

***<<Insert provider logo>>***

*TEMPLATE* Model Child Protection and Safeguarding Policy for childminders 2025-2026

Guidance for use:

This TEMPLATE model policy will provide a safeguarding framework for any Early Years childcare provider effective from***<<INSERT DATE>>***and is in line with national and local updates.

This TEMPLATE is for all childminders (including co-childminders and, or assistants) in Derbyshire caring for early years children (aged from 0 until the 31 August after their 5th birthday) who are registered on the Early Years Register or with an early years childminder agency (CMA). Those operating childcare on domestic premises (CoDP), which is where five or more people (either childminders and, or assistants) come together to work in a home-based setting at any one time, should refer to the group and school-based provider’s template. This TEMPLATE does not apply to group and school-based providers, who should refer to the version for group and school-based providers.

This TEMPLATE has been developed to support early years providers in their safeguarding practice and **MUST** be tailored to reflect your own early years and childcare provision, vision, and ethos. When adapting this policy, you need to:

* keep this policy accurate and up to date.
* ensure you know, understand, and meet the requirements of Ofsted, or the agency e.g., Independent Schools Inspectorate (ISI), Childminder Agencies (CMA) with which you are registered, regulated and inspected.
* ensure you know, understand, and implement changes to the policy following any local and or national guidance, publications and documents etc.
* ensure the contents of this policy is implemented and embedded into practice consistently across all staff.
* develop your own approaches to meeting the needs of your children, include this and any additional strategies you have developed e.g. - your Early Help Offer, Adverse Childhood Experiences (ACEs), partnerships with your local statutory agencies for example, children’s services, health, and the police.
* include additional information to reflect the needs of your children, their parents and carers, and the local community that you serve.

*Guidance for use continued:*

* reference individual links with other establishments, local and community organisations and businesses e.g. links to other schools, colleges, nurseries, and partnerships with churches, local organisations, and businesses. Include this information in your ‘Introduction and Context’ section, and throughout this policy to help reflect how they support your early years and childcare provision and benefit your children.
* ensure that you reference other policies developed within your early years and childcare provision in the appropriate section.

Disclaimer:

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**<<Insert Name of Early Years and Childcare provider here>>**

# Child Protection and Safeguarding Policy for childminders

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# Introduction and Context

**Safeguarding is everyone's responsibility.**

**Anyone who has contact with a child or young person should play their full part in keeping children (including vulnerable adults when in their provision) safe.**

**This includes identifying concerns, sharing information, and taking prompt action.**

**Anyone can make a referral to the local authority children's social care -** [**Starting Point contact and referral service**](https://www.derbyshire.gov.uk/social-health/children-and-families/support-for-families/starting-point-referral-form/starting-point-contact-and-referral-service.aspx) **including anyone living, working, or looking after children at the premises e.g. any member of staff (including cleaners, cooks etc.), owners, directors, trustees, managers, VMC, registered childminders, childminding assistants, students, volunteers, visitors including supply and agency staff, family member and parents.**

**Where a baby, child and, or young person is in immediate danger the Police will be contacted: 999. Where concerns are raised a baby, child, and, or young person is suffering or is at risk of significant harm Starting Point will be contacted immediately: 01629 533190.**

## Statutory requirements

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I (or any co-childminders and, or assistants) will ensure that (my or our) safeguarding practice and policy (is or are) in line and adheres to statutory requirements.

I (or any co-childminders and, or assistants) know and understand that we must:

* follow the [Early years foundation stage (EYFS) statutory framework](https://www.gov.uk/government/publications/early-years-foundation-stage-framework--2). This statutory framework lays out all aspects of Safeguarding and Welfare Requirements as set in Section3.
* take into account the government’s statutory guidance [Working Together to Safeguard Children](https://www.gov.uk/government/publications/working-together-to-safeguard-children--2)  and
* take into account the government’s statutory guidance [Prevent duty guidance for England and Wales](https://www.gov.uk/government/publications/prevent-duty-guidance#:~:text=The%20Counter%2DTerrorism%20and%20Security,know%20as%20the%20Prevent%20duty.)

I (or any co-childminders and, or assistants) will make sure that (my or our) safeguarding practice gives regard to the following non-statutory guidance documents which provide further guidance as to how I (or any co-childminders and, or assistants) should fulfil our duties in respect of safeguarding and promoting the welfare of children in their care:

* [Keeping Children Safe in Education](https://www.gov.uk/government/publications/keeping-children-safe-in-education--2) (KCSIE) - Statutory guidance for Schools and Colleges
* [Information sharing: advice for practitioners providing safeguarding services](https://www.gov.uk/government/publications/safeguarding-practitioners-information-sharing-advice)
* [A 10-step guide to sharing information to safeguard children | ICO](https://ico.org.uk/for-organisations/uk-gdpr-guidance-and-resources/data-sharing/a-10-step-guide-to-sharing-information-to-safeguard-children/)
* [National review into the murders of Arthur Labinjo-Hughes and Star Hobson](https://www.gov.uk/government/publications/national-review-into-the-murders-of-arthur-labinjo-hughes-and-star-hobson)
* [Child abuse concerns: guide for practitioners](https://www.gov.uk/government/publications/what-to-do-if-youre-worried-a-child-is-being-abused--2)
* What to do if you are worried a child is being abused: advice for practitioners
* [Guidance for safe working practice](https://saferrecruitmentconsortium.org/)
* Guidance for Safer Working Practice for professionals working in education settings
* [Safeguarding children and protecting professionals in early years providers: online safety considerations](https://www.gov.uk/government/publications/safeguarding-children-and-protecting-professionals-in-early-years-settings-online-safety-considerations)
* [Early years inspection handbook](https://www.gov.uk/government/publications/early-years-inspection-handbook-eif)

We must act in accordance with local safeguarding arrangements (Derby and Derbyshire Safeguarding Children Partnership – DDSCP). As part of this, I (or and co-childminders and, or assistants) should:

* have a clear understanding of its responsibilities in relation to safeguarding children locally, and how it will discharge them
* co-operate with safeguarding partners to improve, implement, and monitor effectiveness of the local safeguarding arrangements
* share information and data about safeguarding issues and concerns affecting the children involved in their organisation to contribute to local priorities
* ensure local multi-agency safeguarding arrangements are fully understood, and rigorously applied within their organisation

## 1.2 Notifications

I (or any co-childminders and, or assistants) am (or are) aware as a registered provider I (or any co-childminders and, or assistants) must inform Ofsted, or the agency with which I am registered, of the following, (and act upon any advice given):

* any allegations of serious harm or abuse by anyone living, working, or looking after children at the premises. This must happen whether the allegations of harm or abuse are alleged to have been committed on the premises or elsewhere, for example, on a visit. I (or any co-childminders and, or assistants) must also notify Ofsted or their CMA of the action they have taken in response to the allegations. Ofsted/the CMA must be notified as soon as is reasonably practicable, but, in any event, within 14 days of allegations being made. I (or any co-childminders and, or assistants) understand that a childminder who without a reasonable excuse fails to do this commits an offence - [Report a serious childcare incident](https://www.gov.uk/guidance/report-a-serious-childcare-incident)
* of any significant events that are likely to affect the suitability of any person related to the registered person and people connected with my (or our) registration which includes anyone aged 16 or over who lives or works during childcare hours on domestic premises. I (or any co-minders and, or assistants) understand that this includes a childminder’s home, any home in which a childminder provides care, or any premises where childcare on domestic premises is provided. The disqualification of an employee could be an example of a significant event – for examples of significant events please see: [Childcare: significant events to notify Ofsted about](https://www.gov.uk/guidance/childcare-significant-events-to-notify-ofsted-about)
* of any food poisoning affecting two or more children cared for on the premises. This must be done as soon as is reasonably practicable, but in any event within 14 days of the incident. A childminder who, without reasonable excuse, doesn’t meet this requirement commits an offence - [Report a serious childcare incident](https://www.gov.uk/guidance/report-a-serious-childcare-incident)
* of any serious accident, illness, or injury to, or death of, any child while in (my or our) care, and of the action taken. This must be done as soon as is reasonably practicable, but in any event within 14 days of the incident occurring. A childminder who, without reasonable excuse, doesn’t meet this requirement commits an offence - [Report a serious childcare incident](https://www.gov.uk/guidance/report-a-serious-childcare-incident)
* any change:
* in the address of the premises (and seek approval to operate from those premises where appropriate).
* to the premises which may affect the space available to children and the quality of childcare available to them.
* in the name or address or other contact information of myself the registered childminder.
* in the persons aged 16 years or older living or working on any domestic premises from which childminding is provided or to the persons caring for children on any premises where childminding is provided.
* any proposal to change the hours during which childcare is to be provided which will entail the provision of overnight care.
* any significant event which is likely to affect the suitability of the myself (and any co-childminders and, or assistants) to look after children.
* any significant event which is likely to affect the suitability of any person who cares for, or is in regular contact with, children on the premises on which childminding is provided.
* information about myself or about any person who lives with, or is employed in the same household, as myself the registered childminder:
* details of any order, determination, conviction, or other ground for disqualification from registration under regulations made under section 75 of the Childcare Act 2006.
* the date of the order, determination or conviction, or the date when the other ground for disqualification arose.
* the body or court which made the order, determination or conviction, and the sentence (if any) imposed.
* a certified copy of the relevant order (in relation to an order or conviction).

