday routine. The child's age and stage of development should also be taken into consideration and any adaptations made.

**Democracy** – making decisions together Areas of learning and development focused within this British value: Personal, social and emotional development – self-confidence and self-awareness. To promote this staff can:

- Talk with the children about their feelings
- Encourage children to know their views count, and to value the views of others
- Demonstrate democracy in action – for example, at circle time the topic could be decided using a show of hands.
- Provide activities that promote turn-taking and sharing.

**Rule of law** – understanding rules matter Areas of learning and development focused within this British value: Personal, social and emotional development – managing feelings and behaviour. To promote this staff can:

- Encourage children to understand the consequences of their own and others' behaviour, learning to distinguish between the right and wrong
- Create rules and boundaries with the children, ensuring the children's understanding that the rules apply to everyone.

**Individual liberty** – freedom for all Areas of learning and development focused within this British value: Personal, social and emotional development – self-confidence and self-awareness and Understanding the world – people and communities. To promote this, staff can:

- Help children in developing a positive sense of themselves
- Provide opportunities for children to develop their self-knowledge, self-esteem and increase their confidence in their own abilities.

**Mutual respect and tolerance** – treat others as you want to be treated Areas of learning and development focused within this British value: Personal, social and emotional development – managing feelings and behaviours and making relationships. Understanding the world – people and communities. To promote this staff can:

- Create an ethos of inclusivity and tolerance where views, faiths, cultures and races are valued and children have the opportunity to engage with the wider community
- Encourage children to appreciate and respect their own and other cultures. This can be done from discussing the similarities and differences between themselves and others including their families including faiths, communities, cultures and traditions
- Share and discuss celebrations and experiences
- Encourage and explain respecting others feelings and opinions and sharing
- Challenge stereotypes through stories reflecting and valuing the diversity of children's experiences.

Resources and activities can also be provided that challenge gender, cultural and racial stereotyping. Staff will take into consideration that a minimum approach to British values, such as having display boards and multi-faith books, is not actively promoting such values – these must be incorporated into daily practice.

In addition to this, staff will not:

- Isolate children from their wider community
- Routinely segregate girls and boys
- Fail to challenge behaviours (staff, children and parents) that are not in line with the fundamental British values.
- Actively promote intolerance of other faiths, cultures and races.

This document also links to the following policies and procedure's regarding Safeguarding Concerning Prevent Duty and Valuing Diversity and Promoting Equality for All.

## **Domestic Abuse, Honour-based Violence and Forced Marriage Policy**

At Coton Green Church Preschool, all staff have regular training in relation to any safeguarding concerns that may arise. Staff have the knowledge of what signs and symptoms to be aware of in relation to domestic violence. This policy will also be used alongside our Safeguarding Children

Policy, and Access, Storage and Sharing of Information. Any concerns in regard to domestic violence will be reported to the Designated Safeguarding Lead, following the reporting procedures set out in our Safeguarding Children Policy. Staff will be vigilant in recognising signs and symptoms.

Domestic abuse can happen to anyone and can happen at any time in a relationship – these may include:

- Sudden change in behaviour, including becoming withdrawn, short tempered, raised anxiety, cowering away.
- Physical signs of abuse, such as bruising around the wrists, unexplained injuries.
- Unsuitable clothing, such as covering up in warmer weather.
- Issues with time-keeping – such as lateness and unexplained absences.

The government definition of domestic abuse is: ‘Any incident or pattern of incidents of controlling, coercive or threatening behaviour, violence or abuse between those aged 16 or over who are or have been intimate partners or family members regardless of gender or sexuality.’

In practice domestic abuse is the abuse of power and control over one person by another and can take many different forms, including physical, sexual, emotional, verbal and financial abuse.’

