



Child Protection Frederic Street

Crazy 4 kids is committed to ensuring that children feel completely safe, secure and free from both the fear and the reality of any form of abuse either whilst in our care or in their personal lives. We strongly uphold their right to having a voice and being listened to and continually strive to enforce this throughout our practice and procedures. The setting's child protection policies and procedures comply with all relevant National and Local Legislation and we work within full compliance of our local Multi Agency Safeguarding Hub (MASH).

The Registered Provider has responsibility for ensuring that all Child Protection Policies and Procedures are followed and has appointed a Designated Child Protection Officer for each setting. The Officer has suitable experience, training and expertise, being responsible for liaising with The Registered Provider, Social Services, the Local Safeguarding Children Board and Ofsted in any child protection matter. The Nursery is committed to reviewing its Child Protection policy and procedures; this is undertaken annually unless updates are received before this time. The policy and procedures will be shared with all new staff and parents/carers as part of the induction / admissions process.

Recognising Child Abuse

Child abuse manifests itself in a variety of different ways, some overt and others much less so.

Physical Abuse: Can involve hitting, shaking, throwing, burning, suffocating or any other physical harm. Deliberately causing or fabricating a child's ill health also constitutes physical abuse.

Sexual Abuse and Exploitation: This involves forcing or enticing a child to take part in sexual activities, whether or not the child is aware of what is happening. The activities may involve physical contact, including penetrative or non-penetrative acts. Showing children pornographic materials, sexual activities, or encouraging children to behave in sexually inappropriate ways. Sexual abuse also comes in the form of 'grooming' via the internet which constitutes preparing a child for abuse, which many children would be unaware of. Children are 'open' to abuse from all people male, female and / or other children. Exploitation comes in the form of children being forced, encouraged or coerced into engaging in sexual activity in exchange for money, gifts, affection or status and can often be unaware that it is abuse especially if they have voluntarily become involved.

Emotional abuse: Emotional abuse involves persistent or severe emotional ill-treatment likely to cause severe adverse effects on the emotional or psychological stability of a child and have long term effects on their emotional well-being and development. Emotional behaviour may manifest

Updated: August 2018

Review date: August 2019

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itself in many ways that may be difficult to detect in the short term and consist of the conveying to a child that they are worthless, unloved, or inadequate, or making them 'feel' unnecessarily frightened

or vulnerable. This can be inflicted upon the child by adults but also by their peers in the form of online bullying and name calling either through the internet or text messaging, etc. Crazy 4 Kids will not tolerate any bullying with regard to both children and / or staff and will take immediate action to report any such behaviour to the relevant agencies.

Neglect: Neglect is the persistent failure to meet a child's basic physical, emotional or physiological needs, such as is likely to have a severe impact on their health, development or emotional stability. Failing to provide adequate food, shelter, clothing or adequately protect them from physical harm or ill health can raise concerns that a child is in need and is suffering from neglect.

Children with Additional Needs: In order to ensure that the welfare of children who have SEND (Special Educational Needs and Disabilities) is protected and promoted, it is recognised that additional action is required. This is because SEND children experience greater and created vulnerability as a result of negative attitudes and unequal access to services and resources and because they may have additional needs relating to physical, sensory, cognitive and/ or communication impairments. A fundamental principle underlying this practice guidance is that SEND children have the same human rights as non - SEND children, to be protected from harm and abuse, and are equally entitled to achieve the 'staying safe' outcome of the Every Child Matters agenda. This works in conjunction with Working Together to Safeguard Children (2015). Detailed notes will be kept on all areas of their 'being' to ensure that we have a complete 'picture' of the child and any changes can be quickly detected. Any concerns will be discussed with the parents / carers and referred on as appropriate following MASH procedures.

Further to this, the following principles will govern any suspected or reported case of abuse:

- Where actual or suspected abuse comes to the attention of staff, they will report this to the Supervisor / Manager and the Child Protection Officer. If they believe that a child is in immediate danger, they are to ring 999 (police).

If the manager feels that there is no immediate danger or they need advice, then they will contact the County Multi Agency Safeguarding Hub (MASH) 020 8496 2310 without delay following County procedures.

Out of Hours : 020 8496 3000

- Staff are encouraged and supported to trust their professional judgement and if they suspect abuse has, or is taking place, to report it without delay.

