



# Moorlands Centre Nursery School CHILD PROTECTION POLICY

## 1. KEY CONTACTS in school

### Headteacher :

Name: Deb Spinks  
Contact details: 01908 679819  
head@moorlandsnurseryschool.co.uk

### Senior designated safeguarding lead:

Name: Deb Spinks  
Contact details:01908 679819  
head@moorlandsnurseryschool.co.uk

### Deputy designated safeguarding leads:

Name: Ruchika Aggarwal  
Contact details: 01908 679819

Name: Shirley Huggett  
Contact details:01908 679819

### Members of safeguarding team:

Name: Deb Spinks  
Contact details:01908 679819

Name: Ruchika Aggarwal  
Contact details:01908 679819

Name: Shirley Huggett  
Contact details:01908 679819

Name: Racheal Blore (Governor)  
Contact details: r.blore@sky.com

### Designated online safety lead:

Name: Deb Spinks  
Contact details:01908 679819

### Designated PREVENT lead:

Name: Deb Spinks  
Contact details:01908 679819

### Designated Child Sexual Exploitation Lead (CSE):

Name: Deb Spinks  
Contact details:01908 679819

### Designated LAC (Looked After Children) lead:

Name: Deb Spinks  
Contact details:01908 679819

### Chair of Governing board:

Name: Racheal Blore  
Contact details: r.blore@sky.com

### Designated governor for safeguarding:

Name: Racheal Blore  
Contact details: r.blore@sky.com

### Designated governor for safer recruitment:

Name: Tina Hendry  
Contact details:  
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07876 494 240

### Designated governor for Mental Health and Emotional Wellbeing:

Name: Tina Hendry  
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Safeguarding is defined as protecting children from maltreatment, preventing impairment of health and/or development, ensuring that children grow up in the provision of safe and effective care and taking action to enable all children to have the best life chances.

The purpose of this child protection policy is to:

- Inform staff, parents, volunteers and governors about the school's responsibilities for safeguarding children.
- Enable everyone to have a clear understanding of how these responsibilities should be carried out.

There are many other documents and policies that relate to the school's safeguarding responsibilities and child welfare, therefore this policy should be read in conjunction with the following policies:

- Anti-bullying policy
- Pupil behaviour / discipline policy
- Use of restraint policy
- E-safety
- Photographic images of children
- Health and safety policy including administration of medicines
- Toileting/intimate care policies
- Procedures for assessing and managing risk e.g. school trips (use of EVOLVE)
- Safer recruitment policies and practice
- Staff induction policy
- Code of conduct for staff
- First aid and Paediatric first aid policy
- Equality policy
- Allegations against staff
- Complaints policy
- PREVENT
- Female Genital Mutilation (FGM)
- Child Sexual Exploitation (CSE)

## **2. SAFEGUARDING STATEMENT**

Safeguarding is everybody's business. Moorlands Nursery School is committed to ensuring that all our children and young people are safe and feel safe; that children, parents/carers and staff are able to talk about any safeguarding concerns and feel assured that they will be listened to; and that all staff and volunteers are aware of and implement safeguarding procedures and guidance, including what to do if they suspect a child or young person may be experiencing, or be at risk of, harm.

All school staff will receive appropriate safeguarding children training (which is updated regularly), to ensure they are aware of their role in the early recognition of the indicators of abuse or neglect and of the appropriate procedures to follow. In



addition, all staff will receive safeguarding and child protection updates (through staff meetings) as required, but at least annually, to provide them with relevant skills and knowledge to safeguard children effectively.

The Designated Safeguarding Lead will ensure that all temporary staff and volunteers (including Governors) are made aware of the school's safeguarding policies and procedures, including the child protection policy and staff code of conduct or behaviour policy.

### **Safeguarding policy principles**

- The welfare of the child is paramount.
- All children, regardless of age, gender, ability, culture, race, language, religion or sexual identity, have equal rights to protection.
- All staff have an equal responsibility to act on any suspicion or disclosure that may suggest a child is at risk of harm.
- Pupils and staff involved in child protection issues will receive appropriate support.

At Moorlands Nursery School we believe that safeguarding and promoting the welfare of children is **everyone's responsibility**. In order to fulfil this responsibility effectively, we ensure that our approach is **child centred**. We consider, at all times, what is in the best interests of the child. We work on the principle of providing help for families to stay together where it is safe for the children to do so, and looking at alternatives where it is not, whilst acting in the **best interests** of the child at all times.

