







Safeguarding and Promoting Children's Welfare Policy Overview

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Safeguarding Overview

CPP Designated Safeguarding Lead (DSL) - Miss Ingrid

KPP Designated Safeguarding Lead (DSL) - Miss Romaine

GW Designated Safeguarding Lead (DSL) – Miss Nicole

All Head Teachers as well as our DoE and Assistant DoE have received relevant training at Level 3. Head Teachers act as Deputy DSLs. Miss Amber oversees and supports all our DSLs, you can also contact her amber@rocketproductions.com in her absence contact Miss Winsy via winsy@rocketproductions.com All teachers are also trained at Level 2 when they first join and received annual training and refreshers as well as attending monthly Safeguarding meetings.

Rocket Productions Pre-Preps aim to provide a safe, welcoming and nurturing environment for children in which they can learn and play with confidence, feeling valued and cared for. The safety and welfare of children and staff is paramount. Children have the right to be treated with respect, be helped to thrive and to be safe from any abuse in whatever form. We promote tolerance and acceptance of other cultures and beliefs (See Equal Opportunities Policy within our Equality, Diversity and Inclusion policy) and we strive to protect children from this risk of radicalisation.



Rocket Productions will ensure all staff (teaching and non-teaching staff) are trained to understand our safeguarding policies and procedures and parents are made aware of them too. Staff receive In house training during their induction and regularly in their weekly staff meetings. Our Pre-Preps will work with parents, external agencies, the RBKC and the community to ensure the welfare and safety of children. Policies are also available to parents in the Pre-Preps' office and on the parents' portal online.

Safeguarding and promoting the welfare of children, in relation to this policy is defined as:

- Protecting children from maltreatment
- Preventing the impairment of children's health or development









- Ensuring that children are growing up in circumstances consistent with the provision of safe and effective care
- Taking action to enable all children to have the best outcomes.

(Definition taken from the HM Government document 'Working together to safeguard children).

We will take the necessary steps to promote the welfare, wellbeing and good health of children including taking necessary steps to prevent the spread of infection and taking appropriate action when they are ill.

All Pre-Preps keep accurate records of children's attendance and staff are aware of their responsibility to monitor this. Good attendance is important for every child, but especially those for whom specific factors make them more vulnerable. Staff will pay close attention to children's patterns of attendance and any concerns will be raised with the designated safeguarding officer (DSL).

We are all responsible for keeping everyone safe.

Safeguarding Procedures

Rocket Productions and its Pre-Preps will ensure all staff are trained to understand the Early Years Foundation Stage (2021) requirements, relevant legislation, our Pre-Preps' safeguarding and child protection policies and procedures and that parents are made aware of them too. We ensure that:

- Safeguarding is reinforced during new staff's induction and probation period.
- All staff have an up to date knowledge of safeguarding issues, the DSL will hold monthly staff
 meetings to inform of any updates and to discuss staff concerns as well as going through
 serious cases reviews and hypothetical scenarios.
- All staff are vigilant and able to identify the signs and indicators of abuse, including the softer signs of abuse, and know what actions to take.
- We provide adequate and appropriate staffing resources to meet the needs of our children.
- We abide by Ofsted requirements in respect of references and Disclosure and Barring Service
 (DBS) checks for staff and volunteers, to ensure that no disqualified person or unsuitable person
 works at the provision or has access to the children.
- Candidates are informed of the need to carry out 'enhanced disclosure' checks with the
 Disclosure and Barring service (DBS) before posts can be confirmed. All staff must register to
 the Update Service so we can check their status annually. A member of the staff who is
 awaiting their DBS will not be allowed to be on their own with any children and the Head will
 action a risk assessment to ensure the person does not work unsupervised (see Criminal checks
 section)
- We verify and record information about staff qualifications and the identity checks and vetting processes that have been completed during the recruitment process in our Staff Central Record (see Safer recruitment policy).
- We inform all staff that they are expected to disclose any convictions, cautions, court orders or reprimands and warnings which may affect their suitability to work with children (whether









received before or during their employment with us). Each member of staff fills out a 'Health & Disqualification Declaration' annually and holds termly mentoring and supervision meetings.