I (or any co-childminders and, or assistants) understand I (or any co-childminders and, or assistants) must provide this information as soon as reasonably practicable, but in any event within 14 days of the date I (or any co-childminders and, or assistants) became aware of the information, or should have reasonably become aware of it if they had made reasonable enquiries. If I (or any co-childminders and, or assistants) become aware of relevant information that may lead to a co-childminder or assistant being disqualified I (or any co-childminders or assistants) understand (or any co-childminders and, or) must take appropriate action to ensure the safety of children.

I (or any co-childminders and, or assistants) also understand I (or any co-childminders and, or assistants) must notify and, or refer the following information to other agencies, (and act upon any advice given):

* any concerns about a child’s safety or welfare, must be immediately notified to their local authority children’s social care team (Starting Point) in line with local reporting procedures, and in emergencies, the police.
* any serious accident or injury to, or the death of, any child while in their care, must be referred to our local authority children’s social care service (Starting Point) and I (or any co-childminders and, or assistants) must act on any advice from those agencies.
* The 2015 Counter Terrorism and Security Act places a duty on early years providers “to have due regard to the need to prevent people from being drawn into terrorism” (the Prevent duty). Refer to the local authority children’s social care department, local authority Prevent Team and the Police’s Prevent Team about extremism or views considered to be extreme.
* any disclosure of information, threats, or any suspected or actual cases of Female Genital Mutilation (FGM) I (or and co-childminder and, or assistants) will make a referral to the local authority children’s social care department (Starting Point), and the Police.
* if an assistant is dismissed (or would have been, had they not left the setting first) because they have harmed a child or put a child at risk of harm I (or any co-childminders and, or assistants) understand we are required to make a referral to the Disclosure and Barring Service.
* the allocated social worker is notified, if there is an unexplained absence of a child who is the subject of a Child Protection Plan.
* the local authority children’s services (Starting Point) if it is thought or known that a child may be privately fostered and will see advice from children’s services on hosting families as they may come under this regulation.

The EYFS requirements sit alongside other legal obligations and do not supersede or replace any other legislation which providers must still meet. For example, where provision is taking place in maintained schools there is other legislation in place with which headteachers, teachers and other practitioners must comply with. Other duties on providers include:

* Employment laws.
* Anti-discriminatory legislation.
* Health and safety legislation.
* Data collection regulations.
* Duty of care.
* Requirements of insurance company.

## 1.3 My policy and principles

I (and any co-childminders and, or assistants) fully recognise my (or our) responsibilities for children’s welfare, safeguarding and child protection. Safeguarding and promoting the welfare of children is defined as:

* providing help and support to meet the needs of children as soon as problems emerge.
* protecting children from maltreatment, whether that is within or outside the home, including online.
* preventing impairment of children’s mental and physical health or development.
* ensuring that children grow up in circumstances consistent with the provision of safe and effective care.
* promoting the upbringing of children with their birth parents, or otherwise their family network through a kinship care arrangement, whenever possible and where this is in the best interests of the children.
* taking action to enable all children to have the best outcomes in line with the outcomes set out in the Children’s Social Care National Framework.

Child protection is part of safeguarding and promoting the welfare of children and is defined as: activity that is undertaken to protect specific children who are suspected to be suffering, or likely to suffer, significant harm. This includes harm that occurs inside or outside the home, including online.

This policy sets out how I (and any co-childminders and, or assistants) meet and deliver statutory requirements and best practice. I must take the lead responsibility for safeguarding children by taking on the role of Designated Safeguarding Lead (DSL).

**I <<*INSERT NAME>*> am the Designated Safeguarding Lead (DSL) for this provision.**

(NB: A registered childminding assistant cannot undertake this role)

This safeguarding policy is in line with the guidance and procedures of the relevant LSP, and includes:

• The action to be taken when there are safeguarding concerns about a child.

• The action to be taken in the event of an allegation being made against the childminder or an assistant.

• How mobile phones, cameras and other electronic devices with imaging and sharing capabilities are used in the setting.

# Abuse

I (and any co-childminders and, or assistants) recognise abuse is a form of maltreatment of a child. Somebody may abuse or neglect a child by inflicting harm, or by failing to act to prevent harm. Harm can include ill treatment that is not physical as well as the impact of witnessing ill treatment of others. This can be particularly relevant, for example, in relation to the impact on children of all forms of domestic abuse, including where they see, hear, or experience its effects. Children may be abused in a family or in an institutional or extra-familial contexts by those known to them or, more rarely, by others. Abuse can take place wholly online, or technology may be used to facilitate offline abuse. Children may be abused by an adult or adults, or another child or children.

Safeguarding issues can put children at of risk harm. Behaviours linked to drug taking and or alcohol misuse, unexplained and, or persistent absences, serious violence (including county lines), radicalisation, consensual and, or non-consensual sharing of nude and semi-nude images can be signs that children are at risk. Abuse, neglect, exploitation, and safeguarding issues are rarely stand-alone events; in most cases multiple issues will overlap with one another.

**Further details of types and indicators of abuse can be found in Appendix B and C**

# Safeguarding Roles and Responsibilities

Safeguarding and promoting the welfare of every child is everyone’sresponsibility**.** It is essential that I (and any co-childminders and, or assistants) working in this provision understand all safeguarding roles and responsibilities, and are responsive to emerging needs of the children, and respond to all editions and revisions of key documentation including statutory and non-statutory policies and guidance.

## 3.1 Childminders with co-childminders or assistants <<delete as appropriate>>

As a childminder with co-childminders or assistants I am responsible for:

* meeting the requirements of my own registration. I understand I must know that I have a shared responsibility when working together for the wellbeing of all the children present. Therefore, where I work together with co-childminders or assistants, I understand I have a responsibility to refer any concerns where another childminder does not continually meet the requirements of their registration.
* taking leadership responsibility for safeguarding and child protection arrangements and ensure the provision complies with statutory responsibilities and give regard to non-statutory guidance.
* being aware of my obligations under the [Human Rights Act](https://www.equalityhumanrights.com/en/human-rights/human-rights-act) (1998) and the [Equality Act](https://www.gov.uk/guidance/equality-act-2010-guidance) (2010) (including the Public Sector Equality Duty), and my local multi-agency safeguarding arrangements. Further information on these obligations can be found within [Keeping Children Safe in Education](https://www.gov.uk/government/publications/keeping-children-safe-in-education--2).
* being aware of mine and any co-childminders and, or assistants duties under the [UK General Data Protection Regulation](https://ico.org.uk/for-organisations/guide-to-data-protection/guide-to-the-general-data-protection-regulation-gdpr/) and [Data Protection Act](https://www.gov.uk/data-protection#:~:text=The%20Data%20Protection%20Act%202018%20is%20the%20UK%27s%20implementation%20of,used%20fairly%2C%20lawfully%20and%20transparently) to process personal information fairly and lawfully and to keep the information they hold safe and secure.
* being aware of the multi-agency safeguarding children’s procedures and following them: [Welcome to the Online Procedures for the Derby and... (trixonline.co.uk)](https://derbyshirescp.trixonline.co.uk/)
* acting on the learning from national ([NSPCC - National case review repository](https://learning.nspcc.org.uk/case-reviews/national-case-review-repository) and [Child Protection in England](https://www.gov.uk/government/publications/national-review-into-the-murders-of-arthur-labinjo-hughes-and-star-hobson) and local ([DDSCP](https://www.ddscp.org.uk/case-reviews/serious-case-reviews/)) serious case reviews and learning reviews, and be aware of the impact this has on how this provision carries out our safeguarding and child protection responsibilities and roles. I will use this information to inform practice by implementing and improving practice of any lessons learned.
* ensuring this provision is up to date with emerging issues and recognise the local authority strategies for trying to keep children safe in Derbyshire.
* ensuring that important policies relevant to children’s welfare, safeguarding and child protection and kept up to date.
* check where other organisations provide services or activities on my site, that they have appropriate policies and procedures in place, including safer recruitment checks and procedures, insurance, and assistant suitability.
* ensure that this provision provides a safe environment for children (and vulnerable adults when in this provision) to learn and develop.
* ensure any co-childminders or assistants receive the appropriate safeguarding and child protection training, including online (which includes an understanding of their expectations, the four categories of risk; content, contact, conduct and commerce, applicable roles and responsibilities in relation to filtering and monitoring) at induction and ongoing development, to equip them with the knowledge to ensure the safeguarding policies and procedures in place are effective and support the delivery of a robust approach to safeguarding.

