



Nursery Child Protection

Statement of Purpose

Within the Early Education and Childcare (ELC) setting we are committed to improving the life chances of children in our care. We acknowledge that the child's welfare and wellbeing are paramount and that we have a duty of care to implement effective policies and procedures for safeguarding our children.

The following policy provides guidance for **all** staff at the setting and follows the *National Guidance for Child Protection in Scotland/2014* (Scottish Government). For ease of reference we will use the term **the guidance** when referring to this document throughout the policy. The sole focus of this policy is the protection, safety and welfare of the child.

'Procedures and guidance cannot in themselves protect children; a competent, skilled and confident workforce, together with a vigilant public, can.'

(National Guidance for Protection of Children in Scotland 2014)

Throughout this guidance the term **parents** is used to include all main caregivers.

The Context for Child Protection

***National Guidance for Child Protection in Scotland/2014* (Scottish Government)**

The national guidance sets out common standards for child protection services in Scotland making it clear how all agencies should work together, where appropriate, to respond to concerns early and effectively, ensuring that practice is consistent and of high quality.

It is supported by a suite of other policies (see Links to National Policy) and should be seen in the wider context of the *Getting it right for every child (GIRFEC) approach*, *The Early Years Framework* (2009) and *United Nations Convention on the Rights of the Child*.

It is supported by The Children and Young People (Scotland) Act 2014.

'This guidance, first published in 2010, sets a national framework to help shape local practices and procedures. It aims to improve the way all professionals and organisations work together to give children the protection they need, quickly and effectively at the earliest possible stage. It also highlights the shared responsibility that our agencies and services have for protecting children and safeguarding their welfare.'

Partnership working is at the heart of everything we do and plays a vital role in ensuring the protection of Scotland's children and young people.'

(Aileen Campbell, Minister for Children and Young People, foreword)



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Responsibility

The guidance states that everyone in Scotland has a part to play in preventing the abuse and neglect of children.

UNCRC (1989) *Article 3: (Best interests of the child) Adults must do what's best for me.*

It is the duty of all those involved in early years to safeguard the welfare and interests of the children. Child Protection is the responsibility of **all** who work with children and families and having a skilled and competent workforce, along with relevant guidance and procedures, ensures that children can be protected. Everyone working with children and their families, including all professionals, volunteers and members of the community, need to appreciate the important role that they play in being vigilant and providing robust support for child protection. Health and Social Care Standard 3.15 My care and support is consistent and stable because people work together well.

The ELC setting has a responsibility to recognise and actively consider potential risks to a child. Staff will be expected to identify and consider the child's needs, share appropriate and relevant information and concerns with other agencies and work collaboratively with the family and other services to secure safer outcomes for the child.

In order to enable staff to fulfil their obligations the ELC will provide annual Child Protection awareness raising and training for **all** staff regardless of their role within the setting.

The setting will ensure that there is a designated Child Protection Officer (CPO) with overall responsibility for child protection. The CPO at Strathburn School is Barbara Milne. In her absence any concerns should be reported to Cara Hay, Sharon Hobson or Mandy Sinclair. They will be responsible for ensuring all relevant procedures are followed when a child protection case arises.

Confidentiality will be protected, but where there is reasonable cause to believe that a child may be at risk or harm relevant, information will be shared with key partner agencies.

Staff will not investigate any concerns but will gather initial information and establish basic facts such as what happened, when, where and by whom.

A Child Protection Procedure in Education Flow Chart is available within the ELC setting to support staff which includes guidelines for staff to follow following any concerns, an observation or disclosure.



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All concerns should be shared without delay. Any concerns about risk to a child's wellbeing will be shared with the child's Named Person as soon as possible. Further information on the role of the named person can be found in the glossary section of the guidance (p186) and within The Children and Young People (Scotland) Act 2014. Where concerns about possible harm or abuse arise these should always be shared with the appropriate agency (normally social work or police).

Health and social Care Standard 3.22 I am listened to and taken seriously if I have a concern about the protection and safety of myself or others, with appropriate assessments and referrals made.

