

Seedling Nursery

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Early Help, Safeguarding and Child Protection

Policy Consultation & Review

This policy is available on our website and is available on request from the office. We also inform parents and carers about this policy when their children join our Nursery and through our parent weekly newsletter. We recognise the expertise our staff builds by undertaking safeguarding training and managing safeguarding concerns on a daily basis. We therefore invite staff to contribute to and shape this policy and associated safeguarding arrangements.

The policy is provided to all staff at induction alongside our Staff Code of Conduct. In addition, all staff are provided with Part One of the statutory guidance [Keeping children safe in education 2022.pdf](#)

This policy was last updated	Signed on behalf of the nursery	Date for review
<i>April 2023</i>		<i>April 2024</i>

“This organisation is committed to safeguarding and promoting the welfare of children and young people and expects all staff, volunteers and parents to share this commitment. We have a duty to report concerns about children in our care”

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1. PURPOSE & AIMS

1.1 The purpose of the Seedling Nursery safeguarding policy is to ensure every child who is registered at our Nursery is safe and protected from harm. This means we will always work to:

- Protect children at our Nursery from maltreatment;
- Prevent impairment of our children's health or development;
- Identify children who may be in need of extra help;
- Ensure that children at our Nursery grow up in circumstances consistent with the provision of safe and effective care;
- Undertake that role so as to enable children at our Nursery to have the best outcomes.

1.2 This policy will give clear direction to staff, volunteers, visitors and parents about expected behaviour and our legal responsibility to safeguard and promote the welfare of all children at our Nursery.

1.3 Our Nursery fully recognises the contribution it can make to protect children from harm and supporting and promoting the welfare of all children who are registered children at our Nursery. The elements of our policy are prevention, protection and support.

1.4 We recognise that our safeguarding responsibilities are clearly linked to our responsibilities for ensuring that appropriate safeguarding responses are in place for children who are absent from nursery, particularly on repeated occasions. The management team will regularly liaise with the Designated Safeguarding Lead to discuss all persistently absent children and those who go missing to identify the risk of abuse and neglect including sexual abuse or exploitation and to ensure that appropriate safeguarding responses have been put in place to reduce the risk of future harm.

1.5 This policy applies to all children, staff, parents, volunteers and visitors.

2. OUR ETHOS

2.1 The child's welfare is of paramount importance. Our Nursery will establish and maintain an ethos where children feel secure, are encouraged to talk, are listened to and are safe. Children at our Nursery will be able to talk freely to any member of staff at our Nursery if they are worried or concerned about something.

2.2 Everyone who comes into contact with children and their families has a role to play in safeguarding children. We recognise that staff at our Nursery play a particularly important role as they are in a position to identify concerns early and provide help for children to prevent concerns from escalating. All staff are advised to maintain an attitude of 'it could happen here' where safeguarding is concerned. When concerned about the welfare of a child, staff members must always act in the best interests of the child.

2.3 All staff and regular visitors will, through training and induction, know how to recognise indicators of concern, how to respond to a disclosure from a child and how to record and report this information. We will not make promises to any child and we will not keep secrets. Every child will know what the adult will have to do with any information they have chosen to disclose.

2.4 Throughout our curriculum we will provide activities and opportunities for children to develop the skills they need to identify risks and stay safe. This will also be extended to include material that will encourage our children to develop essential life skills, in ways which are appropriate to their young age.

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2.4 At all times we will work in partnership and endeavour to establish effective working relationships with parents, carers and colleagues from other agencies in line with Working Together to Safeguard Children (2015) and Warwickshire Safeguarding Children Board procedures

3. ROLES AND RESPONSIBILITIES

Role	Name
Designated Safeguarding Lead (DSL)	Priscilla Conway - Manager and Company Director Monday - Friday
Deputy Designated Safeguarding Lead (DSL)	Sonia Galisteo - Petals Room Lead (on Maternity Leave) Tuesday - Thursday
Deputy Designated Safeguarding Lead (DSL)	Hazel Gillmore - 2nd in charge Wednesday - Friday (full week when Priscilla is on A/L)

3.1 It is the responsibility of every member of staff, volunteer and regular visitor to our Nursery to ensure that they carry out the requirements of this policy and, at all times, work in a way that will safeguard and promote the welfare of all of the children at this nursery. This includes the responsibility to provide a safe environment in which children can learn.