Further details on filtering and monitoring can be found in Appendix A.

* ensuring that all co-childminders or assistants are suitable and have an enhanced criminal record check (and any other checks required) for every person aged 16 and over (including for unsupervised volunteers, and supervised volunteers who provide personal care) who:
* works directly with children.
* lives on the premises on which the childcare is provided (unless there is no access to the part of the premises when and where children are cared for) and. or
* works on the premises on which the childcare is provided (unless they do not work on the part of the premises where the childcare takes place, or do not work there at times when children are present).
* ensuring all co-childminders or assistants share information about a child where there are safeguarding, and child protection concerns and that they do not use GDPR as a reason for not sharing that information about the welfare, health, or safety of a child.
* ensuring that all co-childminders or assistants have regular reviews of their own practice to ensure ongoing personal and professional development.
* recognising that some groups of children are potentially at greater risk of harm than others and are vulnerable. Further details on children with emerging needs who therefore may be more vulnerable and require early help can be found in Appendix D.
* ensuring that I have in place effective ways to identify emerging problems and potential unmet needs for individual children and families.
* ensure information is shared as early as possible between co-childminders or assistants and local agencies as required, to help identify, assess, analyse, and respond to the safety and welfare of children.
* ensuring that I notify the local authority children’s social care department if there is an unexplained absence of a child who is the subject of a Child Protection Plan.
* ensuring that I notify the local authority children’s social care service if it is thought or known that a child or young person may be privately fostered.
* ensure only information (including records and data) that is relevant to the welfare, safeguarding and child protection of a child are shared with those who need it. I will use this information to help assistants to do their job effectively, make informed decisions, identify patterns or trends, and identify specific safeguarding issues. As the DSL I will ensure this is a regular activity.
* ensuring that I understand the updated definition of child sexual exploitation and expectations around identifying, reporting, and responding to any potential or actual cases of.
* ensuring that there are procedures in place for handling allegations against assistants, carers, and anyone living on or working on the premises (including concerns about the provision) where Ofsted registered childcare takes place.
* making a referral to the Local Authority Designated Lead (LADO) where the threshold is met.
  1. **Designated Safeguarding Lead (DSL) roles and responsibilities**

As the DSL I have responsibility for:

* taking lead responsibility for safeguarding and child protection (including online safety and understanding the filtering and monitoring systems and processes in place) and is responsible for liaison with local statutory children's services agencies, and [Derby and Derbyshire Safeguarding Children Partnership (DDSCP)](https://www.ddscp.org.uk/).
* knowing how to contact the local statutory children’s services and the LSPs (local safeguarding partners).
* providing advice and support to co-childminders or assistants on child welfare, safeguarding and child protection matters, including referral processes, and considering how safeguarding, welfare and educational outcomes are linked.
* ensuring **availability** whenever this provision is open for co-childminders or assistants to discuss any safeguarding concerns. Where possible as the DSL I will be available in person, and in exceptional circumstances availability will be via phone or online. I remain the overall responsible person for child protection issues*.*
* **managing referrals** and supporting assistants to make referrals of suspected abuse and neglect to the local authority children’s social care service (Starting Point), Ofsted, LADO, the Police, Early Help services, DBS, Channel programme etc. as required.
* **working with others** and act as a source of support, advice, and expertise for all assistants. As the DSL I will act as a point of contact and liaise with safeguarding partners and other professionals (including the LADO where applicable) and inform them of any safeguarding concerns and allegations made. I promote supportive engagement with parents and, or carers in safeguarding and promoting the welfare of children, including where families may be facing challenging circumstances.
* **sharing information and managing child protection files**. As the DSL I will ensure that any welfare, safeguarding and child protection records are kept up to date, and information is stored securely and kept confidential. I will ensure all welfare, safeguarding and child protection files are stored in a separate file and will only allow access to co-childminders or assistants that are designated in a role to safeguard children with this provision. Further information on sharing information and record keeping is available within this policy (4.2 Record keeping and information sharing).
* **managing information (leavers).** As the DSL I will ensure any child protection files are transferred (where children leave the setting) as soon as possible and, or within 5 days of the child leaving. This information should be transferred separately from the main information shared about this child or children.
* **raising awareness** by ensuring this child protection and safeguarding policy is reviewed annually, and the procedures and implementation are updated and reviewed regularly. As the DSL I will ensure all co-childminders or assistants, parents, and or carers have access to and understand this safeguarding and child protection policy, including knowing the role of this provision in this. I will be responsible for making sure co-childminders or assistants are aware of any training opportunities and the latest local policies on local safeguarding arrangements.
* **training, knowledge, and skills**. As the DSL I will undergo training to provide myself with the knowledge and skills required to carry out the role. This training will be updated in line with the criteria set out in Annex C of the statutory guidance. I will also undertake Prevent awareness training.
* **providing support to assistants** to help all co-childminders or assistants feel confident on welfare, safeguarding and child protection matters.
* **understanding the views of children.** As the DSL I will ensure all co-childminders or assistants listen to the voice of the child and recognise it is important that all children feel heard and understood. I will role model and support all co-childminders or assistants to develop a culture of listening to children and taking account of their wishes and feelings and understand the difficulties that children may have in approaching assistants.
* **holding and sharing information.** As the DSL I understand the importance of information sharing and understands the requirements of the [UK General Data Protection Regulation](https://ico.org.uk/for-organisations/guide-to-data-protection/guide-to-the-general-data-protection-regulation-gdpr/) (GDPR) and [Data Protection Act](https://www.gov.uk/data-protection#:~:text=The%20Data%20Protection%20Act%202018%20is%20the%20UK%27s%20implementation%20of,used%20fairly%2C%20lawfully%20and%20transparently). Further information on sharing information and record keeping is available within this policy (4.2 Record keeping and information sharing).
* **being professionally curious.** As the DSL I will role model and support all assistants to be professionally curious and encourage a culture of exploration to try and understand what is happening for a child and their family, rather than making assumptions or taking a single source of information and accepting it at face value.

Further information on the roles and responsibilities of the DSL and, or DSL’s is available within this policy (4.5 Role of the designated safeguarding lead following identification of concerns).

