



Safeguarding Policy

Statement of Intent

Acorns Nursery is committed to safeguarding and promoting the welfare of children and expects all staff, students and visitors to share in this commitment. We will work with children, parent/guardian, external agencies and the local community to ensure the welfare and safety of children and to give them the very best start in life.

Aim

Acorns Nursery aims to:

- provide a safe environment, particularly for children that are vulnerable and with special educational needs and disabilities;
- establish what actions can be taken to ensure that children remain safe, at home as well as at nursery;
- raise awareness of all staff to these issues, and to define their roles and responsibilities in reporting of all types of abuse;
- identify children who are suffering, or likely to suffer, significant harm;
- ensure effective communication between staff on child protection issues;
- set down the correct procedures for those who encounter any issues of safeguarding.

For the purpose of this policy, safeguarding and promoting the welfare of children, is defined as 'protecting children from abuse and maltreatment, preventing harm to children's health or development, ensuring children grow up with the provision of safe and effective care' (NSPCC).

Nursery staff have a legal responsibility to safeguard all children in our care as stated in Working Together to Safeguard Children 2018 and the Statutory Framework for the Early Years Foundation Stage 2017.

Surrey Children's Single Point of Access (C-SPA)

Throughout this document reference is made to Surrey Children's Single Point of Access (C-SPA). C-SPA offers support, information and advice to those that who work with Surrey children. The C-SPA is the conduit for access to services at Levels 3 and 4 of 'Effective Family Resilience' (see below). It also provides direct information, advice and guidance on where to find appropriate support for families.

Effective Family Resilience in Surrey

The Effective Family Resilience document explains how together we will act as soon as problems emerge. It offers guidance how to share information, and provide effective, timely support to enable children and their families to overcome difficulties and become more resilient, enabling them to manage future life challenges independently. A copy of this document can be found in the safeguarding file situated in the office.

Designated Safeguarding Lead

The Designated Safeguarding Lead (DSL) and Deputy DSL (DDSL) has responsibility for coordinating action within the nursery and liaising with other agencies if and when needed. The DSL/DDSL's role is to ensure that:

- the child is always at the centre of all that we do;
- Surrey Safeguarding Children's Partnership (SSCP) procedures are followed;
- staff are aware of the safeguarding policy and procedures and where they can be accessed;
- staff read and sign the safeguarding policy at the start of every term or when any changes are made;
- appropriate training and support are provided;
- staff can identify signs of possible abuse and neglect and know how to respond appropriately;
- there is an effective working relationship with other agencies, professionals and services;
- if a specific concern is raised, Surrey's Effective Family Resilience document and Surrey C-SPA is accessed in a timely manner;
- Children's Services or the Police will be contacted over suspected cases of child abuse;
- accurate and confidential records are made and maintained;
- in all cases, individual children's details are kept in a secure place and marked strictly confidential;
- submit timely reports and attend Safeguarding Case Conferences and Early Help Team Around the Family meetings;

- the nursery effectively monitors children who have been identified as 'in need';
- parent/guardian, children and staff are given information on how to obtain suitable support;
- accident and incident records are maintained and reviewed every half term; and
- children on Child in Need (CIN) or on a Child Protection Plan (CPP) are monitored weekly.

Acorns Nursery DSL is Steph Howard
Acorns Nursery DDSL is Alison Goldup

Types of abuse

Acorns Nursery will respond promptly and appropriately to all incidents or concerns of abuse that may occur, and will work with statutory agencies in accordance with the procedures set out in 'Working Together to Safeguard Children' 2018 and 'What to do if you are Worried a Child is Being Abused. Advice for Practitioners' - 2015.

Child abuse can take different forms such as:

- Child sexual exploitation
- Child trafficking
- Bullying and cyberbullying
- Domestic abuse
- Emotional abuse
- Female genital mutilation
- Grooming
- Neglect
- Physical abuse
- Sexual abuse

When children are suffering from abuse, or experiencing neglect, this may become apparent through the words they use (direct or indirect disclosure) or through changes in their appearance, their behaviour, or their play.

Possible signs of abuse may include:

- changes in children's behaviour;
- deterioration in general well-being;
- unexplained bruising, marks or signs of possible abuse or neglect;
- children's comments which give cause for concern;
- any reasons to suspect neglect or abuse outside the setting, or
- inappropriate behaviour displayed by other members of staff, or any other person working with the children. For example, inappropriate sexual comments; excessive one-to-one attention beyond the requirements of their usual role and responsibilities; or inappropriate sharing of images.