There are various definitions of domestic abuse. Those most commonly used include an understanding that:

- The abuse can include a range of behaviours, not all of which are inherently violent, including physical, emotional, sexual, verbal, financial and other forms of behaviour that hurt, frighten, injure, threaten or control the person being abused.
- It is rarely a single incident and usually constitutes a pattern of coercive and controlling behaviour used to exert power and control over the abused person.
- It affects every community, regardless of race, gender, ethnicity, religious belief, age, social class, ability, sexuality, lifestyle or geography.
- It includes female genital mutilation, forced marriage and so-called ‘honour’ crimes

### **Forms of domestic abuse**

Domestic abuse can take many forms and include many different kinds of behaviour. It is usually a pattern of behaviour that encourages or controls someone into doing things they would not otherwise do, or prevents them from doing things they otherwise would do. Most people tend to think of physical violence when they hear the term ‘domestic abuse’ and this might include: Shaking, smacking, punching, kicking, biting, strangulation, starving, tying up, stabbing, suffocation, throwing objects, restraining, using objects as weapons, female genital mutilation, ‘honour’ violence.

Physical effects are often in areas of the body that are covered and hidden (e.g. breasts and abdomen). However, survivors tell us that although they often experienced or feared physical violence, other forms of violence were often more constant or demeaning. The risk posed by physical violence should never be underestimated – it is very real, often immediate and possibly more visible.

Psychological or emotional forms of domestic abuse might include: Intimidation, insults, isolation from friends and family, eroding independence, criticising, denying the abuse, blaming the abused, undermining self-esteem or confidence, threatening to harm children or take them away, calling the abused stupid, mad or useless, questioning the victim’s parenting, humiliating them in public or private, making racist remarks, enforcing trivial demands/obsessional behaviour, forced marriage.

There may also be a financial component to domestic abuse, whereby perpetrators withhold money and/or make victims financially dependent, thereby maintaining control e.g. not letting the victim work or earn money, gambling, not paying bills, refusing to give money for things like clothes/food.

Domestic abuse can also include behaviour that is sexual in nature. For example: Forced or coerced sex, forced or coerced prostitution, refusal to practise safe sex, sexual insults, sexually transmitted diseases, forced or coerced viewing of pornography.

The preschool will ensure they raise awareness within the setting by sharing relevant information with external organisations that provide support in domestic violence. The setting operates an open-door policy and information is displayed in visible places that all staff, parents and visitors would have access too.

The preschool recognises that every domestic abuse case is different. The DSL and Management team will always consider:

- The risks to the children
- Any risks to the adult victim(s)
- Ways to support and communicate safely with the child
- Any possible risks to the child and/or other children and staff within the setting, should the alleged perpetrator come to the setting
- Which other agencies are involved
- Who has parental responsibility for the child.

When speaking with a parent who is the victim of domestic abuse, they may feel reluctant to discuss any aspect of domestic abuse either through embarrassment, denial and/or fear. In any situation where a disclosure is made, either by a parent or a child, staff will take the time to listen carefully, remain calm, reassure the parent or child they have done the right thing, avoid making promises and asking leading questions and record the disclosure in detail on the necessary Safeguarding records, avoiding putting their own opinion or interpretations into this record. These records will then be shared with the DSL and Manager who will take further action as required.

Staff are encouraged to openly discuss any situations with the Manager or DSL to ensure the preschool is providing the best possible support. It is also important that management are aware of such situations to ensure the safeguarding and welfare of the children at all times.

Any parents or employees who are a victim of domestic abuse are strongly recommended to contact their doctor who can provide support and guidance on domestic violence. For further support, call 0808 200 0247.

Any case of suspected domestic abuse will be treated with sensitivity, and the Confidentiality and Data Protection Policy will be followed.

Staff will always contact their local authority Children's Social Care team for further support and guidance on any safeguarding concern, including domestic abuse. Any incidents of domestic violence will be treated with respect and confidentiality, and no information will be shared without prior permission. However, should this put the person at risk of further harm, this may be shared without permission for their safety.

Children affected by domestic abuse will need support to process their experiences and to develop an understanding of healthy relationships – consistent familiar team members will help with this.

