



Safeguarding Children, Child Protection, and Prevent Duty Policy and Procedure (Effective September 2025)

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Purpose and Scope

This policy sets out the statutory and operational procedures for safeguarding and promoting the welfare of children as required by the latest updates to the EYFS (2025) and Ofsted's Education Inspection Framework (EIF). It is the official version in effect from September 2025 and applies to all staff, students, and volunteers at Castle Day Nursery.

1. Definition of Safeguarding

As defined in 'Working Together to Safeguard Children' (updated 2023):

- Protecting children from maltreatment
- Preventing impairment of children's health or development
- Ensuring that children grow up in safe and effective environments
- Taking action to enable all children to have the best outcomes

Safeguarding includes health and safety, emotional well-being, online safety, inclusion, and the protection of vulnerable children.

2. Commitment to Updated EYFS and Ofsted Standards

Castle Day Nursery ensures compliance with:

- The Statutory Framework for the EYFS (2024)
- Ofsted Education Inspection Framework (EIF, revised 2024)
- Working Together to Safeguard Children (2023)
- The Prevent Duty (Counter-Terrorism and Security Act 2015)

We maintain a culture of vigilance and promote children's welfare as everyone's responsibility.

3. Training Delivery and Practitioner Support

Induction and Mandatory Training

- All new staff complete a comprehensive safeguarding induction, including Prevent Duty, FGM awareness, online safety, and whistleblowing procedures.
- Within the first week, staff are introduced to the Designated Safeguarding Leads (DSLs) and trained in our internal safeguarding reporting system.
- Practitioners complete online and face-to-face safeguarding training through Croydon Council and the DfE-approved platforms.
- All training is updated annually.
- DSLs undertake Level 3 safeguarding training 2 years

Ongoing Professional Development

- Termly safeguarding briefings during staff meetings ensure that everyone stays informed about new risks, legislation, and case studies.
- Scenario-based training and reflective supervision sessions are provided termly to strengthen decision-making and build confidence.

Implementation Support

- Management team are tasked with supporting staff in embedding safeguarding in daily routines, transitions, toileting, and outdoor activities.
- Daily debriefs give practitioners a space to raise concerns and seek guidance.
- The DSLs conduct regular observations to monitor and coach staff on how to handle disclosures, identify signs of harm, and use appropriate language.
- Individual supervision is offered every term, where safeguarding cases, observations, or uncertainties can be discussed privately.

4. Preventing Abuse Through Best Practice

Our setting promotes protective strategies:

- No staff member is left alone for extended periods with children.
- Supervision-friendly room layout ensures visibility.
- No unsupervised toilet visits with unchecked staff (DBS checks verified).
- Staff are trained to encourage children to express emotions and recognise unsafe situations.
- Suspicious injuries or behaviours are monitored, logged, and investigated discreetly.
- All child disclosures are handled calmly, recorded factually, and shared promptly with the DSL.

5. Referrals, Disclosures, and Reporting

If harm is suspected:

- Staff listen, record, and report — not question.
- Disclosures are logged immediately and signed/dated.
- The DSL assesses whether thresholds for referral to MASH (Multi-Agency Safeguarding Hub) are met.
- Records are kept confidentially, separate from learning journals.

Contact for Referrals:

- MASH: 0208 726 2888 (9 AM – 5 PM)
- Emergency Duty Team: 0208 726 6400 (Out of Hours)
- Online referral: Croydon MASH Portal

6. Allegations Against Staff

In line with the latest guidance from the Local Authority Designated Officer (LADO) and updated statutory requirements (as of September 2025), Castle Day Nursery has robust procedures in place for managing allegations against staff, volunteers, or agency workers.

****Key Steps When Managing Allegations:****

- All allegations against staff that meet the harm threshold must be reported to the LADO within one working day.
- The 'harm threshold' includes concerns that a staff member has:
 - behaved in a way that has harmed a child or may have harmed a child;
 - possibly committed a criminal offence against or related to a child;
 - behaved towards a child or children in a way that indicates they may pose a risk of harm to children;
 - behaved or may have behaved in a way that indicates they may not be suitable to work with children.
- The DSL or Senior Manager will gather relevant facts quickly and maintain confidentiality.
- The LADO will advise whether the allegation requires a police investigation, internal disciplinary process, or both.
- If the allegation is substantiated, the setting will notify the Disclosure and Barring Service (DBS) and Ofsted without delay.
- Staff will be supported throughout the process with clear communication, appropriate adjustments to duties if required, and access to counselling services.
- All actions, discussions, and outcomes will be clearly documented and retained securely in line with data protection and safeguarding recordkeeping requirements.

****Low-Level Concerns:****

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Castle Day Nursery also has procedures to deal with low-level concerns that do not meet the harm threshold. These are recorded and reviewed regularly to identify patterns of behaviour that may indicate a broader concern.

****Contacts:****

Senior LADO (Steve Hall): 0208 726 6000 ext. 24334 | Mobile: 07825 830032

LADO (Jane Parr): 0208 726 6000 ext. 24817 | Mobile: 07716 092630

Ofsted: 0300 123 1231 | Email: enquiries@ofsted.gov.uk

7. Whistleblowing (Updated in Line with Ofsted and EYFS 2024–2025)

Castle Day Nursery is committed to ensuring a transparent and open culture where concerns about the conduct of individuals, safeguarding issues, or the organisation as a whole can be raised without fear of retaliation.

****Whistleblowing in Practice:****

- All staff are encouraged to raise concerns at the earliest opportunity.
- Concerns that may be reported include:
 - Unsafe safeguarding practices
 - Failure to follow statutory duties
 - Conduct putting children or staff at risk
 - Malpractice, fraud, or mismanagement
- Staff can report concerns directly to the Designated Safeguarding Lead (DSL), a senior manager, or the Director.
- If concerns are not addressed or staff feel uncomfortable reporting internally, they are encouraged to contact:
 - Ofsted Whistleblowing Hotline: 0300 123 3155
 - Email: whistleblowing@ofsted.gov.uk
 - NSPCC Whistleblowing Advice Line: 0800 028 0285 (for safeguarding concerns)

****Legal Protection:****

The Public Interest Disclosure Act 1998 protects staff who raise concerns in good faith. Whistleblowers will not be treated unfairly or lose their job for speaking up.

****Training and Awareness:****

Whistleblowing is covered in staff induction and revisited annually. The policy is displayed in staff areas and is part of all safeguarding reviews.

Castle Day Nursery promotes a culture where staff feel confident speaking up and take responsibility for protecting children from harm.

8. Safeguarding Children with Disabilities

At Castle Day Nursery, we recognise that children with disabilities can be more vulnerable to abuse and neglect due to a variety of factors, including communication barriers, physical dependency, social isolation, and difficulties in recognising unsafe situations. Safeguarding children with disabilities requires heightened vigilance, proactive planning, and tailored support to meet individual needs. Staff receive specific training to understand and recognise the additional indicators of abuse in disabled children, such as changes in behaviour, reluctance to attend settings, or unexplained injuries. We ensure that every child has a voice by promoting alternative communication strategies and providing accessible safeguarding materials appropriate to their developmental level. Our setting maintains close collaboration with families, healthcare professionals, and external agencies to develop and review individual care and safeguarding plans. Risk assessments are personalised and regularly updated to reflect the needs of each child. Castle Day Nursery fosters an inclusive environment where all children are treated with dignity, and where staff are fully supported in identifying, reporting, and acting upon any safeguarding concerns involving children with disabilities.

9. Designated Safeguarding Leads

- Derricka Ngbanzo
- Susan Wylie
- Adrijana Owen (Out of Hours Contact: 07984283240)