Responding to a disclosure by a child

Staff may often be the first people to sense there is a concern about a child. They may also be the first people whom the child confides in about abuse.

Should a child make a disclosure to a member of staff they should:

- reassure and comfort the child;
- interact sensitively;
- listen carefully;
- avoid leading questions;
- not make promises they cannot keep;
- raise the concern with the DSL/DDSL immediately;
- write up conversation held with the child accurately on a record of concern form;
- sign and date the record of concern form; and
- complete a body map, if appropriate.

DSL/DDSL Procedure

In the event of a safeguarding concern the DSL/DDSL will ensure the following procedures are carried out:

- A swift decision will be made whether the concern/s should be referred to C-SPA.
- If a referral to C-SPA is required, parental permission must be sought.
- If the child might be at risk of harm or further harm, advice will be sought from C-SPA prior to seeking permission from parent/s.
- If a referral is made to C-SPA, the DSL/DDSL must complete and submit a 'Request for Support Form' within 48 hours.
- Particular attention will be paid to the attendance and development of any child who the nursery believes to be at risk or who is being supported by Children's Services i.e. is or has been a Child in Need (CIN) or on a Child Protection Plan (CPP).

- Completed request for support forms will be kept in the Safeguarding file, which is locked securely in the Manager's office.
- Written records of concerns about children will be kept, even when there is no need to refer the matter immediately, and ensure all records are kept securely in confidential files.
- Securely share safeguarding information with a child's new school or setting at the point of transition; on a need to know basis.
- If a child is known to Children's Services and changes setting, the DSL/DDSL will inform the social worker responsible for the case and transfer appropriate records to the receiving setting, in a secure manner, to a named person.

Where safeguarding concerns are observed in a child's behaviour, a specific and confidential record will be made, separate from the child's progress and development. The record will include:

- the address and age of the child
- the date and time of the observation or the disclosure
- an objective record of the observation or disclosure
- where possible the exact words spoken by the child
- the names of any other person present at the time
- the name and signature of the recorder
- should any marks be found on the child, a body map will be used in the presence of a witness.

These records will be kept in a separate file, in a locked cabinet, and accessed only by the Manager, DSL or DDSL.

Making Referrals

- Referrals are made to C-SPA (see contact details at the bottom of this document).
- Referrals are confirmed in writing within 48 hours, using the Request for Support Form including a body map where appropriate. The latest version of the form can be downloaded from www.surreycc.gov.uk/safeguarding.
- Once a concern has been reported it is the responsibility of the Nursery Manager, or in her absence the Deputy, to assess the potential risk the child may be facing, and the action that needs to be taken e.g. immediate referral or monitoring and recording.

Informing parent/guardian of a safeguarding concern

Acorns Nursery will take every step to build trusting and supportive relationships between families and staff in the nursery, ensuring that the care and safety of the child remains paramount. Where abuse at home is suspected, the nursery will continue to support the child and family while investigations proceed.

Parent/guardian are normally the first point of contact. If a suspicion of abuse is recorded, parent/guardian will be informed at the same time as the report is made, except where the guidance of C-SPA does not allow for this. In these cases, a Senior Social Worker from C-SPA will inform parent/guardian.

If it is felt that the child will be at risk of significant harm if allowed to go home with a parent/carer, advice will be sought from C-SPA.

Following advice from C-SPA, discussions with parent/guardian regarding a concern must always be carried out by the DSL/DDSL in a tactful and confidential manner. In no circumstances will any judgement or accusation be made towards the parent/carer. Accurate facts and reasons for the concern will be paramount to the discussion.

Pre-existing injuries

A pre-existing injury may occur outside of nursery hours. When a child arrives at nursery with a pre-existing injury, parent/guardian will be asked to complete a pre-existing injury form and body map before handover.

If parent/guardian report an injury over the telephone, this will be recorded in the communication book and on a pre-existing injury form. The parent/guardian will be asked to complete a body map and to sign the pre-existing form when they collect the child. If there is a concern regarding the injury, the Manager will be informed. Further clarification may be sought from parent/guardian and C-SPA contacted if necessary.

Pre-existing injury forms will be stored securely in the confidential accident/incident folder with a front cover chronology sheet to enable any patterns of injury, absence or concerns to be easily identified and promptly acted upon. All records must be completed in pen.