Types of Abuse

Abuse and neglect is a form of maltreatment of a child. In a child protection context there are different types of abuse that can be identified.

Physical abuse is the causing of physical harm to a child.

Emotional abuse is persistent emotional neglect or ill treatment of a child causing severe and persistent adverse effects on the child's emotional development.

Sexual abuse is any act that involves the child in any activity for the sexual gratification of another whether or not it is claimed that the child either consented or assented.

Online Abuse is any type of abuse that happens on the internet. It can happen across any device that is connected to the web, like computers, tablets and mobile phones. It can happen anywhere online, including: Social media, text messages and messaging apps, e-mails, online chats, online gaming and livestreaming sites

Child neglect is the persistent failure to meet a child's basic physical and/or psychological needs, likely to result in the serious impairment of the child's health or development.

Further Information on Types of Abuse and Neglect can be found in appendix 1 of this policy.

Other indicators of risk that may affect some children include Domestic Abuse, Problem Alcohol Use and Parental Substance Misuse.

UNCRC (1989)

Article 19: (Protection from violence, abuse and neglect) Children have the right to be protected from being hurt and mistreated, in body or mind.

Article 34 (Sexual exploitation) Children have the right to be free from sexual abuse.



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Procedures

All staff have a role in relation to Child Protection and it is imperative that the appropriate procedures are followed in relation to Reporting, Recording and External Agency Recording. Staff need to understand their own role and the roles of other services when responding to concerns about a child.

Reporting

Staff must report any concerns they have about a child to the CPO within the setting. Information can be disclosed in a number of ways including:

- A child indicates or discloses harm
- A third party discloses the possibility of harm
- You are concerned that a child is or may be being harmed
- You have witnessed or heard something that causes you concern about a child's safety.

You will not be asked or need to investigate any concerns of potential harm whether they are reported to you by another person or are identified and raised by you personally. If a staff member has child protection concerns about a child, these should be discussed with the CPO. All relevant information must be reported without delay and the CPO will decide subsequent action.

Initial information should be gathered and basic facts established that relate to that concern: what, where, when and by whom. This will include suspicions or indicators of significant harm (see appendix 1) and/or direct information of concern for a child. All information must be recorded on a Chronology Form. The child protection report form (CPRF) may be completed depending on the circumstances and may be held in house or sent to external agencies as deemed appropriate. This is available from the CPO.

Recording

It is important to record all information about children and their families within the Child Protection Chronology. The CPC will be responsible for monitoring these chronologies and taking any necessary action in relation to these. This will ensure a record of all facts and procedures that have been followed as well as agencies that have been spoken to or consulted with as appropriate. When completing the Girfec referral form only facts have to be recorded including what has actually been said by a child or another person. The **actual words** used must be recorded as well as details of the time and place and any other relevant information.



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External Agency Reporting

The CPO will make the decision as to when to report to external agencies with regard to reported concerns relating to the safety of a child and child protection. Staff may be required to cooperate and work with multi agency colleagues in responding to and supporting children and families who may be subject to ongoing child protection procedures and responses. The CPO will make the decision if outcomes of disclosures can be shared with relevant staff where appropriate.

Monitoring of this Policy

It will be the responsibility of Barbara Milne to ensure that all staff, including new or temporary staff, are familiar with this policy and to monitor that it is being implemented. This will be achieved through both formal and informal observation and discussion of staff practice, regular review of the setting's Child Protection practices, procedures and paperwork and annual Child Protection training for all staff as a team.

Additional Staff training may be completed on ALDO

<https://aldo.aberdeenshire.gov.uk>

or available through

Aberdeenshire GIRFEC Multi Agency Child Protection Training

<http://www.girfec-aberdeenshire.org/home/child-protection/aberdeenshire-child-protection-multi-agency-training-calendar> at appropriate levels.

Health and Social Care Standards 3.14 I have confidence in people because they are trained, competent and skilled, are able to reflect on their practice and follow their professional and organisational codes.