### **At Moorlands Nursery we aim:**

- To raise awareness among all school staff of the need to safeguard all children and of their responsibilities in identifying and reporting abuse.
- To ensure school leaders have mechanisms in place to confirm that all staff have read the policy and, as a minimum, Keeping Children Safe in Education 2019 Part One and Appendix A.
- To ensure all staff know the name of the the Designated Safeguarding Lead/Leads and are aware of their role and responsibilities.
- To support staff to understand and discharge their roles and responsibilities as detailed in Part One of Keeping Children Safe in Education, 2019.
- To ensure arrangements are in place to safeguard and promote the welfare of children and young people, particularly those who are most disadvantaged, and that a structured procedure is in place which all staff and volunteers follow when dealing with safeguarding concerns .
- To provide a safe environment in which children can learn and develop, where they feel secure, listened to and encouraged to talk.
- To ensure appropriate systems are in place for seeking and taking into account children's wishes and feelings when making decisions, taking action and deciding what services to provide to protect individual children.

- To establish and maintain an environment in which school staff and volunteers feel able to raise any concerns they may have in relation to child safety and well-being, confident in the knowledge that they will be listened to.
- To promote partnership working with parents and professionals.
- To ensure the school curriculum includes opportunities for children to develop the skills they need to recognise and stay safe from abuse.
- To ensure safer recruitment and safe workforce practices are in place and followed.
- To ensure robust procedures are in place for the recognition and referral of child protection or child welfare concerns.
- To take account of and inform policies related to the protection of children from specific forms of risk and abuse including: anti-bullying, the risk of radicalisation, child sexual exploitation and female genital mutilation (FGM), child criminal exploitation including gangs and County Lines, domestic abuse, homelessness, honour-based violence, peer-on-peer sexual violence and sexual harassment between children.
- To recognise that additional barriers can exist when recognising abuse and neglect in children with special educational needs and disabilities.
- To provide systematic monitoring of and support for children and young people who are in care or subject to child protection plans, proactively contributing to the implementation of their plan.

**In any case where an adult is concerned that a child is, or may be, at risk of significant harm they must make a referral directly to Milton Keynes Council Multi-Agency Safeguarding Hub (MASH) see contact details at the end of this document or displayed in Nursery.**

**If a child or other person is at immediate risk of harm, the first response should always be to call the police on 999.**

This policy applies to all adults, including volunteers, working in or on behalf of Moorlands Nursery School.

### **3. DEFINITIONS**

**Safeguarding:** Safeguarding and promoting the welfare of children refers to the process of protecting children from maltreatment, preventing the impairment of the health or development of children, ensuring that they grow up in circumstances consistent with the provision of safe and effective care and taking action to enable all children to have the best outcomes.

**Child protection:** Child protection is the aspect of safeguarding that focuses on the processes undertaken to protect children who have been identified as suffering, or being at risk of suffering significant harm.

**Staff:** The term staff covers all individuals working for or on behalf of the school, full time or part time, temporary or permanent, in either a paid or voluntary capacity.



**Designated Safeguarding Lead (DSL):** Refers to the designated safeguarding lead at the school

**Child:** Child refers to all young people under the age of 18. It applies to pupils in the school and extends to visiting children and students from other establishments

**Parent:** The term parent refers to birth parents and other adults who are in a parenting role, for example step-parents, foster carers and adoptive parents.

**Abuse:** A form of maltreatment of a child. Somebody may abuse or neglect a child by inflicting harm or by failing to act to prevent harm. Children may be abused in a family or in an institutional or community setting by those known to them or, more rarely, by others. Abuse can take place wholly online, or technology may be used to facilitate offline abuse. Children may be abused by an adult or adults or by another child or children (KCSIE 2018). Additional information can be found in Working Together to Safeguard Children 2018 and Keeping Children Safe in Education, 2019.