## Childminder (and any co-childminders and, or assistants) roles and responsibilities

I (and any co-childminders and, or assistants) have responsibility for the following:

* being aware of national and local safer working practice guidance in the relevant sections of ‘KCSIE’, [Guidance for safe working practice](https://saferrecruitmentconsortium.org/) and [Welcome to the Online Procedures for the Derby and... (trixonline.co.uk)](https://derbyshirescp.trixonline.co.uk/)***<<insert and cross reference to your relevant policies and procedures>>.***
* being aware of the multi-agency safeguarding children’s procedures and following them: [Welcome to the Online Procedures for the Derby and... (trixonline.co.uk)](https://derbyshirescp.trixonline.co.uk/)
* being aware of the importance from national ([NSPCC - National case review repository](https://learning.nspcc.org.uk/case-reviews/national-case-review-repository) and [Child Protection in England](https://www.gov.uk/government/publications/national-review-into-the-murders-of-arthur-labinjo-hughes-and-star-hobson) and local [DDSCP](https://www.ddscp.org.uk/case-reviews/serious-case-reviews/) serious case reviews and learning reviews, and be aware of the impact this has on how I (and any co-childminders and, or assistants) carry’s out our safeguarding and child protection responsibilities and roles. I (and any co-childminders and, or assistants) will use this information to inform practice by implementing and improving practice of any lessons learned.
* acknowledge that some children are potentially at greater risk than others and are therefore more vulnerable. I (and any co-childminders and, or assistants) will identify vulnerable children, will monitor their health, safety and well-being and ensure I (and any co-childminders and, or assistants) know how to identify these children and seek help, advice and support where needed.
* know when to use reasonable force or degree of physical contact to control or restrain a child, especially vulnerable children. This is only to be used in strict accordance with the law to protect the child and, or those around them.
* listening to, and seeking out, the views, wishes and feelings of children and young people, ensuring in this that the child’s voice is heard, and this is demonstrated in practice.
* being aware that children may not feel ready or know how to tell someone that they are being abused, exploited, or neglected, and, or they may not recognise their experiences as harmful. I (and any co-childminders and, or assistants) am (or are) aware this should not prevent them from having professional curiosity and speaking to myself as the DSL if they have concerns about a child.
* being aware that abuse, neglect, exploitation, and safeguarding issues are rarely standalone events and cannot be covered by one definition or one label alone.
* being alert to the indicators of abuse, including specific safeguarding issues and understand that children can be at risk of harm inside and outside of the provision.
* knowing what to do if a child tells them they are being abused, exploited, or neglected.
* knowing what to do if a parent or carer shares any concerns about a child.
* knowing how to share and report a concern, who to report the concern to and record where appropriate. All co-childminders or assistants should know how to refer any concerns to myself as the DSL. All concerns will be shared with myself as the DSL who will normally decide to take the next step.
* know what to do should the designated safeguarding lead (or deputy) not be available, including not assuming a colleague, or another professional will take action and, or share information that is critical to keep a child safe.
* knowing anyone can make a referral to the local authority children's social care - [Starting Point contact and referral service](https://www.derbyshire.gov.uk/social-health/children-and-families/support-for-families/starting-point-referral-form/starting-point-contact-and-referral-service.aspx) including anyone living, working, or looking after children at the premises e.g. any member of staff (including cleaners, cooks etc.), owners, directors, trustees, managers, VMC, registered childminders, childminding assistants, students, volunteers, visitors including supply and agency staff, family member and parents.
* sharing information and working together with agencies to provide children and young people with the help and support they need e.g. seeking [Early Help](https://www.ddscp.org.uk/staff-and-volunteers/info-and-resources/early-help/) where a child and family would benefit from co-ordinated support from more than one agency to prevent needs escalating to a point where intervention would be needed via a statutory assessment.
* following a referral, I (and any co-childminders and, or assistants) or anyone who has contact with a child or young person can enquire further and obtain feedback if they feel unclear about what has happened to their concerns.
* knowing that if at any time it is considered that a child may be a ‘Child in Need’ as defined in the [Children Act 1989](https://www.legislation.gov.uk/ukpga/1989/41/contents); or requires ‘Child Protection’ where a child has suffered significant harm or is likely to do so, a referral must be made to local authority children's social care - [Starting Point contact and referral service.](https://www.derbyshire.gov.uk/social-health/children-and-families/support-for-families/starting-point-referral-form/starting-point-contact-and-referral-service.aspx)
* recognising that children can abuse other children (known as child-on-child abuse) and work to reduce and eliminate such behaviour in this provision.
* recognising what is child sexual exploitation and trafficking and know that they should seek advice and how to report any issues or incidents.
* recognising a child may be criminally exploited or involved in gang culture, seeking advice, and reporting any issues or incidents.
* recognising homelessness and the impact on the child facing homelessness, or who is homeless.
* have the skills, knowledge and understanding to keep looked after children and previously looked after children safe.
* recognising that Children in Care (CiC) and care leavers are more vulnerable than other children, and ensuring their well-being, safety and welfare needs are acknowledged and met by working with the allocated social worker, helping them to reach their potential.
* Recognising that children with special educational needs or disabilities (SEND) or certain health issues can face additional safeguarding challenges (including offline and online).
* being aware of and understand host families, and recognising they have a duty to notify the local authority children’s social care service if it is thought or known that a child or young person may be privately fostered or subject to a host family arrangement which is unclear or ambiguous.
* being aware of the LADO process for allegations and concerns against myself (and any assistants) or persons living on premises where Ofsted registered childcare takes place and feel confident in being able to use and follow the process.
* being aware of whistleblowing procedures and where to obtain further information, advice, and support ***<<insert and cross reference to your relevant policies and procedures>>.***

**3.4 Working with parents and carers**

I (and any co-childminders and, or assistants) recognise the importance of working together with parents and carers to safeguard and promote the welfare of children. I (and any co-childminders and assistants) will ensure that I (or we):

* keep the child at the centre of the decision-making process when working with parents and carers, knowing that children must come first.
* develop strong partnership working between parents and carers and take a child-centred approach to meeting the needs of the whole family.
* recognise, engage, and work with parents and carers who are unwilling or unable to engage with services.
* encourage parents and, or carers discuss their issues or concerns about safety (including online safety) and welfare of children, including any worries about a child’s emotional well-being or mental health. They will be listened to and taken seriously.
* ensure parents and carers are aware there is a whole provision approach to safeguarding to ensure that children are kept safe and well, and this includes helping parents and carers to be safe and well.
* will provide parents and carers with information about safeguarding issues and will also outline the support available to keep children safe with local and national guidance.
* we ask parents and carers to keep us informed of up to date and accurate information of their child e.g., names and contact persons with whom the child normally lives, those with parental responsibility, and where possible, we hold more than two emergency contact numbers for each child.
* ensure information on children given to me by children themselves, their parents, or carers or by other agencies will remain confidential. I (and any co-childminders and, or assistants) will be given relevant information on a 'need to know' basis to support the child.
* make clear to parents and carers that this provision has a duty to share information and keep records when there are any safeguarding concerns.
* this policy and additional information on keeping children safe including online safety (which includes an understanding of the expectations, applicable roles, and responsibilities in relation to filtering and monitoring) in the provision or outside of the provision is shared with parents and, or carers.
* where I (and any co-childminders and, or assistants) have reason to be concerned about the welfare of a child, I (and any co-childminders and, or assistants) will always seek to discuss this with the child's parents or carers first. However, there may be occasions where I (and any co-childminders and, or assistants) am not able to do this, such as if I (and any co-childminders and, or assistants) believe that notifying parents could increase the risk to the child or exacerbate the problem, then advice will first be sought from local authority children’s social care service. Further details on when it would notbe appropriate to inform the parents, carers or family members prior to a referral can be found in Appendix E.

# 4. Meeting the Needs of Children

## 4.1 Voice of the child

I (and any co-childminders and, or assistants) am (or are) aware that a child centred approach is fundamental to safeguarding and promoting the welfare of every child. A child centred approach means keeping the child in focus when making decisions about their lives and working in partnership with them and their families.

I (and any co-childminders and, or assistants) will ensure I (and any co-childminders and, or assistants) listen to the voice of the child. I (and any co-childminders and, or assistants) will listen to what they say, take their views and feelings seriously, and work with them and their families collaboratively when deciding how to support their needs. I (and any co-childminders and, or assistants) understand the difficulties that children may have in approaching me about their circumstances and any concerns they may have. I (and any co-childminders and, or assistants) recognise some children may not feel ready or know how to tell or might not recognise their experiences as harmful and that certain children may face additional barriers to telling someone.

I (and any co-childminders and, or assistants) know I (and any co-childminders and, or assistants) must always **immediately** share information, take prompt action and record and report (where applicable) any concerns that a child is presenting signs or symptoms of abuse or neglect.

I (and any co-childminders and, or assistants) am (or are) aware of how children’s experiences can impact on their mental health, behaviour, attendance and progress. I (and any co-childminders and, or assistants) are also aware where children have suffered abuse, neglect and exploitation, or other potentially traumatic adverse childhood experiences, this can have a lasting impact throughout childhood, adolescence and into adulthood.

I (and any co-childminders and, or assistants) know given the responsibility that parents have for the conduct and welfare of their children, professionals should encourage the young person, at all points, to share information with their parents wherever safe to do so. I (and any co-childminders and, or assistants) know to discuss concerns with the family and, where possible inform them that they are making a referral (unless this may either delay or where it is identified it would notbe appropriate to inform the parents, carers, or family members prior to a referral).

