



ST GEORGE'S PRE-SCHOOL HINTON ST GEORGE

Website: <http://saintgeorgespreschool.co.uk>

Child Protection Policy

The Pre-School and its entire staff have a duty to be aware that abuse does occur in our society. This statement lays out the procedures that will be taken if we have reason to believe that a child in our care is subject to either emotional, physical or sexual abuse or neglect.

Our primary responsibility is the welfare and well being of all children in our care. As such we believe we have a duty to the children, parents/main carers and staff to act quickly and responsibly in any instance that may come to our attention.

The Pre-School has a duty to report any suspicions around abuse to Social Care and Health whether this stems from allegations against staff, volunteers, carers or the general public. The Children Act 1989 (Section 47(1)) places a duty on Social Care and Health to investigate such matters. The Pre-School will follow the procedures set out in the Local Safeguarding Children Board Child Protection Guidance and as such will seek their advice on all steps taken subsequently.

The Pre-school will notify Ofsted if Children's Social Care are investigating a child protection matter related to the group.

A designated member of staff for child protection will take the lead in dealing with any concerns raised initially, and will then decide whether to take advice from outside agencies such as Children's Social Care, and the police. Parents / Carers will always be informed unless it is believed this would place the child at risk of significant harm.

An allegation of child abuse or neglect could lead to a criminal investigation so staff will not do anything that may jeopardise a police investigation, for example, ask a child leading questions or attempt to investigate the allegations of abuse.

Children's Social Care takes the lead role in enquiring about child protection issues related to the child whilst the employer retains the responsibility for disciplinary actions related to their staff member, volunteer or carer. The employer will follow the disciplinary procedure as detailed within the employee's employment contract.

Allegations against member of staff or volunteer.

Action will be taken under this heading if allegations of child abuse/neglect are made against a member of staff or volunteer working at the Group.

Procedure

- a. The concern will be discussed with the parent/main carer by the designated member of staff for child protection.
- b. Such discussion will be recorded and the parent /main carer will have access to such records.
- c. The designated staff member will report the incident to their employer (e.g. owner, committee).
- d. The employer has a duty to contact Children's Social Care for guidance and follow their advice.
- e. The employer will need to decide how far to discuss it with the accused member of staff / volunteer, bearing in mind that an allegation of child abuse or neglect could lead to a criminal investigation, so they should not do anything that may jeopardise a police investigation, for example, ask a child leading questions or attempt to investigate the allegations of abuse.
- f. The employer will need to decide whether to suspend the member of staff/volunteer pending investigations, depending on advice given by Social Care.
- g. If there appear to be any issues or concerns regarding the circumstances Children's Social Care and /or the police will be notified. The matter will also be reported to Ofsted and the Local Authority Safeguarding Children Board.

Confidentiality

The aim of this childcare setting is to promote an environment of respect with reference to confidential information relating to the children, families or group users and the groups business (please see our confidentiality policy.) However, if it becomes necessary to disclose information concerning a child and/or member of staff (if the allegation is made against a staff member/volunteer) to an outside

agency, the following procedure will be followed:

- a. the consent of the parent/main carer of that child and/or the consent of the staff member to the disclosure will be sort first (unless it is believed that obtaining such consent would place the child at risk of significant harm).
- b. if it is believed that obtaining such consent would place the child at risk of significant harm, the disclosure will be made without obtaining consent (bearing in mind the public interest in safeguarding the child's welfare overrides the need to keep information confidential).

PLEASE NOTE:

THERE ARE EXCEPTIONS TO THE ABOVE PROCEDURES.

IF ANY CHILD IS THOUGHT TO BE IN IMMEDIATE DANGER, PRE-SCHOOL WILL CONTACT LOCAL CHILDREN'S SOCIAL CARE OFFICES ON:

TEL: 0845 345 9122 AND/OR THE POLICE ON 0845 456 7000

This Policy was updated and re-adopted by the committee members of St George's Pre-school at a Policy Meeting held on 10th March 2009

Helen Harding (Chair)

Alison McNee (Secretary).....