#### 4. STATUTORY FRAMEWORK AND LOCAL GUIDANCE

In order to safeguard and promote the welfare of children and young people all adults working in or on behalf of Moorlands Nursery School, including staff, governors and volunteers will act in accordance with the following legislation and guidance:

- Children Act, 1989
- Children Act, 2004
- Children and Social Work Act 2017
- Education Act, 2002 (Section 175/157) - outlines the responsibility of Local Authorities and School Governing Boards to:

*“ensure that their functions relating to the conduct of school are exercised with a view to safeguarding and promoting the welfare of children who are its pupils”.*

- Disqualification under the Childcare Act, 2018
- Keeping Children Safe in Education (DfE, September 2019)
- The Education (Pupil Information) (England) Regulations 2005 (Amended 2016)
- Sexual Offences Act (2003)
- Counter Terrorism and Security Act 2015 (PREVENT duty) Section 26
- Female Genital Mutilation Act 2003 (Section 74, Serious Crime Act 2015)
- Ofsted Inspection Framework: education, skills and early years and any accompanying or revised inspection evaluation schedules and handbooks
- School inspection handbooks for Section 5 and Section 8 inspections – Ofsted Handbook for inspecting schools in England under section 5 of the Education Act 2005



- Working Together to Safeguard Children (DfE 2018) – which requires schools to follow multi-agency child protection procedures that have been agreed locally through MKSCB (Milton Keynes Together)
- Serious Crime Act 2015
- <http://www.government/groups/uk-council-for-child-internet-safety-ukccis>
- Teaching on line safety on schools (DfE June 2019)

**Keeping Children Safe in Education** guidance incorporates:

- The role of the school
- The role of school staff
- What school staff should look out for
- What school staff should do if they have concerns about a child
- Types of abuse and neglect
- Specific safeguarding issues
- Managing allegations and concerns about teachers and other staff
- Further information on child sexual exploitation (CSE) and female genital mutilation (FGM)
- Preventing radicalisation

**All staff and Governors** working in and on behalf of Moorlands Nursery School will as a minimum, read and understand Part One of **Keeping Children Safe in Education: Information for All School and College Staff (September 2018)**.

All organisations who work with children and young people are bound by the overarching statutory inter-agency guidance **Working Together to Safeguard Children: A guide to inter-agency working to safeguard and promote the welfare of children (DfE March 2018)**:

[Working together to safeguard children - Publications - GOV.UK](#)

## Inspection Framework

Moorlands Nursery School notes the guidance on standards and expectations for safeguarding children published by Ofsted and aims to achieve these.

This includes the new inspection framework which comes into effect from 01 September 2015: **Common Inspection Framework: education, skills and early years** and any accompanying inspection evaluation schedules and handbooks.

[Common inspection framework: education, skills and early years May 2019 - Publications - GOV.UK](#)

## Local Child Protection Procedures

Moorlands Centre Nursery School has appropriate procedures in place for responding to situations in which a:

- child may have been abused or neglected or is at risk of abuse or neglect



- member of staff has behaved in a way that has, or may have harmed a child or that indicates they would pose a risk of harm.
- Moorlands Centre Nursery School is aware of and compliant with multi-agency child protection procedures that have been agreed locally through Milton Keynes Safeguarding Children Board (MKSCB - Milton Keynes Together) and which are based on statutory guidance *Working Together to Safeguard Children (DFE 2018)*.

#### *Milton Keynes Safeguarding Children Board procedures*

MKSCB procedures <https://www.mktogether.co.uk/policy-procedures/> include detailed chapters on:

- what to do if you have a concern and how to make a referral;
- safer recruitment guidance;
- managing allegations against staff (LADO guidance).
- They also include a range of other information and guidance regarding more specialist safeguarding topics.

**MKSCB levels of need document** provides guidance on procedures when identifying and acting on child safety and welfare concerns, including:

[https://www.mkscb.org/wp-content/uploads/2019/05/fv\\_MKSB-Levels-of-Need\\_April-2019.pdf](https://www.mkscb.org/wp-content/uploads/2019/05/fv_MKSB-Levels-of-Need_April-2019.pdf)

- The four stages of intervention from early help to child protection and the criteria that define these.
- When and how to make a referral to Milton Keynes Multi Agency Safeguarding Hub (MASH).

**The designated Safeguarding Lead, staff and governors** are aware of this guidance and its implications and the need to ensure that child protection issues are addressed using agreed procedures.

Moorlands Centre Nursery School is aware that schools are not investigating agencies and it is essential that child protection issues are addressed through agreed procedures, however schools continue to play a role after referral and need to develop strong links with partner agencies, particularly Children's Social Care, via the MASH.