I (and any co-childminders and, or assistants) understand it is not my (or our) responsibility to investigate welfare concerns or determine the truth of any disclosure or allegation; this is the responsibility of local authority children's social care service or the Police.

## 4.2 Record Keeping and information sharing

I (and any co-childminders and, or assistants) know and understand that information sharing is vital in identifying and tackling all forms of abuse and neglect, and in promoting children’s welfare, including in relation to their educational outcomes. I (and any co-childminders and, or assistants) recognise the most important consideration is whether sharing information is likely to support the safeguarding and protection of a child.

I (and any co-childminders and, or assistants) give regard to [The Caldicott Principles](https://www.gov.uk/government/publications/the-caldicott-principles), [Information Sharing; Advice for practitioners providing safeguarding services to children, young people, parents and carers](https://www.gov.uk/government/publications/safeguarding-practitioners-information-sharing-advice) (2018) (and the seven golden rules to sharing information within this document) and DDSCP [Information Sharing Guidance for Practitioners](https://www.ddscp.org.uk/staff-and-volunteers/policies-and-procedures/).

I (and any co-childminders and, or assistants) will follow the recommended [UK General Data Protection Regulation](https://ico.org.uk/for-organisations/guide-to-data-protection/guide-to-the-general-data-protection-regulation-gdpr/) (GDPR) and [Data Protection Act](https://www.gov.uk/data-protection#:~:text=The%20Data%20Protection%20Act%202018%20is%20the%20UK%27s%20implementation%20of,used%20fairly%2C%20lawfully%20and%20transparently) for all records kept on co-childminders or assistants and children. I (and any co-childminders and, or assistants) know that the GDPR and Data Protection Act 2018 do not prevent the sharing of information for the purposes of keeping children safe and promoting their welfare. I (and any co-childminders and, or assistants) ensure fears about sharing information must not be allowed to stand in the way of the need to safeguard and promote the welfare and protect the safety of children. I (and any co-childminders and, or assistants) will ensure all concerns and discussions about a child’s welfare will be recorded and kept in line with the GDPR and Data Protection Act.

I (and any co-childminders and, or assistants) will contact the [Education Data Hub for Early Years – Education Data Hub](https://educationdatahub.org.uk/data-excellence/education-data-hub-for-early-years/) for additional guidance, support, and advice about information governance in relation to data protection, freedom of information and records management.

I (and any co-childminders and, or assistants) will ensure all concerns, discussions and decisions made and the reasons for those decisions should be recorded in writing using agreed processes. I (and any co-childminders and, or assistants) will ensure all welfare, safeguarding and child protection records are centralised and held as private and confidential records.

I (and any co-childminders and, or assistants) will ensure all information is clearly recorded with all decisions made (including the reasons for the decisions), actions taken, outcomes and confirmation of feedback to the referrer in a chronology or timeline of events.

Welfare or child protection files will build a picture of the lived experience of the child, this will include:

* a clear and comprehensive summary of the concern.
* details of how the concern was followed up and resolved.
* a chronology or timeline and possible assessment tools including an EHA, body maps, genograms, ecomaps, along with specific safeguarding tools available within the [Policies and Procedures (ddscp.org.uk)](https://www.ddscp.org.uk/staff-and-volunteers/policies-and-procedures/) and the DDSCP [Documents Library (trixonline.co.uk)](https://derbyshirescp.trixonline.co.uk/resources/documents-library) section of the website. Recommended Chronology of Significant Events or Incidents, Concerns about a child form and Body Maps can be found in Appendix F, G and H.
* note of any action taken, decisions reached and the outcome, as well as a review of any progress made.

I (and any co-childminders and, or assistants) will not destroy any child protection or welfare records including records which hold information on allegations against co-childminders or assistants, carers and anyone living or working on the premises where Ofsted registered childcare takes place.

When a child leaves this provision, I (and any co-childminders and, or assistants) will ensure a copy of these records will be sent securely as soon as possible to any other provider to which the child transfers and a confirmation of receipt obtained. The child protection file transfer will be separate to the child ‘learning journal’ file. I (and any co-childminders and, or assistants) will also consider if it would be appropriate to share any information with the provider in advance of the child leaving e.g. children who have or who have had a social worker and those receiving support through the Channel programme.

Further information on record keeping and information sharing is available:

* DDSCP – Information Sharing Guidance for practitioners can be found here: [Policies and Procedures (ddscp.org.uk)](https://www.ddscp.org.uk/staff-and-volunteers/policies-and-procedures/)
* [EYFS statutory framework](https://schoolsnet.derbyshire.gov.uk/teaching-learning-and-school-governance/early-years-quality-team/eyfs-statutory-framework.aspx) section of the [early years quality team,](https://schoolsnet.derbyshire.gov.uk/teaching-learning-and-school-governance/early-years-quality-team/early-years-quality-team.aspx) on Derbyshire Schools Net.

## Levels of need and procedures

I (and any co-childminders and, or assistants) will ensure I (or we) can identify children with emerging needs who therefore may be more vulnerable and require early help. I (and any co-childminders and, or assistants) will not assume a colleague, or another professional will act and share information that might be critical to keeping a child safe. I (and any co-childminders and, or assistants) recognise early information sharing is vital in keeping children safe, whether this is when problems first emerge, or when a child is already known to local authority children’s social care department.

All co-childminders or assistants will report concerns to myself the DSL as soon as they can and by the end of the day at the latest. All co-childminders or assistants understand information only needs to be shared on a need-to-know basis only – concerns will not be discussed with colleagues, friends or family and are aware a record of the concerns must be completed on the same day and before the child is due to leave the provision.

I (and any co-childminders and, or assistants) will ensure the provision of safeguarding and child protection services form part of a continuum of help and support to respond to the different levels of need of individual children and their families. I (and any co-childminders and, or assistants) will deliver our responsibilities for identifying and acting on levels of need (Universal, Emerging, Intensive and Specialist) in line with the policies and procedures identified in the local safeguarding children partnership. The [Derby City and Derbyshire Threshold Document](https://www.ddscp.org.uk/staff-and-volunteers/policies-and-procedures/)  will be used to identify the level of need and next course of action for the child and their family.

I (and any co-childminders and, or assistants) am (or are) aware of what each level of need means, how to identify the level of need and understand their role within it.

Further details of making a referral and how to make a referral to Starting Point and can be found in Appendix I and J. Where additional support and advice is required, I (and any co-childminders and, or assistants) will use the ‘Starting Point Consultation & Advice Service for Professionals’ (01629 535353).

Where a baby, child or young person is in immediate danger the Police will be contacted: 999. Where concerns are raised that a baby or child or young person is suffering or is at risk of significant harm, Starting Point will be contacted immediately: 01629 533190.

I (and any co-childminders and, or assistants) recognise that some children border with other local authorities and will have their own local safeguarding children board or partnership policies, and procedures to follow. Contact details of bordering local safeguarding children board and partnerships can be found in **Appendix K.**

## 4.4 Meeting the needs of vulnerable children

Children who need a social worker (Child in Need and Child Protection)

I (or any co-childminders and, or assistants) recognise that children may need a social worker, be a CiC or previously be a CiC due to safeguarding or welfare needs and are or continue to be vulnerable. Children may need help due to abuse, neglect and complex family circumstances. A child’s experiences of adversity and trauma can leave them vulnerable to further harm, as well as educationally disadvantaged in facing barriers to attendance, learning, behaviour, and mental health.

When dealing with looked after children and previously looked after children, I (or any co-childminders and, or assistants) will work with all local authority children’s social care department, health and other relevant agencies including the name of the Virtual School Head and take prompt action when necessary to safeguard these children, who are a particularly vulnerable group.

I (or any co-childminders and, or assistants) will hold and use information (including a child’s looked after legal status, child contact arrangements with birth parents, or those with parental responsibility and information about the child’s childcare arrangements and levels of authority delegated to the carer) so that decisions can be made in the best interests of the child’s safety, welfare, and educational outcomes.

Where I (or any co-childminders and, or assistants) has concerns for a child, and if I (or we) are aware that the case is open to an allocated worker in locality, I (or we) will discuss concerns with the allocated worker in the first instance and without delay. As the DSL I will ensure they know how to escalate concerns including the protocol where the allocated worker is not available.