- The Head teacher and Office Guru have all undertaken Safer Recruitment training and are responsible for taking at least two satisfactory references from previous employers prior to joining Rocket Productions.
- Volunteers do not work unsupervised.
- We have procedures in place for recording the details of visitors to our setting. All parents'
 tours and external visitors must provide ID before entering the Pre-Preps, sign in using the sign
 in app and wear a visible 'visitors' lanyard.

Child Protection Introduction

(This is an overview, for the more detailed policy see Child Protection Policy)

Rocket Productions is committed to responding promptly and appropriately to all incidents or concerns of abuse that may occur and to work with statutory agencies in accordance with the procedures set down in 'What to do if you're worried a child is being abused' (HMG 2015). We have a duty to act quickly and responsibly in any instance that may come to our attention. This includes sharing information with any relevant agencies such as local authority services for Children's Social Care, family support, health professionals including health visitors or the police

Rocket Productions Pre-Preps will inform Ofsted of any allegations of serious harm or abuse of any person working or looking after children on the premises or elsewhere, or any other Abuse which is alleged to have taken place. The Local Authority (Royal Borough of Kensington and Chelsea) will be notified without delay of any allegations of abuse identified. Ofsted will be informed as soon as practical but in any case within 14 days. (See also Child Protection policy)

Rocket Productions acknowledges that abuse of children can take different forms – physical, emotional, sexual and neglect. All staff are regularly trained to recognise and respond appropriately to:

- Significant changes in behaviour
- Deterioration in their general well being
- Comments which may give cause for concern, or the things they say (direct or indirect disclosure)
- Changes in their appearance, their behaviour, or their play
- Failure to thrive and meeting developmental milestones
- Any reason to suspect neglect or abuse outside of the setting
- 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 on
 images.

Staff will take into account factors affecting parental capacity, such as social exclusion, domestic violence, parent's drug or alcohol abuse, mental or physical illness or parent's learning disability. Where we suspect a parent or child to be at risk of domestic violence we refer to the Barnardo's DVRIM to inform our decision as we find this a useful tool.









Staff are aware of other factors that affect children's vulnerability such as abuse of disabled children, fabricated or induced illness, child abuse linked to beliefs in spirit possession, sexual exploitation of children.

ABC – Spot the signs

SPOTTING THE SIGNS OF CHILD ABUSE

To help protect a child look out for changes in their Appearance,

Behaviour and Communication (A,B,C).

Children who are being abused can find it difficult to open up about their experiences. Their silence doesn't mean abuse isn't happening.



Here are some of the most common types of abuse:









Signs of child abuse and neglect

Sexual Abuse

Sexual abuse involves forcing or enticing a child or young person to take part in sexual activities including non-contact activities.

Key features

There are few physical signs, more likely to be emotional and behavioural factors.

- Aggression
- Withdrawn
- · Self harming, including eating disorders
- · Drawings of sexually explicit behaviours
- Promiscuity/ precociousness
- · Inappropriate sexualised conduct
- · Sexually explicit behaviour
- · Reluctance to remove clothing for swimming or PE

Sexual abuse can be very difficult to recognise and reporting sexual abuse can be an extremely traumatic experience for a child. Whilst the media often focuses on 'stranger danger', studies indicate that between 80 and 90% of cases involve a known adult.

The internet has increased the risk of non-contact sexual abuse and children must be alert to these dangers when online.

Neglect

Neglect is the failure to meet a child's physical and or psychological needs.

Key features

- · Inadequate clothing for the child's size, weather or time of year
- Underweight for age
- Frequent school absences
- · Poor health
- Emotionally needy
- · Persistently dirty with a body odour

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Families with complex needs Parental substance use

High Risk Factors

- · Poor parental mental health
- · Parents with learning difficulties
- Children with disabilities
- Families with past history of childhood abuse

Physical Abuse

Physical abuse involves any action that causes physical harm to a child including fabricating the symptoms of or deliberately inducing illnesses.