Moorlands Centre Nursery School recognises the importance of multi-agency working and will ensure that staff are able to attend or appropriately contribute to all relevant meetings including Family Support (Child in Need) Meetings; Child Protection Conferences; Core Groups; Strategy Meetings.

## **5. ROLES AND RESPONSIBILITIES**



All adults working with or on behalf of children have a responsibility to protect them. There are, however, key people within schools and the Local Authority who have specific responsibilities under child protection procedures. The names of those carrying out these responsibilities for the current year are listed at the front of this document.

## **Designated Safeguarding Lead**

The responsibilities of the Designated Safeguarding Lead are clearly defined in a job description that is in line with Keeping Children Safe in Education, 2019.

It is the role of the governing body and the school leadership team to ensure that the Designated Leads for Safeguarding have received the necessary training, have access to the resources needed to enable them to carry out their responsibilities and have regular professional supervision to support them in this role. They will be given time to effectively fulfil the duties that their role demands.

The school leadership team will ensure that Designated Leads for Safeguarding attend the required training and that they update their training at a minimum of every two years. In addition to this training, their knowledge and skills will be kept up-to-date (via e-bulletins, meeting other DSLs, and taking time to read and digest safeguarding developments) at least annually.

Designated Safeguarding Leads will also receive training on managing allegations, female genital mutilation, child sexual exploitation and Prevent, and will be available to provide advice and support to staff on these issues.

All other staff (teaching and non-teaching) must be made aware of appropriate training and offered an appropriate level of training and must undergo updated training every three years and receive updates in local policies on safeguarding.

It is the role of the Designated Leads for Safeguarding to ensure that the child protection procedures are followed within the school and to make appropriate, timely referrals to the Milton Keynes Multi-Agency Safeguarding Hub (MASH) in accordance with MKSCB multi-agency safeguarding procedures.

It is the role of the Designated Leads for Safeguarding to ensure that all staff who are employed within the school, including temporary staff and volunteers, are aware of the school's internal procedures in addition to the government guidance *Keeping Children Safe in Education 2019*; to advise other staff; and to offer support to those requiring this.

The role of the Nominated Governor for Safeguarding is to ensure that the school has effective child protection policy and procedures in place and that the policy and structures supporting safeguarding children are reviewed annually. Governors must not be given details relating to individual child protection cases or situations, in order to ensure confidentiality is not breached.



A statement in the school brochure informs parents and carers about our school's duties and responsibilities under child protection procedures. Parents can obtain a copy of the school Child Protection Policy on request. The current Child Protection Policy is published on the school website.

The Designated Safeguarding Lead needs to:

- Ensure the school's child protection policies and procedures are known, understood and used appropriately and to make appropriate, timely referrals to the Milton Keynes Multi-Agency Safeguarding Hub (MASH) in accordance with the Milton Keynes Safeguarding Board's multi-agency safeguarding procedures.
- Ensure the school's safeguarding and child protection policy is reviewed annually and the procedures and implementation are updated and reviewed regularly, working with the school's governing board regarding this.
- Ensure that the school's safeguarding and child protection policy is publicly available and that parents are aware that referrals concerning suspected abuse or neglect may be made and what role the school plays in this.
- Link with Milton Keynes Safeguarding Children's Board to make sure staff are aware of training opportunities as well as updates in local policies on safeguarding.
- When children leave the school, ensure the safeguarding file and any child protection information is sent to the new school /college as soon as possible but transferred separately from the main pupil file.
- Ensure that proof has been obtained that the new school/education setting has received the safeguarding file for any child transferring and then destroy any information held on the child in line with data protection guidelines.

### **Managing referrals and cases**

The Designated Safeguarding Lead needs to:

- Refer all cases of suspected abuse or neglect to the Milton Keynes Multi-Agency Safeguarding Hub (MASH), Police (cases where a crime may have been committed) and to the Channel programme where there is a radicalisation concern.
- Refer cases where a person is dismissed or left due to risk/harm to a child to the Disclosure and Barring Service as required.
- Share information with appropriate staff in relation to a child's looked after (CLA) legal status (whether they are looked after under voluntary



arrangements with consent of parents or on an Interim Care Order or Care Order) and contact arrangements with birth parents or those with parental responsibility.