The Company Director Role

3.2 The Company Director of Seedling Nursery is accountable for ensuring the effectiveness of this policy and our compliance with it.

3.3 The Company Director will ensure that:

- The safeguarding policy is in place and is reviewed annually, is available publicly via our Nursery website and has been written in line with Local Authority guidance and the requirements of the Warwickshire Safeguarding policies and procedures;
- The Nursery contributes to inter-agency working in line with [Working Together to Safeguard Children](#) (2018);
- A senior member of staff from leadership team is designated to take the lead responsibility for safeguarding and child protection and there are deputy DSLs who is/are appropriately trained to deal with any issues in the absence of the Designated Safeguarding Lead (DSL) to ensure there will always be cover for this role;
- All staff receive a safeguarding induction and are required to read this policy and the staff code of conduct;
- All staff undertake appropriate child protection training that is updated annually;
- Procedures are in place for dealing with allegations against members of staff and volunteers in line with statutory guidance;
- Safer recruitment practices are followed in accordance with the requirements of 'Keeping Children Safe in Education' DfE (2020);
- The Company Director remedy without delay any weakness in regard to our safeguarding arrangements that are brought to their attention.

3.4 At Seedling Nursery the Company Director is responsible for:

- Identifying a senior member of staff from the leadership team to be the Designated Safeguarding Lead (DSL);
- Identifying additional members of staff to act as the Designated Safeguarding Leads (DSL) in his/her absence to ensure there is always cover for the role;
- Ensuring that the policies and procedures adopted by, particularly concerning referrals of cases of

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suspected abuse and neglect, are followed by all staff;

- Ensuring that all staff and volunteers feel able to raise concerns about poor or unsafe practice and such concerns are addressed sensitively in accordance with agreed whistle-blowing procedures;
- Liaise with the LADO in the event of an allegation of abuse being made against a member of staff.

The Designated Safeguarding Lead (DSL)

3.5 The Designated Safeguarding Lead is a senior member of staff, from the leadership team who takes lead responsibility for safeguarding and child protection in our Nursery. The DSL will carry out their role in accordance with the responsibilities outlined in Annex B of 'Keeping Children Safe in Education'.

3.6 The DSL will provide advice and support to other staff on child welfare and child protection matters. Any concern for a child's safety or welfare will be recorded in writing and given to the DSL.

3.7 The designated safeguarding lead and or a deputy will always be available (during Nursery hours) for staff to discuss any safeguarding concerns. If in exceptional circumstances, a DSL is not available on the site in person, we will ensure that they are available via telephone and any other relevant media.

3.8 The DSL, or one of the deputy DSLs, at Seedling Nursery will represent our Nursery at child protection conferences and core group meetings. Through appropriate training, knowledge and experience our DSL will liaise with Front Door and other agencies where necessary, and make referrals of suspected abuse to Front Door, take part in strategy discussions and other interagency meetings and contribute to the assessment of children.

3.9 The DSL will maintain written records and child protection files ensuring that they are kept confidential and stored securely.

3.10 The DSL is responsible for ensuring that all staff members and volunteers are aware of our policy and the procedure they need to follow. They will ensure that all staff, volunteers and regular visitors have received appropriate child protection information during induction and that appropriate training needs are identified.

4. TRAINING & INDUCTION

4.1 When new staff join our Nursery they will be informed of the safeguarding arrangements in place. They will be required to read our Nursery's safeguarding policy along with the staff code of conduct, Part one and Annex A of 'Keeping Children Safe in Education' and will be informed who our Designated Safeguarding Lead (DSL) and Deputy DSLs are. All staff are expected to read these key documents. They will also be provided with the recording form, given information on how to complete it and who to pass it to.