Key features

- · Bruising of various ages
- Bite marks
- · Burns and scalds
- · Fractures in non- mobile children
- · Injuries in unusual areas or with well-defined edges
- Old injuries or scars
- · Refusal to discuss injuries
- Inconsistent explanations
- · Talk of punishment which seems excessive
- · Arms and legs kept covered
- · Reluctance to remove clothing for swimming or PE
- The parents are uninterested or undisturbed by an accident or injury

Further Information

The statutory guidance for schools is set out in the following documents:

Keeping Children Safe in Education (2016)

What to do if you're worried a child is being abused (2015) (non-statutory)

Working Together to Safeguard Children (2015)

Emotional Abuse

Emotional abuse is the persistent emotional maltreatment of a child.

Key features

- · Development delay.
- . Abnormal attachment to parent/ carer.
- Low self-esteem.
- Lack of confidence.
- Inappropriate emotional response.

To book safeguarding training or consultancy visit our website at: ww.safeguardingsinschools.co.uk or telephone 01223 929269









Terminology

Staff are aware that Women or girls may be victims of **Female Genital Mutilation** (**FGM**), if a practitioner has a confirmed sighting or disclosure of this they would abide by the 'Mandatory Reporting Duty' to the police. FGM is child abuse and therefore all professionals have an existing duty to report FGM to Children's Services under our safeguarding procedures. Much like FGM Breast Ironing is a harmful cultural practice where young girls' breasts are ironed, massaged and/or pounded down through the use of hard or heated objects in order for the breasts to disappear, or delay the development entirely, this constitutes child abuse. Keeping Children Safe in Education (2021) also mentions breast ironing as part of the section on so called "**Honour Violence**". Please see contacts to report these on our Child Protection Policy.

Staff are aware of **Fabricated or Induced Illnesses** being also a type of physical abuse. This is where a child is presented with an illness that is fabricated by the adult carer. The carer may seek out unnecessary medical treatment or investigation. Signs may include a carer exaggerating a real illness or symptoms, complete fabrication of symptoms or inducing physical illness, e.g. through poisoning, starvation, inappropriate diet. This may also be presented through false allegations of abuse or encouraging the child to appear disabled or ill to obtain unnecessary treatment or specialist support.

Prevent Duty, Under the counter – Terrorism and Security Act 2015 all staff aim to protect and safeguard young children and families deemed at risk of radicalisation with the intent to prevent from being drawn into terrorism. Children can be exposed to different views and receive information from various sources. Some of these views may be considered radical or extreme. Radicalisation is the way a person comes to support or be involved in extremism and terrorism. It's a gradual process so young people who are affected may not realise what's happening. Rocket Pre-Preps will aim to ensure that all staff are able to identify children who may be vulnerable to radicalisation and know what to do when they are identified. Staff are aware of the Prevent Strategy (they all undertake training when joining Rocket Productions) including what to do if they had a concern about a child or their carers behaviour or comments. Staff understand that it is their duty to follow the Pre-Prep's normal Safeguarding procedures including discussing any concerns with our designated safeguarding lead (DSL) and where deemed necessary with children's social care. In prevent propriety areas, the local authority will have a prevent lead who can also provide support. (See Prevent Duty within our Child Protection Policy).

Staff are also made aware of criminal exploitation, also known as 'county lines'. County lines refers to when gangs and organised crime networks groom and exploit children to sell drugs. Often these children are made to travel across counties, and they use dedicated mobile phone 'lines' to supply drugs. Cuckooing is also a form of county lines crime in which drug dealers take over the home of a vulnerable person in order to criminally exploit them as a base for drug dealing, often in multi occupancy or social housing properties.

All staff understand that **peer on peer abuse** can take place at early ages too, this may take the form of bullying, physically hurting another child, emotional abuse, or sexual abuse. We will report this in the same way we do for adults abusing children, and will take advice from the appropriate bodies on this area; to support for both the victim and the perpetrator, as they could also be a victim of abuse. For









more information on bullying please see our Behaviour policy (within our Wellbeing & Emotional Regulation policy).

Staff are aware of **Child Sexual Exploitation (CSE)** and will follow safeguarding procedures if they suspect a child being exploited. Working Together to Safeguard Children (2018) defines CSE as a form of child sexual abuse. It occurs where an individual or group takes advantage of an imbalance of power to coerce, manipulate or deceive a child or young person under the age of 18 into sexual activity (a) in exchange for something the victim needs or wants, and/or (b) for the financial advantage or increased status of the perpetrator or facilitator. The victim may have been sexually exploited even if the sexual activity appears consensual

Child Criminal Exploitation (CCE), CCE is where an individual or group takes advantage of an imbalance of power to coerce, control, manipulate or deceive a child into any criminal activity (a) in exchange for something the victim needs or wants, and/or (b) for the financial or other advantage of the perpetrator or facilitator and/or (c) through violence or the threat of violence. CCE does not always involve physical contact; it can also occur through the use of technology.