If any child with a knownchild protection plan at the provider has a safeguarding concern raised or is absent without explanation, this will be referred to their social worker or local authority children’s social care service with urgency and as soon as possible.

Children with unexplained and/or persistent absences

I (or any co-childminders and, or assistants) recognise that children being absent from my provision for prolonged periods and, or on repeat occasions can act as a vital warning sign of a range of safeguarding possibilities. This may include abuse and neglect such as sexual abuse or exploitation and can also be a sign of child criminal exploitation including involvement in county lines. It may indicate mental health problems, risk of substance abuse, risk of travelling to conflict zones, risk of female genital mutilation, so-called ‘honour’-based abuse, or risk of forced marriage.

I (or any co-childminders and, or assistants) also recognise that when children are not in my provision, they miss the protection and can become more vulnerable to harm. I (or any co-childminders and, or assistants) will refer to and adhere to policies and procedures which

reflect national and local guidelines for all children absent from my provision for prolonged periods and, or on repeat occasions.

I (or any co-childminders and, or assistants) recognise it is important to respond early to children being absent from our provision for prolonged periods and, on repeat occasions, or without notification from the parent or carer, and ensure that we support and monitor attendance carefully and address poor or irregular attendance without delay, including attempts being made to contact the child’s parents and, or carers and alternative emergency contacts. We will consider patterns and trends in a child’s absences and their personal circumstances and use professional judgement when deciding if the child’s absence should be considered as prolonged. We will also consider the child’s and, or parents’ vulnerability, and their home life. We know that any concerns must be referred to local children’s social care services and, or a police welfare check requested.

I (or any co-childminders and, or assistants) will respond to or refer where required, including where a parent or carer has expressed their intention to remove a child from the provision with a view to education at home. I (or any co-childminders and, or assistants) recognise an early response helps prevent the risk of children becoming a child missing education in the future.

I (or any co-childminders and, or assistants) will ensure we have an attendance policy that is shared with parents and, or carers. This policy will include expectations for reporting child absences and the actions we will take if a child is absent without notification or for a prolonged period of time. Where possible, I (or any co-childminders and, or assistants) will hold more than two emergency contact numbers for each child.

I (or any co-childminders and, or assistants) recognise that we can refer to the guidance [Working together to improve school attendance - GOV.UK](https://www.gov.uk/government/publications/working-together-to-improve-school-attendance) and [Missing Children and Adults strategy - GOV.UK](https://www.gov.uk/government/publications/missing-children-and-adults-strategy)

Children who are home educated

I (or any co-childminders and, or assistants) recognise that many children who are home educated have a positive learning experience but know that this is not the case for all children. I (or any co-childminders and, or assistants) are aware that home education can mean that children are not receiving suitable education and they are less visible to the services that can keep them safe and supported.

If a parent express wishes to remove a child from our setting with a view to educating at home, I (or any co-childminders and, or assistants) recognise our role to arrange a meeting with parents and, or carers and other key professionals where possible. We know this is particularly important where a child has special educational needs and or has a social worker.

Children who require mental health support.

I (or any co-childminders and, or assistants) recognise I (or we) have an important role to play in supporting the well-being and mental health of our children. Mental health problems can be an indicator that a child has suffered or is at risk of suffering abuse, neglect, or exploitation. I (or any co-childminders and, or assistants) have clear systems and processes in place for identifying possible emotional well-being issues and mental health problems, seek advice from external agencies where appropriate and have clear referral and accountability systems.

Children with special educational needs and disabilities (SEND) or health issues.

I (or any co-childminders and, or assistants) recognise my roles and responsibilities regarding children with Special Educational Needs or Disability (SEND) or certain medical or physical health conditions and understand that those children and vulnerable adults in the provision may not be able to recognise abuse, abusive situations or protect themselves from significant harm and exploitation including online and offline.

I (or any co-childminders and, or assistants) will consider extra pastoral support and attention for children whenever there are any concerns or reports of abuse, neglect or exploitation involving a child with SEND, neurodevelopmental conditions or certain medical or physical health conditions, along with ensuring any appropriate support for communication is in place.

We will consider further information from specialist organisations such as:

[Safeguarding d/Deaf and disabled children and young people | NSPCC Learning](https://learning.nspcc.org.uk/safeguarding-child-protection/deaf-and-disabled-children" \l "risk-and-vulnerability-factors)

[Children with special educational needs and disabilities (SEND) | NSPCC Learning](https://learning.nspcc.org.uk/safeguarding-child-protection-schools/safeguarding-children-with-special-educational-needs-and-disabilities-send)

## 4.5 My role as the designated safeguarding lead following identification of concerns

In addition to the roles and responsibilities of the DSL identified in section 3, as the Designated Safeguarding Lead I have clear mechanisms and procedures in place to identify and report incidents or concerns.

Whenever I receive information regarding concerns about a child I will:

* review information received and assess if any urgent actions are needed, i.e., medical, child’s immediate safety.
* check what is known about the child when they arrived (or not) at the provision today, how they are presenting physically and emotionally and if there are any changes in their behaviour.
* if the concerns are about radicalisation or violent extremism, make a referral to the local authority children’s social care department, local authority Prevent Team and the Police’s Prevent Team about extremism or views considered to be extreme.
* where the child has complex needs or where there are child protection concerns, refer as appropriate to local authority children’s services.
* if a child is at risk of immediate harm, and, or where it is believed a criminal offence has been committed, including sexual violence and harassment, referring to the police. See [when to contact the police](https://schoolsnet.derbyshire.gov.uk/keeping-children-safe-in-education/safeguarding-policies-guidance-and-protocols/when-to-contact-the-police.aspx) for further guidance on when to contact the Police.

## 4.6 Specific safeguarding issues

Specific safeguarding issues which may not be specific to an individual child (but may impact upon the whole family context) and which may include abuse perpetrated by other children as well as by adults include:

* Any concerns that a child has suffered or is at risk of suffering physical abuse, sexual abuse, emotional abuse, exploitation, or neglect.
* Bullying, including online bullying and prejudice-based bullying, racist, disability and homophobic or transphobic abuse.
* Gender-based violence or violence against women and girls.
* Sexual harassment, online sexual abuse, and sexual violence between children. Online abuse can include sending abusive, harassing, and misogynistic or misandrist messages; sharing nude and semi-nude images and videos; and coercing others to make and share sexual imagery.
* Radicalisation and, or extremist behaviour.
* Child Sexual Exploitation (CSE) and Child Criminal Exploitation (CCE), including county lines. This is known locally as child at risk of exploitation or ‘CRE’.
* Abuse within intimate personal relationships between children (sometimes known as ‘teenage relationship’ abuse).
* Online abuse and risks linked to using technology and social media, including online bullying; the risks of being groomed online for exploitation or radicalisation; and risks of accessing and generating inappropriate content, for example youth produced sexual imagery.
* Upskirting.Further details on upskirting can be found in Appendix A at the end of this document.
* Substance misuse – drugs and alcohol.
* Gang activity and serious violence, particularly affecting young males who have been excluded, have experienced trauma and have been involved in offending.
* Domestic abuse.
* Forced marriage, female genital mutilation and so-called ‘honour-based’ violence.
* Children with Perplexing Presentations (PP) in whom illness is fabricated or induced (FII).
* Homelessness.
* Compromised parenting, particularly in relation to babies and very young children. Further details on compromised parenting can be found in Appendix A at the end of this document.
* Missing children and vulnerable adults.
* Serious violence.
* Mental health and well-being of children and adults.
* Other issues not listed here but that pose a risk to children.

I (or any co-childminders and, or assistants) will endeavour to ensure I am (or we are) familiar with and have processes in place to identify, report and monitor the specific safeguarding issues that are pertinent to and current for their family context and community. I (or any co-childminders and, or assistants) will recognise that safeguarding issues may be contextual and not be specific to individual children but impact on the whole family context.

I (or any co-childminders and, or assistants) recognise, acknowledge, and understand that even if there are no reports of specific safeguarding issues that this does not mean it is not happening and we will maintain a culture of vigilance to identify, assess, analyse, and respond to the safety and welfare of children.

I (or any co-childminders and, or assistants) will also access broad Government guidance, local procedures, strategies, and tools through the Local Safeguarding Children Partnership. I (or any co-childminders and, or assistants) will use the information available to them on the DDSCP website - [Information and Resources](https://www.ddscp.org.uk/staff-and-volunteers/info-and-resources/)  tab to help develop my knowledge and understanding pertaining to national and local emerging concerns.