The policy will be reviewed annually to ensure that it is relevant and up to date.

Appendices:

Appendix 1 – Indicators of Abuse

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Links to national policy:

United Nations Convention on the Rights of the Child (Article 3: Best Interests of the Child)

http://www.unicef.org.uk/Documents/Publication-pdfs/UNCRC_summary.pdf

Protecting Children and Young People: The Charter (Scottish Executive 2004)

<http://www.scotland.gov.uk/Publications/2004/04/19082/34410>

The Children (Scotland) Act 1995 and other relevant legislation

<http://www.legislation.gov.uk/ukpga/1995/36/contents>

National Guidance for Child Protection in Scotland (Scottish Government 2010)

<http://www.scotland.gov.uk/Publications/2010/12/09134441/0>

Getting it right for every child (GIRFEC)

<http://www.scotland.gov.uk/Topics/People/Young-People/gettingitright>

Getting Our Priorities Right (Scottish Government)

<http://www.scotland.gov.uk/Publications/2013/04/2305>

The Common Core of Skills

<http://www.scotland.gov.uk/Publications/2012/06/5565>

The Early Years Framework (2009).

<http://www.scotland.gov.uk/Publications/2009/01/13095148/0>

The Children and Young People (Scotland) Act 2014

<http://www.legislation.gov.uk/ukpga/1995/36/contents>

Find out more:

Children 1st – Scotland's National Children's Charity

<http://www.children1st.org.uk/help-advice/>

Children and Young People's Commissioner Scotland

<http://www.cypcs.org.uk/about>

NSPCC- PANTS A support for parent and carers

<https://www.nspcc.org.uk/keeping-children-safe/support-for-parents/underwear-rule/>



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Appendix 1

Indicators of Abuse

(This list of indicators is not exhaustive and is not mutually exclusive.)

Neglect

- constant hunger
- poor personal hygiene
- a constant tiredness
- inappropriate/inadequate clothing
- unkempt and general waif-like look
- untreated illnesses
- exposure to danger; lack of supervision
- destructive tendencies
- low self-esteem
- poor social relationships
- compulsive stealing or scavenging

Physical abuse

- unexplained injuries or burns - particularly if recurrent
- inconsistent and/or improbable excuses given to explain injuries; untreated injuries
- reports of punishment which seem excessive
- bald patches
- withdrawal from physical contact; over reaction to sudden movement of adults
- arms and legs covered in hot weather
- fear of returning home
- fear of medical help
- self-destructive tendencies
- aggression towards others
- site of bruise not normally associated with play
- failure to thrive
- untreated injuries

Sexual abuse

- itching in the genital area
- soreness in the genital area
- unexplained rashes or marks in the genital area
- pain on urination
- difficulty in walking or sitting
- stained or bloody underclothes



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- recurrent tummy pains or headaches
- bruises on inner thigh or buttocks
- frequent masturbation (many young children masturbate occasionally for comfort/experimentation)
- inappropriate language for a pre-school child
- inappropriate sexual knowledge for a pre-school child
- making sexual advances to adults or other children
- wariness of being approached by anyone, possibly combined with a dazed look
- regression to younger behaviour
- distrust of a familiar adult; anxiety about being left with adults
- sexually explicit play with toys and other children

Emotional abuse

Emotional neglect is often difficult to detect and can occur by itself, or in conjunction with physical abuse. It may occur when a child is physically well cared for.

- overly withdrawn child
- overly aggressive child
- constant wetting or soiling
- frequent vomiting
- persistent rocking movement
- very poor language development
- inability to relate to peers or adults
- fear of new situations
- parental attitude to child

Other possible signs are:

- Significant lack of growth
- Weight loss
- Hair loss
- Poor skin and muscle tone
- Circulatory disorders
- Lethargy

It is important to recognise that some of the signs and symptoms could arise from other causes. Ask for explanations of any injury. Consider the explanation in conjunction with the developmental age of the child. In addition to recording information about a child's actions, it is also useful to take notes



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anything a child says which is indicative of neglect or harm.