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- OFSTED will be informed of any allegations of abuse against a member of staff, student or volunteer, or any abuse that is alleged to have taken place on the premises or during a visit or outing within 14 days.

- Full written records of all reported incidents will be produced and maintained. Information recorded will include full details of the alleged incident; details of all the parties involved; relevant dates, times and locations and any supporting information or evidence from members of staff. The Nursery will demonstrate great care in distinguishing between fact and opinion when recording suspected incidents of child abuse.

- The Manager and the Child Protection Officer will be responsible for ensuring that written records are dated, signed and kept confidentially.

- If an allegation of abuse is made against the Manager, Child Protection Officer or a member of staff, the Registered Person will be informed immediately. They will then assume responsibility for the situation or delegate this role to a senior member of staff. The Nursery will not carry out any investigation itself into a suspected child abuse incident but will refer on to the Local Authority Designated Officer, Contact Details: Gill Nash

LADO: 020 8496 3646 - Mobile: 07791559789 Monday - Friday 9am/5pm

Out of Hours : 020 8496 3000

Email: lado@walthamforest.gov.uk OR LADO@walthamforest.gov.uk.cjsm.net

- Any 'conflict of interest' will always be taken into consideration when dealing with an allegation. A suitable person will be delegated to investigate any allegations when told to do so by the LADO.

- Crazy 4 Kids will take appropriate action in relation to the findings of any investigation into allegations of abuse, consistent with its duties to protect the safety of children and uphold fair processes for staff, students and volunteers.

- Any member of staff, student or volunteer under investigation for alleged abuse of a child (or the threat of), will be subject to the provisions of the Staff Disciplinary Policy and a judgement will be made regarding the consideration of suspension after a discussion with the LADO'.

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Crazy 4 Kids reserves the right to dismiss immediately any member of staff deemed unsuitable to work with children due to a Child Protection issue.

- Staff will ensure that all concerns and allegations are treated with sensitivity and confidentiality.
- Any children involved in alleged incidents will be comforted and reassured.
- It is our duty to refer individuals who we feel are a potential risk to children to the DBS (Disclosure and Barring Service)
- It is our duty to ensure that we follow the 'Working Together to Safeguard Children'(2015) guidance so that we can respond to individual children's needs appropriately.

In circumstances where a child makes an allegation or a disclosure, the member of staff concerned will:

- 1 Listen fully to all the child has to say
- 2 Make no observable judgement
- 3 Ask open questions that encourage the child to speak in their own words
- 4 Ensure the child is safe, comfortable and not left alone
- 5 Make no promises that cannot be kept; such as promising not to tell anybody what they are being told

Staff will be made aware of the Department of Health's booklet 'What to do if You're Worried A Child Is Being Abused?' (2015), and it's recent guidance on 'Protecting Children from Harm'.

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Referring Allegations to Child Protection Agencies

*If you believe that a child is in immediate danger ring 999 (police) *

* If there is no immediate danger or you need advice contact the County Multi Agency Safeguarding Hub on 020 8496 2310 or complete an online referral form.

- The Manager or the Child Protection Officer will communicate as much information about the allegation and related incidents as is consistent with advice given by social services and the police.
- At all times, the safety, protection and interests of children concerned will take precedence. The Manager and staff will work with and support parents/carers as far as they are legally able.
- The Club will assist all relevant agencies, as far as it is able, during any investigation of abuse or neglect. This will include disclosing written and verbal information and any evidence.

Prevent Duty

The Statutory Framework for the Early Year Foundation Stage (2017) links with the expectation that early years practitioners will comply with the Prevent Duty. Early years settings have responsibility to provide staff with sufficient training to be able to recognise such vulnerability (Radicalisation) and be aware of what action to take to ensure they understand when to make referrals to the Channel programme and where to get additional advice and support. Report concerns to MASH, keep children safe and promote their welfare, be alert to any child protection issues in the child's life both at home or elsewhere. Protect children from harm and be alert to harmful behaviour by other adults in the child's life, focus on children's personal, social and emotional development, ensure children learn right from wrong, mix and share with other children and value other's views, with knowledge about similarities and differences between themselves and others, and challenge negative attitudes and stereotypes (in an age appropriate way). Crazy 4 Kids has a duty to record and monitor children's late and non-attendance. Unauthorised absences will be followed up within 24 hours by contacting the parents. The time, date and reason for absences will be recorded in the register.