4.2 Every new member of staff or volunteer will receive safeguarding training during their induction period before they start work with the children, and for staff this is followed up during their 6-month probationary period. This programme includes information relating to signs and symptoms of abuse, how to manage a disclosure from a child, how to record and the remit of the role of the Designated Safeguarding Lead (DSL). The training will also include information about whistle-blowing in respect of concerns about another adult's behaviour and suitability to work with children.

4.3 In addition to the safeguarding induction, we will ensure that mechanisms are in place to assist staff to understand and discharge their role and responsibilities as set out in Part one of 'Keeping Children Safe in Education'. In order to achieve this we will ensure that:

- all members of staff undertake appropriate safeguarding training on an annual basis in accordance with

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Warwickshire Safeguarding Children Board advice and we will evaluate the impact of this training;

- all staff members receive regular safeguarding and child protection updates (for example, via email, <https://www.safeguardingwarwickshire.co.uk/7-minute-briefings> e-bulletins, staff meetings), as required, but at least annually, to provide them with relevant skills and knowledge to safeguard children effectively;
- All staff have group, or individual supervision, where they are encouraged to discuss children who may be causing concern and are supported in following up these concerns appropriately.

4.4 All regular visitors, temporary staff and volunteers to our Nursery will be briefed about our safeguarding procedures during their induction; they will be informed of whom our DSL and deputy DSLs are and what the recording and reporting system is and will be asked to sign a confirmation that they have received and they understand this information.

4.5 The DSL, the alternate designated member(s) of staff and any other senior member of staff who may be in a position of making referrals or attending child protection conferences or core groups will attend one of the multi-agency training courses organised by Warwickshire Safeguarding Children's Board at least once every three years. The DSL and alternate will attend Designated Safeguarding Lead (DSL) training provided by the Local Authority every two years. In addition to formal training, DSLs will ensure that they update their knowledge and skills at regular intervals, but at least annually, to keep up with any developments relevant to their role.

4.6 Our Company Director will also undertake appropriate training to ensure they are able to carry out their duty to safeguard all of the children at our Nursery.

4.7 We actively encourage all of our staff to keep up to date with the most recent local and national safeguarding advice and guidance, Annex A of 'Keeping Children Safe in Education' provides links to guidance on specific safeguarding issues such as Child Sexual Exploitation and Female Genital Mutilation. In addition, local guidance can be accessed via Warwickshire Safeguarding Children Board.

5. PROCEDURES FOR MANAGING CONCERNS

5.1 Seedling Nursery adheres to child protection procedures that have been agreed locally through the Warwickshire Children's Safeguarding Board (WSCB). Where we identify children and families in need of support, we will carry out our responsibilities in accordance with Warwickshire's Thresholds.

5.2 Every member of staff including volunteers working with children at our Nursery is advised to maintain an attitude of 'it could happen here' where safeguarding is concerned. When concerned about the welfare of a child, staff members should always act in the interests of the child and have a responsibility to take action as outline in this policy.

5.3 All staff are encouraged to report any concerns that they have and not see these as insignificant. On occasions, a referral is justified by a single incident such as an injury or disclosure of abuse. More often however, concerns accumulate over a period of time and are evidenced by building up a picture of harm over time; this is particularly true in cases of emotional abuse and neglect. In these circumstances, it is crucial that staff record and pass on concerns in accordance with this policy to allow the DSL to build up a picture and access support for the child at the earliest opportunity. A reliance on memory without accurate and contemporaneous records of concern could lead to a failure to protect.

5.4 It is not the responsibility of staff to investigate welfare concerns or determine the truth of any disclosure or allegation. All staff, however, have a duty to recognise concerns and pass the information on in accordance with the procedures outlined in this policy.

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5.5 The DSL should be used as a first point of contact for concerns and queries regarding any safeguarding concern in our Nursery. Any member of staff or visitor to the nursery who receives a disclosure of abuse or suspects that a child is at risk of harm must report it immediately to the DSL or, if unavailable, to a deputy DSL. In the absence of either of the above, the matter should be brought to the attention of the most senior member of staff.

5.6 All concerns about a child or young person should be reported without delay and recorded in writing using the agreed '[Green Form](#)' template. Blank copies in file and on shared Information@ Google Drive.