If staff notice an injury to a child after they have arrived at nursery, they will record accurate details on a pre-existing injury form. This may include the child's account of how and when the injury occurred. Staff will identify and record details of the injury on a body map, for example, the size

and colour of the bruises/grazes/burns. They will record the time, date and sign the form. If there are concerns relating to the injury parent/guardian may be contacted to clarify details. They will be asked to date and countersign the pre-existing injury form on collection of the child.

If a child arrives at nursery who is on a Child Protection Plan or is a Child in Need the injury must be reported to the DSL/DDSL and child's social worker. If a child under 6 months arrives at nursery with a pre-existing injury the DSL/DDSL must be informed. Guidance for 'The Bruising for Children who are not Independently Mobile' will be followed.

Not Independently Mobile Children (NIM)

This defines a child who is not yet crawling, bottom shuffling, pulling to stand or walking independently is defined as a not independently mobile (NIM). This includes all children under 6 months. If staff notice any bruising on a child that is under 6 months they must report their concern to the DSL/DDSL. The DSL/DDSL will:

- accurately complete a body map;
- complete a body map NIM form; and
- seek an explanation from the parent/carer.

If following the discussion with parent/guardian the DSL/DDSL continues to have concerns, the parent/carer will be informed of the nursery's safeguarding duty to refer the incident to C-SPA. Parent/guardian will be given a copy of Surrey Children Safeguarding Board's 'Bruising in Children that are not Independently Mobile' leaflet that offers further information, support and guidance.

Confidentiality

All enquiries, concerns and external investigations are kept confidential and shared only with those on a need to know basis. Any information is shared under the guidance of C-SPA.

All information and records must be kept in compliance with Surrey County Council's Multi Agency Information Sharing Protocol (MAISP). MAISP is an agreed protocol that all professionals, agencies and service providers adhere to. Please refer to our MAISP poster on the safeguarding board to read the 10 golden rules.

Staff are expected to read and sign that they understand the Confidentiality Policy as part of their induction and as a refresher at the beginning of the academic year.

Safe Recruitment

All staff working at Acorns Nursery in a paid or voluntary capacity will be recruited using the following procedure:

Effective recruitment procedure

- All adverts will contain a safeguarding statement to deter unsuitable applications.
- All roles have defined person specifications and job descriptions.
- Candidates applying for a position must complete an application form (we do not accept CV's)
- Applicants will be informed that positions are exempt from the Rehabilitation of Offenders Act 1974; on the application form.
- The application form requires the applicant to disclose any convictions, cautions, court orders, reprimands and warnings which may affect their suitability to work with children.
- All applicants will be interviewed before an appointment is made.
- If candidates are successful after the first interview they will be invited back for a second. During the second interview supervised time will be spent with the children.
- Full employment history is asked for on our application form. Employment history will be discussed at interview and candidates will be asked to explain any gaps in employment.
- Two written references are required on the application form. The candidates last employer will always be asked for a reference.
- Original copies of candidate's qualification certificates will be expected to be shown at interview, when photocopies will be made.
- The relevancy of early years qualifications will be checked with the Department for Education.

Offer of employment

- An Enhanced Disclosure and Barring Service (DBS) checks will be carried out for all employees and volunteers.
- If not already on the DBS Update Service, new employees will be expected to join within 30 days.
- A Right to Work check is undertaken with each new employee.
- All appointments will be subject to a probationary period and will not be confirmed unless the nursery is confident that the applicant meets requirements of the position.

- Any staff waiting for DBS clearance will not work unsupervised with children.
- Two satisfactory references have been received.

Induction and ongoing suitability

- We ensure that, as part of the nursery induction programme, all members of staff are aware of the procedures for reporting and recording their concerns about safeguarding.
- During the induction programme all staff receive information regarding profession conduct and boundaries.
- A copy of 'What to do if you are Worried a Child is Being Abused' - Summary 2015 is kept in the staff safeguarding noticeboard and can be referred to in the event of suspected abuse.
- All staff receive regular supervision where opportunities are made to discuss child protection training and any need for further support.
- Staff will also be asked to disclose any convictions, cautions, court orders, reprimands and warnings which may affect their suitability to work with children (before or during their employment at nursery)
- All staff will undertake an end of probation review. Then ongoing, an annual appraisal.

Staff Safeguarding Training

Acorns Nursery will ensure that external safeguarding training is accessed regularly by practitioners. This training will be refreshed every three years, however, in house safeguarding training, quizzes and professional discussions will take place on a regular basis.