Further details of specific safeguarding issues can be found in Appendix L and within [Keeping Children Safe in Education](https://www.gov.uk/government/publications/keeping-children-safe-in-education--2) Annex B: further information.

# 5. Safer Working Practices

## 5.1 Creating a safe environment for all children

My (or our) environment is safe and secure and protects our children from harm or the risk of harm. I (or any co-childminders and, or assistants) will implement the safety and suitability of premises, environment and equipment requirements within the EYFS, to:

* ensure that the building; including its surroundings, access and exits are safe and is one where children can feel safe.
* ensure that the building is always secure and in the event of a significant event will implement a lockdown procedure which is suitable to the setting. I (or any co-childminders and, or assistants) know we can refer to: [Protective security and preparedness for the education sector](https://assets.publishing.service.gov.uk/media/67ed54d298b3bac1ec299be5/Protective_security_and_preparedness_for_education_settings_guidance.pdf) to support this.
* ensure that I (or any co-childminders and, or assistants) am competent to carry out my responsibilities for safeguarding in promoting the welfare of children by creating an environment and an ethos whereby all adults (including volunteers) feel able to raise concerns, along with being supported in their safeguarding role.
* check where other organisations provide services or activities on our site, that they have appropriate procedures in place, including safer recruitment checks and procedures, insurance, and assistant suitability.
* ensure when our children attend offsite activities, that I (or any co-childminders and, or assistants) will check that effective child protection arrangements are in place. I (or any co-childminders and, or assistants) will use risk assessment and risk management models to assist me to do this.
* ensure that I (or any co-childminders and, or assistants) have clear protocols on reception for visitors and contractors with procedures in place to ensure the appropriate questions are asked and checks made in line with KCSIE. This includes obtaining reassurances around DBS checks and safeguarding policies in place when hiring out premises, if appropriate.
* have measures in place to prevent our facilities being exploited by radicalisers. This includes seeking to ensure that any event spaces or IT equipment are not being used to facilitate the spread of extremist narratives which encourage people into participating in or supporting terrorism. I (or any co-childminders and, or assistants) recognised this does not mean that the Prevent duty should limit discussion of these issues. Instead, I (or any co-childminders and, or) understand and discuss sensitive topics, including, where appropriate, terrorism and the extremist ideas that are part of terrorist ideology, and learn how to challenge these ideas.
* consider the extent to which any external speakers and events held on our premises pose a risk of radicalising learners into terrorism.
* undertake own due diligence to understand any risks around a particular speaker and whether their views constitute views that are used to encourage people into participating in or supporting terrorism or are shared by terrorist groups.
* ensure at least one person who has a current paediatric first aid (PFA) certificate is on the premises and available at all times when children are present and must accompany children on outings.
* ensure when our children are eating that there should always be one person in the room with a valid paediatric first aid certificate.
* ensure that safer eating statutory guidance is adhered to with regards to food and drink preparation, staff with a valid paediatric first aid certificate, eating spaces, dietary requirements, preferences, food allergies and intolerances, information sharing amongst staff, on-going discussions with parents and, or carers, introduction of solid foods including what to do when a child experiences a choking incident. I (or any co-childminders and, or assistants) know that children must always be within sight and hearing of a member of staff whilst eating.
* ensure any choking incidents that requires intervention are recorded including where and how the child choked. All records should be reviewed periodically to identify if there are trends or common features of incidents that could be addressed to reduce the risk of choking. Appropriate action should be taken to address any identified concerns including and ensure parents and, or carers are made aware.
* ensure that I (or any co-childminders and, or assistants) have regard to the [Early Years Foundation Stage nutrition guidance](https://assets.publishing.service.gov.uk/media/6839b752210698b3364e86fc/Early_years_foundation_stage_nutrition_guidance.pdf) and follow the information unless there is a good reason not to.
* ensure that our children’s privacy is considered and balanced with safeguarding and support needs when changing nappies and toileting.

## 5.2 Teaching safeguarding

I (or any co-childminders and, or assistants) will ensure children within my provision are taught (developmentally appropriately) preventative education and ensure that children are aware of safeguarding risks, recognise when they are at risk and how and where to get help and support if they need it as part of providing a broad and balanced curriculum.

I (or any co-childminders and, or assistants) will ensure I (or we) model and teach core values and approaches to prepare children for life in modern Britain.

I (or any co-childminders and, or assistants) will support children to build resilience to radicalisation by promoting fundamental British values of democracy, the rule of law, individual liberty, and mutual respect and tolerance of different faiths and beliefs. I (or any co-childminders and, or assistants) will ensure practice is effective preventing and tackling the use of derogatory language which is directed towards disabled people or is homophobic, sexist, or racist. All incidents of discrimination and racism will be logged.

I (or any co-childminders and, or assistants) will promote the practice and principles of equality and diversity effectively and in a developmentally-appropriate way under the Equality Act 2010. I (or any co-childminders and, or assistants) will ensure stereotypical behaviours are routinely challenged, and differences are respected.

I (or any co-childminders and, or assistants) will focus on children’s personal, social, and emotional development, recognising that this is a Prime Area of learning in the EYFS, and model and teach this in a developmentally appropriate way.

Children will be taught about healthy relationships including how to keep themselves and others safe, (both offline and online) through teaching and learning opportunities. We recognise the need for this to be tailored to the development stage and specific needs and vulnerabilities of individual children. This will include those children who have been victims of abuse and children with special educational needs and disabilities.

## 5.3 Online Safety - including how mobile phones, cameras and other electronic devices with imaging and sharing capabilities are used.

I (or any co-childminders and, or assistants) will ensure that all staff are aware of our policy for personal mobile phone use, cameras and other electronic devices with imaging and sharing capabilities which may be used in the provision.

I (or any co-childminders and, or assistants) will identify and assign roles and responsibilities to manage filtering and monitoring systems (including how filtering and monitoring requirements apply to the use of generative AI in education) and annually review their effectiveness.

I (or any co-childminders and, or assistants) recognise cybercrime is a growing safeguarding concern and child abuse in all its forms is increasingly occurring online. I (or any co-childminders and, or assistants) recognise that I (or we) need to have procedures to ensure networks, data, systems, and equipment is protected against cyber threats and help keep children safe particularly when using remote learning and teaching platforms.

I (or any co-childminders and, or assistants) am (or are) aware online abuse concerns will cover a range of safety issues including:

* using social media platforms.
* fraud and scams.
* copycat websites, phishing e-mails.
* identity theft.
* cyberbullying, trolling, cyberstalking.
* online grooming, online radicalisation.
* offensive or illegal content including race hate.
* child at risk of exploitation including child sexual exploitation or child criminal exploitation.
* youth produced sexual imagery (sexting, nudes, semi-nudes).

I (or any co-childminders and, or assistants) will ensure:

* all co-childminders or assistants understand the provision’s policy relating to online safety which will be part of induction and will be refreshed at team meetings and training.
* all co-childminders or assistants will be made aware of online safety issues and the four categories of risk; content, contact, conduct and commerce.
* children will be taught, developmentally appropriately, about the risks online and I (or any co-childminders and, or assistants) will always model good practice.
* all co-childminders or assistants will have appropriate training which includes online safety covering clear expectations, applicable roles, and responsibilities in relation to filtering and monitoring at induction. This training will be updated regularly.
* online safety procedures are shared and displayed with parents and carers.
* when children access digital media devices, mobile phones, cameras and other electronic devices with imaging and sharing capabilities, at the provision it is used safely and the provision will ensure that online safeguarding practice is in line with statutory requirements and best practice.
* I (or any co-childminders and, or assistants) will give regard to the [National Crime Agency's CEOP Education Programme](https://www.thinkuknow.co.uk/) which provides information on protecting children and young people from online child sexual exploitation.
* I (or any co-childminders and, or assistants) use the recommended national and local guidelines on children who may be working remotely.
* I (or any co-childminders and, or assistants) complete an incident log and report any breaches of the filters in place and access to inappropriate material (accidental or non-accidental) and will then record the incident and escalate the concern as appropriate. This could include:
* reporting safeguarding concerns about a child to the local authority children’s social care service (Starting Point)
* reporting illegal images such as child sexual abuse to the [Internet Watch Foundation](https://www.iwf.org.uk/)
* reporting online abuse and child sexual exploitation to the [National Crime Agency's CEOP Safety Centre](https://www.ceop.police.uk/ceop-reporting/)

Managing access to online technology and acceptable use

I (or any co-childminders and, or assistants) will ensure that access to the internet on mobile phones, cameras and other electronic devices with imaging and sharing capabilities have filtering and monitoring systems, including appropriate parental controls in place to provide a safe environment in which to learn. These will be kept up to date to restrict access to harmful or illegal content, other unsuitable information including extremist materials or inappropriate images and reviewed regularly for their effectiveness.