- Ensure they have details of looked after children's social workers and the name of the virtual school Headteacher in the authority that is responsible for the child.

### **Work with others**

The Designated Safeguarding Lead needs to:

- Act as a point of contact with the three safeguarding partners;
- Liaise with the headteacher or principal to provide information on ongoing enquiries under section 47 of the Children Act 1989 and police investigations;
- Liaise with "case managers" and the LADO on cases which concern a staff member;
- Liaise with staff (particularly pastoral support staff, school nurses, IT Technicians, and SENCOs) on matters of safety and safeguarding and whether to make a referral; and
- Act as a source of support, advice and expertise for all staff

### **Training**

The Designated Safeguarding Lead should undergo formal training every two years and should also undertake Prevent awareness training. In addition to this training, their knowledge and skills should be kept up-to-date (via e-bulletins, meeting other DSLs, and taking time to read and digest safeguarding developments) at least annually to:

- Understand the assessment process for providing early help and intervention, for example through locally agreed common and shared assessment processes such as early help assessments – also known as CAF.
- Have a working knowledge of how local authorities conduct a child protection conference and a child protection review conference and be able to attend and contribute to these effectively when required to do so.
- Ensure each member of staff has access to, and understands, the school's safeguarding and child protection policy and procedures, especially new and part time staff as part of their induction.
- Be alert to the specific needs of children in need, those with special educational needs and young carers.



- Understand and support the school in relation to the requirements of the PREVENT duty and be able to provide advice and support to staff on protecting children from the risk of radicalisation.
- Be able to keep detailed, accurate, secure written records of concerns and referrals.
- Obtain access to resources and attend any relevant or refresher training courses.
- In relation to child protection measures the school should put in place and encourage, among all staff, a culture of listening to children and taking account of their wishes and feelings, as well as a culture of “it could happen here”
- Be able recognise the additional risks that children with SEND face online, for example, from online bullying, grooming and radicalisation and are confident they have the capability to support SEND children to stay safe online.
- Be able to understand the unique risks associated with online safety and be confident that they have the relevant knowledge and up-to-date capability required to keep children safe whilst they are online at school or college.

### **All staff responsibilities**

- Induction training: All staff members, including the Headteacher (if they are not a designated lead) will receive a mandatory induction to familiarise themselves with:
  - Relevant policies and procedures, including child protection, whistleblowing and acceptable use of technology
  - Staff code of conduct and safe working practices
  - Keeping Children Safe in Education, DfE, 2019 Part 1 and Annex A
  - What to Do If You Are Concerned About a Child: Advice for Practitioners (DfE, 2015)
  - Information about the signs and indicators of abuse and neglect
  - Information regarding child sexual exploitation, female genital mutilation and Prevent
  - Information on what to do if they have concerns about a child or young person.
  - The role of the Designated Safeguarding Lead and any deputies
  - School Behaviour Policy
  - The safeguarding response to children who go missing from education.
  - To read and understand Part 1 of Keeping Children Safe in Education, 2019. Staff and leaders working directly with children and young people must also read Annex A of Keeping Children Safe in Education, 2019.

- To attend child protection training, every three years as a minimum, and updates on safeguarding and child protection, as required, but at least annually.
- To be aware of the mandatory duty, introduced by the Serious Crime Act 2015 that requires teachers to report known cases of Female Genital Mutilation involving children under the age of 18 to the police.
- To be aware of how to raise concerns about poor or unsafe practice and potential failures in the school's safeguarding processes and what to do if concerns are not addressed.
- To be aware of the early help process and understand their role in it.
- To be aware of the referral process to Children's Social Care and the role they might be expected to play in assessments.
- To know what to do if a child tells them that he/she is being abused or neglected.

### **Quality assurance of safeguarding in school**

It is the Headteacher's responsibility, in conjunction with the Designated Lead for Safeguarding, to quality assure safeguarding and to complete an annual safeguarding audit, to be submitted to the Governing Board.

### **Governing Board responsibilities**

Moorlands Nursery School Governing Board will ensure that they comply with their duties under legislation. They will also ensure that the policies, procedures and training in their school are effective and comply with the law at all times.

(Additional information to support Governing Boards in carrying out their duties can be found in Keeping Children Safe in Education, 2019 - Annex C.)