## **Honour-based violence**

Honour-based violence is a collection of practices that are used to control behaviour within families or other social groups to protect perceived cultural and religious beliefs and/or honour. Such violence is a form of child abuse and a serious abuse of human rights. Such violence can occur when perpetrators perceive that a relative has shamed the family and/or community by breaking their honour code.

For young victims, it is a form of child abuse and a serious abuse of human rights. It can be distinguished from other forms of violence, as it is often committed with some degree of approval and/or collusion from family and/or community members. Women, men and younger members of the family can all be involved in the abuse. The setting will ensure that all staff have knowledge to recognise signs and symptoms of honour-based violence – this may include:

- Changes in their clothing choices, such as stop wearing particular clothing styles or make-up
- Physical injuries with no reasonable explanation, repetitive injuries
- Changes in their behaviours- signs of depression, increased anxiety
- Regular absences
- Avoiding attending events and meeting up with friends.

As detailed above in the 'domestic violence' section of the policy, information will be available in accessible places should this be observed and raised as a concern, and the procedure set out in our Safeguarding Children Policy will be adhered to.

The setting will respect confidentiality at all times in regard to any incidents raised about honour based violence, and no information will be shared. However, if we believe the person is at risk of further harm, we will share this information without their permission.

## **Forced marriage**

Child marriage, or early marriage, is any marriage where at least one of the parties is under 18 years of age. Forced marriages are marriages in which one and/or both parties have not personally expressed their full and free consent to the union. If the setting suspects or receives information in relation to forced marriage being planned, they will follow guidance on reporting set out in our Safeguarding Children Policy on reporting procedures.

If the person concerned is under the age of 18 years, the preschool will contact the Children's Social Care team for further advice. If the setting believes the person involved is in imminent danger of forced marriage, the police may be contacted, and we will make contact with the government's Forced Marriage Unit (FMU) on 020 7008 0151

## **Modern Slavery and Human Trafficking**

All staff within the preschool need to be vigilant in recognising signs that a child may be subject to child trafficking and modern slavery – this is becoming a more recognised form of child abuse. According to the definition of the United Nations, human trafficking means "the recruitment, transportation, transfer, harbouring or receipt of a persons for the purpose of exploitation."

Modern slavery is a term that covers:

- Slavery
- Servitude and forced or compulsory labour
- Human trafficking.

Some victims of modern slavery may also likely be subjected to other types of abuse, such as physical, sexual and emotional abuse.

This policy should be used alongside the following policies to ensure all children, staff, parents and visitors are protected from harm and procedures for reporting are followed:

- Safeguarding Children (all aspects)
- Whistleblowing
- Valuing Diversity and Promoting Equality for all

The preschool has a duty to take action should any signs be observed.

Possible signs include:

- The child or adult being under the control of someone else and reluctant to interact with others
- The victim having little personal belongings and always wearing the same clothes every day – this can include wearing unsuitable clothing for work or a child wearing unsuitable clothing for the weather.
- The child or adult being unable to move freely around and being reluctant to talk to strangers or the authorities
- Appearance and behaviours showing they are frightened, withdrawn, or show signs of physical or psychological abuse.

### **What to do if you are concerned**

When a concern is raised about modern slavery or human trafficking, you must speak immediately to the Designated Lead, completing a Safeguarding Concern record with your concerns. If the child or adult is at risk of immediate harm, then you must contact the police.

You must make contact with the local authority to begin the referral process – please refer to the Safeguarding Children Policy on reporting procedures and timeframes. If you suspect this form of abuse and you are unable to have a confidential conversation, you must ensure that you remain professional and non-confrontational, as this may lead to further harm. You must inform the relevant authorities within the local authority who are best to support their needs.

Contact information can be found below. If you suspect someone might be involved in modern slavery:

- Call the Modern Slavery Helpline 0800 012 1700.
- Contact Crimestoppers 0800 555 111
- Contact the police or your local children social care teams.