Rocket Pre-Preps will work in partnership with parents and other agencies to monitor and review procedures and policies, and to provide a safe environment in which they can learn and play so that the individual learning needs of the child are met. See below our reporting procedures

Resources for parents















Talk PANTS & Join Pantosaurus - The Underwear Rule | NSPCC

Support for parents | NSPCC

Positive parenting (nspcc.org.uk)

Keeping children safe online | NSPCC

Talking about drugs and alcohol | NSPCC

Talking about difficult topics | NSPCC

Advice to parents and carers on keeping children safe from abuse and harm - GOV.UK (www.gov.uk)

Early Help

This service, provided by the RBKC, aims to help families when difficulties first begin. Their **Family** Hub Model aims to work with families to understand their needs and ensure they receive the right **support** at the right time. The RBKC will provide support through a variety of community-based settings including children's centres and schools as well as in the family home.

Please remember we have an 'open door' policy and we are happy to help you at any time so please come and talk to us and you ever feel things get too much at home.

We can help you access these services or for more information please visit:



https://www.rbkc.gov.uk/kb5/rbkc/fis/family.page?familychannel=702075984608









Looked after children

As part of our safeguarding practice (see Looked after children policy) we will ensure our staff are aware of how to keep looked after children safe. In order to do this, we ask that we are informed of:

- The legal status of the child (e.g. whether the child is being looked after under voluntary arrangements with consent of parents or on an interim or full care order)
- Contact arrangements for the biological parents (or those with parental responsibility)
- The child's care arrangements and any child protection plan or care plan in place
- The details of the child's social worker and any other support agencies involved
- Any child protection plan or care plan in place for the child in question.

Recording Concerns

It is of paramount importance that concerns or disclosures relating to the safety and wellbeing of the children are recorded, dated and stored securely.

- Pre-existing injuries/incidents including comments that may cause concern are discussed
 with the DSL and are recorded down onto a pre-existing injury/ incident form which is
 located in the Pre-Prep's incident file folder. (This is stored in a lockable cabinet in the
 school office or printing room at KPP)
- Significant safeguarding concerns are recorded on a confidential safeguarding concern form, which is stored confidentially and securely in the Pre-Prep's office within the Safeguarding folder.
- Staff are advised to come directly to the DSL with any safeguarding concerns prior to taking further action and in their absence the Head teacher (DDSL) (the Head Teacher has also received training as DSL).
- If a child starts to talk to an adult about potential abuse it is important not to promise
 the child complete confidentiality. It is vital that the child is allowed to talk openly and
 disclosure is not forced or words put into the child's mouth.
 Staff are aware of using the right terminology when referring to body parts and to not
 use leading questions but rather to listen and observe.
- It is not the Pre-Prep's role to investigate, it is the role of statutory services to complete this when there are concerns.

Staff must not make any comments either publicly or in private about the supposed or actual behaviour of a parent, child or member of staff. All suspicions, enquiries and external investigations are kept confidential and shared only with those who need to know. Any information is shared in line with guidance from the local authority, therefore parents need to trust that as a setting we cannot interfere with any police or Local authority investigations and we will always need to consult with them first.