5.7 Following receipt of any information raising concern, the DSL will consider what action to take and seek advice from Warwickshire Children's Front Door as required. All information and actions taken, including the reasons for any decisions made, will be fully [documented](#). MAC- 2020 document

5.8 The DSL will decide whether to consider offering Early Help to support the family or to make a referral to Warwickshire Children's Front Door when there are complex needs or child protection concerns. The nursery will use Warwickshire's [Pathways to Help and Support \(Thresholds\)](#) to inform our decision making. If a referral to Children's Front Door has not met the threshold for targeted support or statutory intervention, the Designated Safeguarding Lead will make a full written record of the decision and outcome.

5.9 If, at any point, there is a risk of immediate serious harm to a child a referral should be made to Warwickshire Children's Front Door immediately. Anybody can make a referral. If the child's situation does not appear to be improving the staff member with concerns should press for reconsideration by raising concerns again with the DSL and/or the Manager. Concerns should always lead to help for the child at some point.

5.10 Staff should always follow the reporting procedures outlined in this policy in the first instance. However, they may also share information directly with Warwickshire Children's Front Door, or the police if:

- the situation is an emergency and the designated senior person, their deputy and the Manager are all unavailable;
- they are convinced that a direct report is the only way to ensure the child's safety.

5.11 Any member of staff who does not feel that concerns about a child have been responded to appropriately and in accordance with the procedures outlined in this policy should raise their concerns with the Manager or the Company Director. If any member of staff does not feel the situation has been addressed appropriately at this point should contact Front Door directly with their concerns.

5.12 We recognise that children are also vulnerable to physical, sexual and emotional abuse by their peers or siblings. This is most likely to include, but not limited to: bullying (including cyber bullying), gender based violence/sexual assaults and sexting. Abuse perpetrated by children can be just as harmful as that perpetrated by an adult, so it is important to remember the impact on the victim of the abuse as well as to focus on the support for the child or young person exhibiting the harmful behaviour. Such abuse will always be taken as seriously as abuse perpetrated by an adult and the same approach set out in Warwickshire's Thresholds will apply in respect of any child who is suffering or likely to suffer significant harm; staff must never tolerate or dismiss concerns relating to peer on peer abuse.

5.13 We recognise that children with special educational needs and disabilities (SEND) can face additional safeguarding challenges and these are discussed in staff training. These additional barriers can include:

- assumptions that indicators of possible abuse such as behaviour, mood and injury relate to the child's disability without further exploration;
- children with SEN and disabilities can be disproportionately impacted by things like bullying- without outwardly showing any signs; and

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- communication barriers and difficulties in overcoming these barriers.

5.14 At Seedling Nursery we recognise that our staff are well placed to identify concerns and take action to prevent children from becoming victims of Female Genital Mutilation (FGM) and other forms of so-called 'honour-based' violence (HBV) and provide guidance on these issues through our safeguarding training. If staff have a concern regarding a child that might be at risk of HBV they should inform the DSL who will activate local safeguarding procedures, using existing national and local protocols for multi-agency liaison with police and children's social care.

5.15 Where FGM has taken place, there is a mandatory reporting duty placed on teachers (since 31 October 2015). Section 5B of the Female Genital Mutilation Act 2003 (as inserted by section 74 of the Serious Crime Act 2015) places a statutory duty upon Early Years in England and Wales, to report to the police where they discover (either through disclosure by the victim or visual evidence) that FGM appears to have been carried out on a girl under 18. Those failing to report such cases will face disciplinary sanctions. We will provide guidance and support to our teachers on this requirement and further information on when and how to make a report can be found in the following Home Office guidance: 'Mandatory Reporting of Female Genital Mutilation - procedural information' (October 2015).