The DSL and DDSL have both attended Working Together to Safeguard Children and Surrey Safeguarding Children Partnership (SSCP) Foundation Modules 1 and 2. This training is updated every two years.

Staff attend in-house and external safeguarding training and are aware of their duty to be alert, prevent and to report the following types of abuse:

- Abuse – physical, emotional, neglect, sexual.
- Prevent
- Female Genital Mutilation (FGM)
- Child Sexual Exploitation (CSE)
- Forced Marriage (FM)
- Honor Base Violence (HBV)
- Domestic Abuse (DA)
- Grooming including online abuse
- Breast Ironing (BI)
- Faith abuse
- Modern Day Slavery
- Fabricated illness
- Child trafficking
- Bullying and cyberbullying

Safeguarding Practice

The layout of the environment and the deployment of staff at Acorns Nursery allows for constant supervision. No child is left alone with staff or students in a one to one situation without being visible to others. Security measures are in place to ensure control over who comes into the nursery so that no unauthorised person has unsupervised access to the children.

The following are additional features of Acorns good safeguarding practice:

- Details of all visitors to the nursery are recorded.
- Children are encouraged to develop a sense of autonomy and independence through adult support in making choices and in finding names for their own feelings, and acceptable ways to express them. This will enable children develop understanding of why and how to keep safe and to have the self-confidence and vocabulary to resist inappropriate approaches.
- Staff work to create a culture of value and respect for the individual, having positive regard for children's heritage arising from their heritage, ethnicity, languages spoken at home, cultural and social background. This is carried out in a way that is developmentally appropriate for the children.
- Information is collected from families before admission (name, date of birth, address, contact details) is updated on entry, and then updated annually, or more frequently as required. The Nursery Manager is responsible for updating and storing this information in line with the General Data Protection Regulations (GDPR) 2018.

Professional curiosity

Professional curiosity is the capacity and communication skill to explore and understand what is happening within a family rather than making assumptions or accepting things at face value. Children rarely disclose abuse directly to adults working with them and, if they do, it will often be through unusual behaviour or comments. This can make identifying abuse and neglect difficult to detect.

Acorns Nursery recognises the importance for staff to be professionally curious. Staff will:

- spend time engaging and building relationships with parent/guardian
- use their skills to observe and interact
- ask questions and seek clarity if they are uncertain
- keep the child at the centre of all they do
- communicate in an open way so parent/guardian know your priority is to keep the child safe, not to judge or criticise.

Allegations against Staff

Due to their daily contact with children, staff are particularly vulnerable to accusations of abuse. Their relationships with children may lead to allegations being made against them by children, work colleagues, parent/guardian or external visitors.

What is an 'allegation'?

An 'allegation' refers to any information or concern which suggests an adult who works with children has:

- behaved in a way that has harmed, or may have harmed a child;
- possibly committed a criminal offence against, or related to, a child; or
- behaved in a way that indicates s/he is unsuitable to work with children.

Allegations against staff can arise in connection with work, their own child or other children living outside the family, and can relate to a current or historical concern. An allegation can be made in a number of ways:

- Directly by the child;
- Indirectly, for example by friends of the child;
- Complaint from a parent/carer to the Manager, DSL/DDSL, directly to C-SPA or Ofsted
- Report from a colleague or another agency
- Anonymously

All allegations are taken seriously and acted upon. The management of allegations sits within an effective cycle of good practice which exists both to protect children and those who work with them. When an allegation is made the Manager will refer the allegation to the Local Authority Designated Officer (LADO), who has overall responsibility for the management of allegations. They will consider the nature, content and context of the allegation and agree the course of action to be taken. The LADO also provides advice and guidance, liaises with the Police and Social Care Teams, regulatory bodies such as Ofsted to ensure a consistent, fair and thorough process for both child and adult.

Procedure for dealing with an allegation

- In the event that an allegation of child abuse is made against a member of staff, the individual against whom the allegation is made will be formally advised of the allegation by the Manager and immediately suspended on full pay while an investigation is carried out.
- The incident will be reported to the LADO within 24 hours, even if the member of staff resigns. The LADO will advise of the next steps, how to manage talking about the concerns with the adult who may have harmed the child, how to inform the child's parent/carer, how the employer safeguards children throughout any investigation and what they expect of an individual and other agency involved.
- A risk assessment will be carried out into how the incident occurred and any actions identified will be addressed.
- Ofsted will be informed of any allegations of serious harm or abuse by any person working, or looking after children at the premises (whether the allegations relate to harm or abuse committed on the premises or elsewhere). Ofsted will be notified of any action taken in respect of the allegation. It is good practice to ring Ofsted within 24 hours of the allegation being made and followed up in writing no later than 14 days. It is an offence to fail to comply with this requirement.
- It is the responsibility of the Manager to gather information where an allegation has been made against a member of staff, not the DSL.
- All staff will be required to sign a confidentiality form, requesting that the matter is not to be discussed outside of the nursery or amongst themselves at work, as they may be asked to

give a statement which could later be used as evidence in Court. This is in order to protect all parties from rumour and false allegations, unintentional or otherwise.