If we are concerned, parents are normally the first point of contact. If a suspicion of abuse is recorded, parents are informed <u>except</u> where the guidance of the local authority children's social care team/police does not allow this to happen. This will usually be the case where the



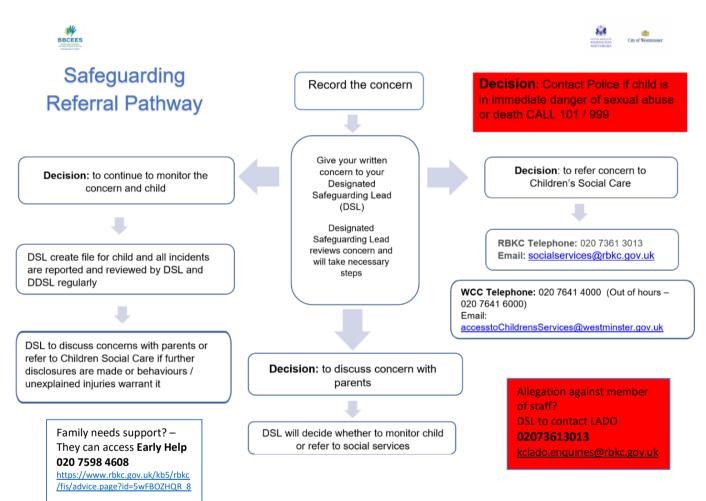






parent or family member is the likely abuser or where a child may be endangered by this disclosure. In these cases the investigating officers will inform parents. For more information regarding recording concerns and disclosures, please see our child protection policy.

Safeguarding Referral Pathway



Complaints and Allegations against staff

We have an open door policy so please always come in and talk to the Head about any concerns. Rocket Productions aims for all parents and staff to know how to complain about the behaviour or actions of staff or volunteers within the provision, or anyone working on our premises, which may include an allegation of abuse. Please see the links below for more information or read our Complaints Procedure.

We respond to any inappropriate behaviour displayed by members of staff, or any other person working with the children, which includes:

- inappropriate sexual comments;
- excessive one-to-one attention beyond the requirements of their usual role and responsibilities, or









inappropriate sharing of images.

Procedures to follow if there is an allegation against staff:

DO'S AND DONT'S

DO NOT:

- Investigate the allegation
- Ask leading questions
- Promise confidentiality
- Discuss the allegation with the accused person even if you have to suspend them

DO:

- Inform Ofsted that an allegation has been made within 14 days.
- If the child is injured seek medical attention and inform the parents
- Ensure the child and other relevant children are safeguarded from any potential risk of harm.

We respond to any disclosure by children or staff that abuse by a member of staff or volunteer, within the Pre-Prep or anyone working on the premises occupied by Rocket Productions, by first recording the details of any such alleged incident by writing a report in our Incident file. We refer any such complaint immediately to the Local Authority Designated Officer (LADO) who can be contacted on 02073613013 or kclado.enquiries@rbkc.gov.uk to investigate.

The LADO must also be informed of any assessments/allegations about a professional's personal /family life which could suggest that they may be a risk to children with whom they are working.

We also report such alleged incident to Ofsted within 14 days of the allegation being made as well as what measures have been taken. We are aware that it is an offense not to do this. We cooperate entirely with any investigation carried out by Children's Social care and or/in conjunction with the police. Where the management team and Children's Social Care agree it is appropriate in the circumstance, the Head Teacher will suspend the member of staff or the volunteer for the duration of the investigation. This is not an indication of admission that the alleged incident has taken place, however it is to protect the staff as well as the children and families throughout the process. Where the allegation concerns the DSL the staff are aware to go directly to the LADO for advice.

We also have a strict policy on unacceptable forms of discipline when working with children. For more information on 'use of reasonable force' see our Unacceptable Forms of Discipline policy and Behaviour Policy (Wellbeing & emotional regulation policy)

Whistleblowing: This is when someone raises a concern about a dangerous or illegal activity or any wrongdoing within their organisation. Raising a concern is known as "blowing the whistle" and is a vital process for identifying risks to people's safety.











More information for parents:

<u>Information for parents, carers and the public | Iscp (rbkc.gov.uk)</u>
Reporting concerns and whistleblowing about children's social care services - GOV.UK (www.gov.uk) (Ofsted)