5.16 We recognise that safeguarding against radicalisation and extremism is no different to safeguard against any other form of vulnerability in today's society. At Seedling Nursery, we will ensure that:

- Through training, staff, volunteers and governors have an understanding of what radicalisation and extremism is, why we need to be vigilant in nursery and how to respond when concerns arise.
- There are systems in place for keeping children safe from extremist material when accessing the internet in our Nursery by using effective filtering and usage policy.
- The DSL has received Prevent training and will act as the point of contact within our nursery for any concerns relating to radicalisation and extremism.
- The DSL will make referrals to Warwickshire Children's Front Door and will represent our Nursery at meetings as required.
- Through our curriculum, we will promote the spiritual, moral, social and cultural development of children.

6. RECORDS AND INFORMATION SHARING

6.1 If staff are concerned about the welfare or safety of any child at our Nursery they will record their concern on the agreed reporting 'Green form' (see Appendix 1). They should ensure that the form is signed and dated. Any concerns should be passed to the DSL without delay.

6.2 Any information recorded will be kept in a separate named file, in a secure cabinet or electronically and not with the child's academic file. These files will be the responsibility of the DSL. Child protection information will only be shared within the nursery on the basis of 'need to know in the child's interests' and on the understanding that it remains strictly Confidential.

6.3 Child protection information will only be kept in the file and this file will be kept up to date. Records of concern, copies of referrals, invitations to child protection conferences, core groups and reports will be stored here. All our early help and safeguarding files will include; a chronology, contents, front cover and record of significant events in the child's life.

6.4 When a child leaves our Nursery, the DSL will make contact with the DSL at the new settling and will ensure that the child protection file is forwarded to the receiving nursery in an appropriately agreed manner. We will retain evidence to demonstrate how the file has been transferred; this may be in the form of a written

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confirmation of receipt from the receiving settling and/or evidence of recorded delivery.

7. WORKING WITH PARENTS & CARERS

7.1 Seedling Nursery is committed to working in partnership with parents/carers to safeguard and promote the welfare of children and to support them to understand our statutory responsibilities in this area.

7.2 When new children join our Nursery, parents and carers will be informed that we have a safeguarding policy. A copy will be provided to parents on request and is available on the website. Parents and carers will be informed of our legal duty to assist our colleagues in other agencies with child protection enquiries and what happens should we have cause to make a referral to Front Door.

7.3 We are committed to working with parents positively, openly and honestly. We ensure that all parents are treated with respect, dignity and courtesy. We respect parents' rights to privacy and confidentiality and will not share sensitive information unless we have permission or it is necessary to do so in order to safeguard a child from harm.

7.4 We will seek to work together with parents to support any worries or concerns we may have about their child unless to do so may place a child at increased risk of harm.

7.5 In order to keep children safe and provide appropriate care for them, the Nursery requires parents to provide accurate and up to date information regarding:

- Full names and contact details of all adults with whom the child normally lives;
- Full names and contact details of all persons with parental responsibility (if different from above);
- Emergency contact details (if different from above);
- Details of any other adult authorised by the parent to collect the child from Nursery (if different from the above).

The nursery will retain this information on the child's file on EYman (online nursery management system). Information about children will only be shared with adults who have parental responsibility for a child or with those for whom a parent has given permission and the nursery has been supplied with the adult's full details in writing.

8. CHILD PROTECTION CONFERENCES

8.1 Front Door will convene an Initial Child Protection conference once a child protection enquiry under Section 47 of the Children Act 1989 has been undertaken and the child is judged to be at continuing risk of significant harm. A review conference will take place once a child has been made the subject of a Child Protection Plan in order to monitor the safety of the child and the required reduction in risk.

8.2 Staff members may be asked to attend a child protection conference or core group meetings on behalf of the nursery in respect of individual children. Usually the person representing the nursery at these meetings will be the Manager or DSL. In any event, the person attending will need to have as much relevant up to date information about the child as possible; any member of staff may be required to contribute to this process.

8.3 All reports for child protection conferences will be prepared in advance using the guidance and template report provided by the WSCB. The information contained in the report will be shared with parents before the conference as appropriate and will include information relating to the child's physical, emotional and intellectual development and the child's presentation at nursery. In order to complete such reports, all

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relevant information will be sought from staff working with the child in the nursery.