- Any written records relating to such an incident should be kept in a secure location.
- If a decision is made to dismiss or remove a member of staff from working with children because they have harmed or may have harmed a child, the Manager has a legal duty to inform the Disclosure and Barring Service (DBS).
- If the member of staff resigns during an investigation or before they are dismissed, the DBS must still be informed.
- Telling the DBS does not mean the person will be automatically barred from working with children.

Allegations against the Nursery Manager

- The DSL will seek advice from the LADO.
- In the event that an allegation of child abuse is made against the Nursery Manager, they will be formally advised of the allegation by the DSL.
- A risk assessment must be carried out into how the incident occurred and any actions identified will be addressed.
- The LADO and Ofsted will be formally notified within 24 hours and followed up in writing within 14 days.
- Any written records relating to such an incident should be kept in a secure location.

Whistleblowing

Whistleblowing is an important aspect of safeguarding where staff, volunteers and students are encouraged to share genuine concerns about a colleague's behaviour. The behaviour may not be child abuse but they may not be following the code of conduct or could be pushing the boundaries beyond normal limits.

Whistleblowing is very different from a complaint or a grievance. The term whistleblowing generally applies when an individual witnesses' misconduct that they have seen which threatens other people or children.

The Public Interest Disclosure Act 1998, known as the Whistleblowing Act, is intended to promote internal and regulatory disclosures and encourage workplace accountability and self-regulation. The Act protects the public interest by providing a remedy for individuals who suffer workplace reprisal for raising a genuine concern, whether it is a concern about child safeguarding and welfare systems, financial malpractice, danger, illegality, or other wrongdoing.

The statutory guidance from the DfE Working Together to Safeguard Children 2018, makes it clear that all settings provide services for, or work with children must have appropriate whistleblowing procedures. We are keen to promote a culture that enables concerns about safeguarding and promoting the welfare of children. The concern may relate to something that is happening now, has happened in the past or could happen in the future.

All staff and students are aware that any concerns they may have can be shared with the nursery Manager as appropriate at any time. The welfare and safety of the children is paramount. Staff, volunteers and students who are unsure whether or not to raise a concern can contact an independent body for advice such as Public Concern at Work.

It is not intended that this policy be a substitute for, or an alternative to the formal grievance procedure, but is designed to nurture a culture of openness and transparency, which makes it safe and acceptable for employees and volunteers to raise, in good faith, a concern they may have about misconduct or malpractice.

If any member of staff has a concern they should discuss their concern with the DSL/DDSL or Manager immediately, to enable the concern to be resolved as soon as possible.

Child Attendance

We monitor all children's attendance and lateness and use the following procedure:

- Parents are asked to report any absence and the reason to the nursery before 10am.
- If the nursery has not been informed of a child's absence by 10am the Manager will call or email the parent/carer to check the welfare of the child. If contact has not been made by the parent/carer by 12.00pm we will contact their designated emergency contact person, stated on the child's registration form. If contact is not able to be made we will email the parent and contact C-SPA for advice.
- All calls and emails are recorded
- If a child is on a Child in Need or Child Protection Plan the named social worker will be called and this will be recorded.
- Attendance and lateness are monitored to identify any concerning patterns

- Any concerns will be investigated with parent/guardian, recorded and escalated if required.

Students

We welcome placement and work experience students at the nursery. All will be supervised and will not be counted in ratios. All students will undertake an induction programme and are expected to follow policies and procedures. Students requesting to conduct child studies will obtain written permission from the parent/guardian of the child.

Escalation

Occasionally situations may arise where professionals may disagree with a safeguarding decision made by another member of staff or agency, and feel the decision is not safe for the child. These situations are most likely to arise around:

- Level of need
- Risk assessment
- Role and responsibilities
- Intervention
- Communication
- Information sharing

At Acorns Nursery, problem resolution is an integral part of our professional co-operation and joint working to safeguard children. All agencies must work together in the interest of the child and it is recognised that at times there may be differences of opinion on how to progress a case.