In summary responsibilities placed on Governing Boards include:

- Appointing an appropriate senior member of staff to act as the Designated Safeguarding Lead. It is a matter for individual schools as to whether they choose to have one or more Deputy Designated Safeguarding Lead.
- Ensuring, in conjunction with the Headteacher, that the Designated Safeguarding Lead fulfils the role and upholds the school's statutory responsibilities.
- Supporting inter-agency working, which includes providing a coordinated offer of early help when additional needs of children are identified.
- Ensuring that an effective child protection policy and procedures are in place and that the policy and structures supporting safeguarding children are reviewed annually, together with a staff behaviour policy or code of conduct.
- Ensuring staff are provided with Part One of Keeping Children Safe in Education, 2019 – Appendix A and are aware of specific safeguarding issues.
- Ensuring that staff induction is in place with regards to child protection and safeguarding.



- Ensuring that all of the Designated Safeguarding Leads (including deputies) should undergo formal child protection training every two years (in line with MKCSB guidance) and receive regular (annual) safeguarding refreshers (for example via e-bulletins, meeting other DSLs, or taking time to read and digest safeguarding developments).
- Prioritising the welfare of children and young people and creating a culture where staff are confident to challenge senior leaders over any safeguarding concerns.
- Ensuring that children are taught about safeguarding in an age appropriate way.
- Ensuring appropriate filters and monitoring systems are in place to safeguard children from potentially harmful and inappropriate online material.
- Ensuring that there is a nominated governor for child protection on the Governing Board

NB. Governors must not be given details relating to individual child protection cases or situations, in order to ensure confidentiality is not breached.

## **6. WHEN TO BE CONCERNED**

Safeguarding and promoting the welfare of children is everyone's responsibility. In order to fulfil this responsibility effectively, all professionals should make sure their approach is child-centred. This means that they should consider, at all times, what is in the best interests of the child.

Schools and their staff form part of the wider safeguarding system for children. This system is based on the principle of providing help for families to stay together where it is safe for the children to do so, and looking at alternatives where it is not, whilst acting in the best interests of the child at all times.

All staff are aware of, and understand, their role in identifying emerging problems and sharing information with other professionals to support early identification and assessment of a child's needs. It is important for children to receive the right help, at the right time, to address risks and prevent issues escalating. This also includes staff being active in monitoring and feeding back ongoing or escalating concerns to the Designated Safeguarding Lead, to ensure due consideration can be given to a referral if the child's situation does not appear to be improving.

Staff and volunteers working within the School are alert to the potential need for early help for children also who are more vulnerable. For example:

- Children with a disability and/or specific additional needs.
- Children with special educational needs.
- Children who are acting as a young carer.



- Children who are showing signs of engaging in anti-social or criminal behaviour, including gang involvement, County Lines and association with organised crime groups.
- Children whose family circumstances present challenges, such as substance abuse, adult mental health or learning disability, domestic abuse.
- Children who are showing early signs of abuse and/or neglect.
- Children who have returned to their family from care.
- Children at risk of being radicalised or exploited.
- Children who are privately fostered (whether or not they have a statutory Education and Healthcare Plan).
- Children who are frequently missing/ go missing from care or from home.
- Children who are misusing drugs or alcohol.
- Children who are at risk of modern slavery, trafficking or exploitation.

All staff are aware of the main categories of maltreatment: physical abuse, emotional abuse, sexual abuse and neglect. They are also be aware of the indicators of maltreatment and specific safeguarding issues so that they are able to identify cases of children who may be in need of help or protection.

### **Children with special educational needs and disabilities**

Additional barriers can exist when recognising abuse and neglect in this group of children. This can include:

- Assumptions that indicators of possible abuse such as behaviour, mood and injury relate to the child's impairment without further exploration.
- Assumptions that children with SEN and disabilities can be disproportionately impacted by things like bullying, without outwardly showing any signs.
- Communication barriers and difficulties.
- A reluctance to challenge carers, (professionals may over empathise with carers because of the perceived stress of caring for a disabled child).
- Disabled children often rely on a wide network of carers to meet their basic needs; therefore the potential risk of exposure to abusive behaviour can be increased.
- A disabled child's understanding of abuse.
- Lack of choice/participation
- Isolation