8.4 Clearly child protection conferences can be upsetting for parents. We recognise that we are likely to have more contact with parents than other professionals involved. We will work in an open and honest way with any parent whose child has been referred to the Front Door or whose child is subject to a child protection plan. Our responsibility is to promote the protection and welfare of all children and our aim is to achieve this in partnership with our parents.

9. SAFER RECRUITMENT

9.1 We will ensure that the Manager and the Company Director have completed appropriate safer recruitment training. At all times the Nursery will ensure that safer recruitment practices are followed in accordance with the requirements of 'Keeping Children Safe in Education', DfE (2020).

9.2 At Seedling Nursery we will use the recruitment and selection process to deter and reject unsuitable candidates. We require evidence of original academic certificates. We do not accept testimonials and insist on taking up references. We will question the contents of application forms if we are unclear about them, we will undertake Disclosure and Barring Service checks and use any other means of ensuring we are recruiting and selecting the most suitable people to work with our children.

9.3 We will maintain a Single Central Register of all safer recruitment checks carried out in line with statutory requirements.

10. SAFER WORKING PRACTICE

10.1 All adults who come into contact with our children have a duty of care to safeguard and promote their welfare. There is a legal duty placed upon us to ensure that all adults who work with or on behalf of our children are competent, confident and safe to do so.

10.2 All staff will be provided with a copy of our Nursery's code of conduct at induction. They will be expected to know our Nursery's Code of Conduct and our behaviour management policy which includes guidance on restraint, and carry out their duties in accordance with this advice. There will be occasions when some form of physical contact is inevitable, for example if a child has an accident or is hurt or is in a situation of danger to themselves or others around them. However, at all times the agreed [policy for Physical Contact \(safe restraint\)](#) must be adhered to.

10.3 If visitors, volunteers or parent helpers are working with children alone they must always be visible to other members of staff. See [Lone working policy](#) for staff.

10.4 Guidance about acceptable conduct and safe practice will be given to all staff and volunteers during induction. These are sensible steps that every adult should take in their daily professional conduct with children. This advice can be found in '[Guidance for Safer Working Practices for Adults who work with Children and Young People in Education Settings](#)' (April 2020). All staff and volunteers are expected to carry out their work in accordance with this guidance and will be made aware that failure to do so could lead to disciplinary action.

10.5 The use of mobile phones (with SIM cards) is prohibited wherever children are present: e.g. in the nursery room and at our off-site outings. The Nursery has an outing mobile phone as a contact point.

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11. MANAGING ALLEGATIONS AGAINST STAFF & VOLUNTEERS

11.1 Our aim is to provide a safe and supportive environment which secures the well-being and very best outcomes for the children at our Nursery. We do recognise that sometimes the behaviour of adults may lead to an allegation of abuse being made.

11.2 Allegations sometimes arise from differing understandings of the same event, but when they occur they are distressing and difficult for all concerned. We also recognise that many allegations are genuine and there are some adults who deliberately seek to harm or abuse children.

11.3 We will take all possible steps to safeguard our children and to ensure that the adults in our Nursery are safe to work with children. We will always ensure that the procedures outlined in [Warwickshire Safeguarding Children Board](#) and Part 4 of '[Keeping Children Safe in Education](#)', DfE (January 2021) are adhered to and will seek appropriate advice from the Local Authority Designated Officer (LADO).

11.3.1 Each local authority must have a Local Authority Designated Officer (LADO). The role of the LADO is to oversee and investigate any concerns or allegations about a person who works with children in a position of trust, either in a paid or a voluntary role. In addition, a LADO will give advice and guidance to employers and voluntary organisations; liaise with the Police and other agencies, and monitor the progress of cases to ensure that they are dealt with as quickly as possible consistent with a thorough and fair process.

A LADO must always be contacted where there are concerns that someone who works with children may have:

- a. Behaved in a way that has harmed, or may have harmed, a child;
- b. Possibly committed a criminal offence against, or related to, a child; or
- c. Behaved towards a child or children in a way that indicates that they may pose a risk of harm to children.