Female Genital Mutilation (FGM)

Updated: August 2018

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From October 2015, the FGM Act 2003 introduced a mandatory reporting duty for all regulated health and social care professionals and teachers in England and Wales. Professionals must make a report to the police, if, in the course of their duties:

- they are informed by a girl under the age of 18 that she has undergone an act of FGM or
- they observe physical signs that an act of FGM may have been carried out on a girl under the age of 18.

A girl who has had FGM may:

- have difficulty walking, sitting or standing
- spend longer than normal in the bathroom or toilet
- have unusual behaviour after an absence from the setting

Further information:

Staff who are worried a child is at risk can call the FGM helpline on 0800 028 3550 or email fgmhelp@nspcc.org.uk

Private Fostering

If a child under the age of 16 (or under the age of 18 if disabled) is living in a private arrangement with someone who is not their parent, step-parent, grandparent, aunt/uncle or adult sibling, for 28 days or more, then the local authority must be notified, as this is likely to be a 'private fostering' arrangement.

How to report it -

Ideally, the parent or carer of the child should notify Waltham Forest MASH team themselves, but anyone can do this on their behalf by calling 020 8496 2310 or by emailing MASHrequests@walthamforest.gov.uk.

Child Sexual Exploitation (CSE)

Sexual exploitation affects thousands of children and young people across the UK every year and all services working with children have an important role to play in protecting children from this horrific form of child abuse. Crazy 4 Kids is alert to the signs and indicators of a child becoming at risk of, or subject to, CSE and will take appropriate action to respond to any concerns by following the CSE Toolkit.

Spotting the signs:

The signs can be very difficult to identify, young people who are being sexually exploited may:

- be involved in abusive relationships, intimidated and fearful of certain people or situations
- hang out with groups of older people, or anti-social groups, or with other vulnerable peers

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- associate with other young people involved in sexual exploitation
- get involved in gangs, gang fights, gang membership
- have older boyfriends or girlfriends
- spend time at places of concern, such as hotels or known brothels
- not know where they are, because they have been moved around the country
- go missing from home, care or education.

More help and resources for parents and carers: Call or text 116 000 - young people's CSE helpline

This is a new national helpline for young people to call or text if they have concerns for themselves or a friend about child sexual exploitation: 116 000. It's free, anonymous and open 24 hours, 365 days per year.

Peer on Peer abuse

Crazy 4 Kids recognises that some children may abuse their peers and any incidents of peer on peer abuse will be managed in the same way as any other child protection concern and will follow the same procedures. Peer on peer abuse can manifest itself in many ways. This may include Physical Abuse (biting, kicking, hair pulling, spitting, punching), sexually harmful behaviour (Inappropriate sexual language, touching, sexual assault, sexting), bullying (physical, name calling, homophobic, cyber bullying), on-line abuse and gender-based abuse. We do not tolerate any harmful behaviour at Crazy 4 Kids and will take immediate action to intervene where this occurs.

Useful Telephone Numbers:

MASH (Multi Agency Safeguarding Hub) : 020 8496 2310

Email MASH: MASHrequests@walthamforest.gov.uk

Out of Hours Team: 020 8496 3000

Local Authority Designated Officer : Gill Nash - 020 8496 3646

Out of Hours Local Authority Designated Officer : 020 8496 3000

Email: lado@walthamforest.gov.uk OR LADO@walthamforest.gov.uk.cjism.net

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London Borough of Waltham Forest

Local Authority Designated Officer & Safeguarding In Education

Quality Assurance Service,

Juniper House,

221 Hoe Street,

Walthamstow, London E17 9PH

Telephone 020 8496 3646

mobile 07791 559 789

Email: Gillian.Nash@walthamforest.gov.uk

NSPCC: 0808 8005000

Ofsted: 0300 123 123 1

Childline - 0800 1111

Emergency Services - 999 or 101

Safeguarding Children is Everyone's Responsibility!

Julie Norris

Registered Provider

Updated: August 2018

Review date: August 2019

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