## 7. SAFER RECRUITMENT

The governing board and school leadership team are responsible for ensuring that the school follows safe recruitment processes in accordance with government requirements and MKSCB procedures, including:

- Ensuring the Head Teacher, other staff responsible for recruitment and members of the Governing Board (as appropriate) complete safer recruitment training.
- Ensuring the upkeep of a Single Central Record of all staff and regular volunteers, including their right to work in the UK.
- Ensuring written recruitment and selection policies and procedures are in place
- Adhering to statutory responsibilities to check staff who work with children
- Ensuring all Governors have enhanced DBS checks.
- Taking proportionate decisions on whether to ask for any checks beyond what is required
- Ensuring that volunteers are appropriately supervised

Moorlands Nursery School is compliant with guidance contained in **part 3 of Keeping Children Safe in Education** (2019) and in local procedures for managing safer recruitment processes, set out in **Milton Keynes Safeguarding Children Board procedures - Chapter 2**.

### Safe Working Practice

Moorlands Nursery School has developed a clear Code of Conduct that staff understand and have agreed to.

The Code of Conduct offers guidance to staff on the way they should behave when working with children.

## 8. INFORMATION SHARING and CONFIDENTIALITY

All staff are aware that they must not promise to keep 'secrets' with children and that if children disclose abuse, this must be passed on to the Designated Leads for Safeguarding as soon as possible and the child should be told who their disclosure will be shared with.

Staff will be informed of relevant information in respect of individual cases regarding child protection on a 'need to know basis' only.

If a child has made a disclosure, the member of staff / volunteer should:

- Make a record of the date, time and place of the conversation, as soon as possible. Record the child's own words, along with any observations on what has been seen and any noticeable non-verbal behaviour. Use school documentation, where possible. Date and sign the record.



- Not destroy the original notes in case they are needed by a court.
- Record factual statements and observations rather than interpretations or assumptions.
- All concerns, discussions and decisions made and the reasons for those decisions should be recorded in writing.

Moorlands Nursery School is guided by local procedures for information sharing and confidentiality, which are set out in chapter **2.4** *Milton Keynes Safeguarding Children Board procedures*

## **9. File Transfer and Record Keeping**

- When children leave the school, their safeguarding file and any child protection information is sent to the new school as soon as possible (within five working days), ensuring secure transit and a confirmation of receipt is obtained. The file is transferred separately from the main pupil file. Local guidance on the transfer and retention of safeguarding files is observed.
- Proof that the new school/education setting has received the safeguarding file for any child transferring is obtained and any information held on the child is destroyed in line with data protection guidelines.
- Schools receiving a safeguarding file should ensure that a confirmation of receipt of the file is sent to the transferring school.
- Child protection records are stored centrally and securely by the Designated Safeguarding Lead.
- Electronic records are 'protected' and are accessible only by nominated individuals.
- Written records are stored in a locked cabinet.
- Child protection records are not kept with a child's academic record.
- Staff are aware that they must make a record of child protection concerns and that records must be signed and dated.
- All records need to be given to the Designated Safeguarding Lead promptly.
- No copies should be retained by the member of staff or volunteer.

The Designated Safeguarding Lead will ensure that all safeguarding records are managed in accordance with the Education (Pupil Information) (England) Regulations 2005.

If a pupil who is/ or has been the subject of a child protection plan changes school, the Designated Safeguarding Lead will inform the social worker responsible for the



case and transfer the appropriate records to the Designated Safeguarding Lead at the receiving school, in a secure manner, and separate from the child's academic file.

## **11. ALLEGATIONS AGAINST MEMBERS OF STAFF and VOLUNTEERS (LADO procedures)**

Moorlands Nursery School recognises that it is possible for staff and volunteers to behave in a manner that causes harm to children and takes any allegation made against members of staff or volunteers seriously. The local arrangements for managing allegations are understood and followed. All staff know who to talk to if they are concerned about the behaviour of an adult.

***Keeping Children Safe in Education (2019) Part 4: Allegations of abuse made against teachers and other staff*** sets out the duties of employers and employees in handling allegations and also in caring for their employees. This section covers a range of relevant processes, incorporating **the role of the LADO**.