To contact a LADO, a referral form is used: [Position of Trust Multi-Agency Referral Form \(POT MARF\)](#). The referral form is emailed to the LADO at their direct email address which is: lado@warwickshire.gov.uk.

11.4 If an allegation is made or information is received about any adult who works in our setting which indicates that they may be unsuitable to work with children, the member of staff receiving the information should inform the Manager immediately. This includes concerns relating to agency and supply staff and volunteers. Should an allegation be made against the Manager, this will be reported to the Company Director. In the event that neither the Manager nor Company Director is not contactable on that day, the information must be passed to and dealt with by either the member of staff acting as Manager.

11.5 The Manager or Company Director will seek advice from the LADO within one working day. No member of staff or the governing body will undertake further investigations before receiving advice from the LADO.

11.6 Any member of staff or volunteer who does not feel confident to raise their concerns with the Manager or Company Director should contact the LADO directly, see 11.3.1 for contact information.. Further national guidance can be found at: Advice on whistleblowing. The NSPCC whistleblowing helpline is also available for staff who do not feel able to raise concerns regarding child protection failures internally. Staff can call: 0800 028 0285 – line is available from 8:00am to 8:00pm, Monday to Friday or via e-mail: help@nspcc.org.uk.

11.7 The Nursery has a legal duty to refer to the Disclosure and Barring Service (DBS) anyone who has harmed, or poses a risk of harm, to a child, or if there is reason to believe the member of staff has committed one of a number of listed offenses, and who has been removed from working (paid or unpaid) in regulated activity, or would have been removed had they not left. The DBS will consider whether to bar the person. If these circumstances arise in relation to a member of staff at our Nursery, a referral will be made as soon as possible after the resignation or removal of the individual in accordance with advice from the LADO and/or HR.

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11.8 Seedling Nursery must notify Ofsted of any serious accident or injury

- an allegation of serious harm or abuse committed either at the premises or elsewhere by people who: live on the premises, work on the premises, look after children on the premises
- the disqualification of the registered provider, an employee or someone living on the childcare premises (see guidance on how to waive disqualification)
- any significant event that may affect someone's suitability to look after children, or be in regular contact with children (for instance, health changes or involvement with the police or social services)
- events that might affect the condition and safety of the premises or the quality of childcare offered, or lead to ongoing closures (such as a fire or flooding)
- the death of a child while in your care
- a child's serious accident, injury or illness while being looked after, including food poisoning affecting at least 2 children
- the death of, or a serious accident or injury to, anyone else on the premises (unless you only look after children from birth to the age of 5)

[report-a-serious-childcare-incident](#)

12. RELEVANT POLICIES

12.1 To underpin the values and ethos of our Nursery and our intent to ensure that children at our Nursery are appropriately safeguarded the following policies are also included under our safeguarding umbrella:

• [Staff Code of Conduct](#)

• [Supervision and Appraisal](#)

• [Safer Recruitment](#)

• Anti-Bullying (As part of the [Behaviour Policy](#))

• [Whistleblowing](#)

• [Absent policy](#)

• [Social Media](#)

• [Health and Safety](#) including site security

• [Intimate Care](#)

• [First aid](#)

• [Outings](#) and trips

13. STATUTORY FRAMEWORK

This policy has been devised in accordance with the following legislation and guidance:

• ['Working Together to Safeguard Children: A guide to inter-agency working to safeguard and promote the welfare of children'](#), DfE (July 2018)

• ['Keeping Children Safe in Education'](#), DfE (Update - January 2021 (Post EU Exit))

• [Warwickshire Safeguarding Children Board](#) procedures

• Warwickshire Safeguarding Children Board : Allegations Against Persons who Work with Children

• ['Guidance for Safer Working Practices for Adults who work with Children and Young People in Education Settings'](#)

• ['What to do if you're worried a child is being abused'](#), DfE (March 2015)

• ['Information Sharing: Advice for practitioners'](#), DfE (July 2018)

• ['The Prevent duty: Departmental advice for School and childcare providers'](#), DfE (June 2015)

• ['Mandatory Reporting of Female Genital Mutilation - procedural information'](#), Home Office (October 2015)