Our escalation procedure seeks to identify how resolution can be sought where there are differences of opinion. We aim to avoid disputes that:

- detract from the focus on the child
- delay decision making
- resolve difficulties within and between agencies

At all stages of the escalation process actions and decisions must be shared in a timely manner with staff who are directly involved with service users.

Decisions should be recorded in writing and the referring member of staff should be kept informed of the escalation of their concern. In particular this must include written confirmation between the parties about an agreed outcome of the disagreement and how any outstanding issues will be pursued. All records should be retained on the child's case file. If advice/guidance is needed on Safeguarding children which is not covered in the nursery's policies and procedures further information and guidance can be found on: www.surreyscb.org.uk

Mobile Phones and Electronic Devices

The welfare, protection and safety of all children in our care is paramount, and we take our responsibility to safeguard children seriously. We believe our staff should be completely attentive during their hours of work to ensure the children receive good quality care and education and therefore the use of mobile phones and electronic devices such as smart watches, recording equipment and I pads are not permitted during working hours.

- Mobile phones must be kept on silent or switched off during working hours and placed in the office.
- Staff must ensure there is no illegal content on any device they bring in to nursery. The management team reserves the right to check image content of a mobile or electronic device if there is any cause for concern over its appropriate use. Should inappropriate material be found, the Local Area Designated Officer will be contacted immediately.
- If staff are awaiting an emergency phone call, by agreement, they may leave their phone in the office with a member of management and take the call in the office.
- Mobiles may only be used on designated breaks and only in a child free area of the nursery.
- Mobile phones must never be used to take photographs of any child at any point.
- It is the responsibility of all members of staff to be vigilant and report any concerns to the management team/ DSL/DDSL.
- On arrival, visitors will be politely asked to place their mobile phone in the office.

Acorns Nursery has a nursery mobile which is on the counter and is kept with the deputy out of hours in order to receive messages from parents. All communication must remain professional and only used to communicate nursery related information.

The mobile will be used in the following ways:

- To contact parent/guardian in the event of an emergency
- For staff to use to communicate with management when on trips and walks.
- Parents to communicate with management out of hours
- As a backup when the nursery landline is out of action

Nursery Tel: 01483 860723

Nursery Mobile: 07849 633614

Cameras

Photographs taken for the purpose of recording a child or a group participating in activities or celebrating their achievements, is an effective form of recording their development and progress. However, it is essential that photographs are taken and stored appropriately to safeguard the children in our care.

- Only the designated nursery camera is to be used to take any photo within the nursery or on an outing.
- Images taken on this camera must be deemed suitable without putting the child/children in any compromising positions that could cause embarrassment, distress or lead to misinterpretation.
- All staff are responsible for the location of the camera, tablets and memory care. These should be stored in the office which is locked overnight.
- Images taken and stored on the camera must be downloaded as soon as possible, ideally once a week. Images must only be downloaded by the management team and stored on the nursery computer.
- Photographs will be deleted from the camera once the images have been printed.
- Under no circumstances must cameras of any kind be taken in the bathroom/toilet area.
- At all times the camera must be placed in a prominent place where it can be seen.
- Failure to adhere to the contents of this policy may lead to disciplinary procedures.

Useful contact details:

Surrey Safeguarding Children Partnership (SSCP)

partnership.team@surrey.gov.uk

Surrey Children's Single Point of Access (C-SPA)

Concerns about a Child

Monday to Friday. 9am – 5pm

Tel: 0330 470 9100

Out of Hours Emergency Duty Team

Tel: 01483 517898

Allegations Against Staff

Local Authority Designated Officer (LADO)

Tel: 0300 123 1650

Ofsted Whistleblowing Hotline

Monday to Friday. 8am – 6pm

Tel: 0300 123 3155

Email: whistleblowing@ofsted.gov.uk

Ofsted General Helpline

Tel: 0300 123 1231

Email: enquiries@ofsted.gov.uk

NSPCC Helpline

Tel: 0808 800 5000

DBS

Tel: 03000 200 190

Public Concern at Work.

Tel: 0207404 6609.

Email: whistle@pcaw.org.uk

Policy Review

As part of Acorns Nursery monitoring of safeguarding this policy will be subject to periodic review

Signed:

Date:

Policy Review Date: September 2021