Moorlands Nursery School is guided by local procedures for managing allegations against staff, carers and volunteers, which are set out in the Milton Keynes Together procedures: <https://www.mktogether.co.uk/professionals-volunteers/lado/>

## **12. ALLEGATIONS AGAINST PUPILS AND PEER ON PEER ABUSE**

At Moorlands Nursery School we are aware that children and young people can be perpetrators of abuse. This can manifest itself in many ways and may include gender issues. It may include children and young people being sexually touched / assaulted or subjected to initiation-type violence. Peer-on-peer abuse may also involve sexting - the taking and sharing of self-generated sexual imagery. Staff and volunteers working for or on behalf of Moorlands Nursery School are also aware that although the children in our Nursery may not always be the perpetrators of such abuse they may be exposed to or involved with children or young people who are perpetrators of this type of abuse and this will be taken very seriously. If a member of staff or volunteer suspect that a child is a perpetrator of peer on peer abuse or is thought to be involved with or exposed to a perpetrator of peer on peer abuse, this will be reported to the Designated Safeguarding Lead and advice will be sought from the Milton Keynes Multi Agency Safeguarding Hub (MASH). A referral may be made and the police may be informed as a result.

The school will take action to ensure the safety and welfare of all pupils, including the victim, the accused and others who are directly or indirectly involved. Parents and carers will be informed at the earliest opportunity.

## **12. THE USE OF SCHOOL PREMISES BY OTHER ORGANISATIONS**

Where services or activities are provided separately by another body using the school premises, the governing body will seek assurance that the body concerned has



appropriate policies and procedures in place in regard to safeguarding children and child protection.

The Moorland's Family Centre and school's visitor policy are adhered to when decisions are made as to whether to grant access to visitors and other organisations, including those maintaining the grounds and buildings.

### **13. SPECIFIC SAFEGUARDING ISSUES**

Moorlands Nursery School is cognisant of and compliant with Specific Safeguarding Issues:

Preventing radicalisation

Child sexual exploitation

FGM

Peer on peer abuse, e.g. Bullying (including cyber bullying)

Physical

Sexual violence/ harassment

Sexting

Initiation/ hazing

Upskirting as detailed in paragraph 26 of Keeping Children Safe in Education, 2019 and the policy and guidance to which this links.

Moorlands Nursery School is familiar with and works in accordance with local multi-agency MKSCB MK Together Partnership arrangements:

<https://www.mkscb.org/wp-content/uploads/2019/06/MK-Partnerships-Handbook-final-2.pdf>

- **POLICY REVIEW**

The governing body is responsible for reviewing this policy annually and ensuring that it is compliant with current legislation and good practice. Also for ensuring that the school maintains an up to date list of key contacts and related policy and procedures are kept up to date.

- **CONTACTS AND FURTHER INFORMATION**

To make a referral or consult regarding concerns about a child:

**Milton Keynes Council Multi-Agency Safeguarding Hub (MASH):**

Tel: 01908 253169 or 253170 during office hours or

Emergency Social Work Team 01908 265545 out of office hours

email: [children@milton-keynes.gov.uk](mailto:children@milton-keynes.gov.uk)

**For allegations about people who work with children**

Contact the MILTON KEYNES COUNCIL MASH as above

or:



Local Authority Designated Office (LADO)  
Tel: 01908 254300  
email: [lado@Milton-keynes.gov.uk](mailto:lado@Milton-keynes.gov.uk)

***If in doubt – consult.***

**In any case where an adult is concerned that a child is, or may be, at risk of significant harm they must make a referral directly to Milton Keynes Council Multi Agency Safeguarding Hub (MASH):**

Tel: 01908 253169 or 253170 during office hours or  
Emergency Social Work Team 01908 265545 out of office hours  
email: [children@milton-keynes.gov.uk](mailto:children@milton-keynes.gov.uk)

**If a child or other person is at immediate risk of harm, the first response should always be to call the police on 999.**

- For general queries regarding safeguarding, please feel free to contact the MKC Children & Families Head of Safeguarding: **Tel: 01908 254307 or email: [jo.hooper@milton-keynes.gov.uk](mailto:jo.hooper@milton-keynes.gov.uk)**
- More information and guidance about safeguarding children and inter-agency training opportunities can be found on: **Milton Keynes Together website: [www.mktogether.co.uk](http://www.mktogether.co.uk)**

Adopted December 2016

Reviewed April 2020