Security and Safety

- We abide by Ofsted requirements in respect of references and Disclosure and Barring Service
 (DBS) checks for staff and volunteers, to ensure that no disqualified person or unsuitable person
 works at the provision or has access to the children. See Suitable Person & Safer recruitment
 policy.
- We also have procedures in place for recording the details of visitors to the setting. All visitors are asked to ID themselves (e.g. passport) and to sign into the visitors app on arrival. We also take security steps to ensure that we have control over who comes into the provision so that no unauthorised person has unsupervised access to the children.
- Exterior CCTV is in operation at all times at KPP and GWPP, this is situated outside the front of the building to ensure only authorised individuals are entering the building. CPP has a camera and bell entry system.
- We take steps to ensure that children are not photographed or filmed on video for any other
 purpose than to record their development or their participation in events organised by us.
 Parents sign a consent form on registration and have access to records holding visual images of
 their child (e.g. Seesaw). These images are deleted once the child has left the Pre-Prep. See
 GDPR Privacy policy.
- We have robust procedures to ensure children are only collected by authorised carers and how to deal with late collections. We also have procedures in place to keep children safe during outings. See Security policy

Health

Rocket Productions Pre-Preps will promote the good health of children, including taking necessary steps to prevent the spread of infection and taking appropriate action when they are ill. Parents will be made aware of information they are required to provide (e.g. information about allergies or medical conditions) in order that the welfare and safety of the child can be promoted. Healthy eating, good respiratory and hygiene routines and oral health are part of our curriculum.

See Health & Hygiene policy and Illness, Medicines and Medical Conditions Policy for more information.

Curriculum

We follow the EYFS (2021) requirements and we follow a Key Person system (See Curriculum & Assessment policy). Children's behaviour will be managed effectively and in a manner appropriate for their stage of development and particular individual needs (See Behaviour policy within Wellbeing & Emotional regulation policy). There is a designated Learning Support Coordinator (trained as SENDco) who will ensure the individual needs of children are met by liaising with staff, children, parents and other professionals. (See SEND policy)

Staff will introduce key elements of keeping children safe across the curriculum/planning to promote the personal, social and emotional development of all children, so that they may grow to be strong, resilient and listened to and that they develop an understanding of why and how to keep safe. This can









be done through stories and role-play and also falls under our Rocket practical skills and our approach to wellbeing and self-regulation (see relevant policies for more information).

Rocket Productions aims to create a culture of value and respect for the individual, having positive regard for children's heritage arising from their colour, ethnicity, languages spoken at home, cultural and social background which also links to the British Values.

Training

Rocket Productions seeks out training opportunities for all adults involved in the setting to ensure that they are able to recognise the signs and signals of possible abuse, emotional abuse, sexual abuse and neglect and that they aware of the local authority guidelines for making referrals.

We ensure that all staff know the procedures for reporting and recording their concerns in the setting, this is emphasised during the Induction period as well as ongoing staff weekly meetings where quizzes or scenarios might be discussed.

We ensure that designated persons are trained at Level 3 and receive update training in accordance with is recommended by the Local Safeguarding Children Board. The Designated Safeguarding Lead (DSL) attends regular training sessions on Safeguarding and Child Protection updates, especially via the RBKC which holds monthly meetings and offer yearly refresher training. (See Safeguarding Folder).

Online and E-safety (including mobile phones and smart devices)

For more information on online safety, how we manage data and how we regulate the use of electronic devices with imaging and sharing capabilities (including mobile phones and smart watches) please see our E-safety policy.

Legal framework

- Children Act 1989 and 2004
- Childcare Act 2006 (amended 2018)
- Safeguarding Vulnerable Groups Act 2006
- Children and Social Work Act 2017
- The Statutory Framework for the Early Years Foundation Stage (EYFS) 2021
- Working Together to Safeguard Children 2018
- Keeping Children Safe in Education 2021
- Data Protection Act 2018
- What to do if you're worried a child is being abused 2015
- Counter-Terrorism and Security Act 2015.









- Inspecting Safeguarding in Early years, Education and Skills settings 2019
- Prevent Duty 2015

References used when creating this policy

- Working Together to Safeguard Children (2018) HMG
- What to do if you're worried a child is being abused (2015) HMG
- Early Year Foundation Stage (2024) DfE
- Information sharing Advice for practitioners providing safeguarding services to children, young people, parents and carers (2018) HMG
- Keeping Children Safe in Education (2021) DfE
- Domestic Violence Risk Identification Matrix (2013) Barnardo's
- 'Safeguarding children and protecting professionals in early years settings: online safety considerations' (2019)

Safeguarding is a much wider subject than the elements covered within this single policy, therefore this document should be used in conjunction with our other policies and procedures.