I (or any co-childminders and, or assistants are aware that no filters can be 100% secure and access to apps, computer games, videos, films, approved internet sites etc. will be age appropriate and staff will supervise their use.

I (or any co-childminders and, or assistants) will keep an up-to-date log of the number and type of technology which have access to the internet at the provision and how they are connected (i.e., 4G, 5G or Wi-Fi etc.) and ensure that access is secure (i.e., passwords in place that are not accessible or easy to guess and screens are locked). I (or any co-childminders and, or assistants) will ensure all mobile phones, cameras and other electronic devices with imaging and sharing capabilities are kept securely and in line with GDPR.

Use of online technology and mobile phones, cameras and other electronic devices with imaging and sharing capabilities whilst at work

I (or any co-childminders and, or assistants) know the use of online technology and mobile phones, cameras and other electronic devices with imaging and sharing capabilities by co-childminders or assistants is restricted in-order to avoid distraction and disruption to the care of children and to minimise the opportunities for any individual (or group) to put children into potential risk of harm.

I (or any co-childminders and, or assistants) have a clear expectation that the use of personal mobile phones, cameras and other electronic devices with imagining and sharing capabilities by staff is in line with setting policy unless there is an emergency and agreed by a manager of how this will be managed in-order to keep children safe.

Accessing technology and mobile phones, cameras and other electronic devices with imaging and sharing capabilities at work (including whilst driving)

I (or any co-childminders and, or assistants) know we (or they) must not personally access technology or use personal mobile phones, cameras and other electronic devices with imaging and sharing capabilities (this also includes whist driving at work).

I (or any co-childminders and, or assistants) know all personal mobile phones, cameras and other electronic devices with imagining and sharing capabilities e.g., must be handed over, kept safe and out of reach (i.e., not accessible in the provision whilst children are present) and collected once the provision has closed or when no children are present on site. Children attending the provision with their own personal electronic device will hand over the device and I (or any co-childminders and, or assistants) will ensure the device is kept safe and out of reach until parents collect the child.

I (or any co-childminders and, or assistants) know mobile phones, cameras and other electronic devices with imaging and sharing capabilities are used including wearable technology (e.g., apple watches etc.) must be switched off whilst driving with children during a working capacity to avoid potential distractions and injury to children, themself, and others (unless using hands free, with senior management team agreement, as a navigation tool).

Photographs

I (or any co-childminders and, or assistants) will ensure photographswill only be taken where required to help support a child’s learning and development or to share events. Photographs will only be taken of children with parental permission using the provider’s camera or tablet.

I (or any co-childminders and, or assistants) will ensure photographic files are stored safely and not be kept once the child leaves the provider’s care unless prior agreement is agreed with the parent. Personal mobile phones, cameras and other electronic devices with imaging and sharing capabilities must never be used in the provision by myself (or any co-childminders and, or assistants) to take photos to record or share images of children, in any circumstances. Permission will be obtained from all parents of all children involved when photographs are taken by visitors to the setting.

Storing Personal Data

I (or any co-childminders and, or assistants) will ensure we have registered with the  [Information Commissioner's Office](https://ico.org.uk/) (ICO) in relation to the storage of personal data. The storage of personal and digital information will also meet the requirements of the GDPR and will be always secured through password protections for access. All our provisions mobile phones, cameras and other electronic devices with imaging and sharing capabilities that are used in the provision will receive regular virus checks, updates, and filters.

Social media

I (or any co-childminders and, or assistants) must follow the settings policies and procedures with regard to social media

Any misuse or incidents of mobile phones and, or cameras

I (or any co-childminders and, or assistants) know I (or we) must record any misuse or incident. I (or any co-childminders and, or assistants) will follow procedures, take appropriate action (including a referral to the LADO and, or Police) and advice from the LADO and, or Police where required. If the circumstances result in dismissal (or resignation prior to actions being taken) the details will be reported to the DBS.

I (or any co-childminders and, or assistants) am aware civil, legal, or disciplinary action can and will be taken against co-childminders or assistants if they are found to have brought the organisation into disrepute.

## 5.4 Recruitment and staffing

I (or any co-childminders and, or assistants) will use best practice and adopt robust recruitment procedures as outlined in the [Early years foundation stage (EYFS) statutory framework](https://www.gov.uk/government/publications/early-years-foundation-stage-framework--2) to deter and prevent people who are not suitable to work with children from applying, securing employment or volunteering opportunities in our setting. I (or any co-childminders and, or assistants) apply all appropriate measures for our staff, including volunteers, agency, and third-party staff (supply staff), trainees, and or students on placement, governors, committee members, trustees, and contractors **>>delete where appropriate>>.** This forms a vital part of our approach to safeguarding and is an essential part of creating a safe environment for our children.

We will adopt robust recruitment and selection procedures and give regard to Part three: Safer recruitment of [Keeping Children Safe in Education](https://www.gov.uk/government/publications/keeping-children-safe-in-education--2).

Those involved with the recruitment and employment of our staff have received appropriate safer recruitment training and at least one person who conducts an interview has completed safer recruitment training.

Safer practice in recruitment means thinking about and including issues to do with child protection and safeguarding children at every stage of the process from advertising, job descriptions, person specifications, application forms, shortlisting, employment history and references, selection, and pre-appointment vetting checks.

Everyone who works in the setting, including regular volunteers and governors and, or committee members will have appropriate Disclosure and Barring (DBS).

Other checks that may be necessary for staff, volunteers, and others:

* **Students on placement -** will undergo all necessary checks by the training provider. The training provider will carry out necessary checks and will provide written confirmation that these have been carried out and judged suitable to work with children. The setting will follow their policies and procedures with regard to staff induction.
* **Apprentices** – applicants salaried by the setting will undergo all necessary checks in line with other members of staff employed at the setting.
* **Volunteers** - I (or any co-childminders and, or assistants) will ensure volunteers are appropriately supervised as outlined in the EYFS statutory framework when supervising the activities of workers and volunteers with children. If the volunteer is expected to complete personal care and support with eating, drinking, washing, bathing, and dressing, an enhanced DBS certificate must be obtained. In addition, risk assessments will be undertaken.
* **Individuals who have lived or worked outside the UK** – will undergo the same checks as all other staff and further checks deemed appropriate to ensure suitability
* **Agency and third-party staff (supply staff)** - written notification from any agency or third-party organisation provider that they have carried out checks on an individual who will be working at the setting will be obtained.

I know and understand I must prevent people who pose a risk of harm from working with children and will do this by complying with statutory responsibilities, including:

* being confident that any students or regular volunteers are competent and responsible before making decisions to allow these people to work unsupervised.
* all co-childminders or assistants receiving training and support around conduct and practice when in environments with children.
* holding central records of personnel who are working and have worked in the early years and childcare provider, including all co-childminders and assistants, and in some cases, contractors providing a service to us. I will ensure that these records and supporting personal files are regularly updated and reviewed to meet requirements.
* having a code of conduct, for when working in our early years and childcare provider and when out in the community and including when online ***<<insert and cross reference to your relevant policies and procedures>>.***
* managing allegations against staff, carers, and anyone living or working on the premises where Ofsted registered childcare takes place.
* using national and local procedures aimed to identify and prevent unsuitable adults from working with children, for example, referring to the LADO, the DBS service etc.
* co-operating and providing information in any enquiries from the LADO, police and, or children’s social services.
* using consultation with an early years and childcare provider’s human resources department, where appropriate.
* seeking employment legal advice and services where necessary.

Advert

When adverting a post, I will include the following information:

* the relevant qualifications, training and checks required to fulfil the role.
* the skills, abilities, experience, attitude, and behaviours we require.
* safeguarding responsibilities and requirements, including regulated activity.
* our commitment to safeguarding and promoting the welfare of children.

Further details on regulated activity can be found in **Appendix A.**

Application forms

I will ensure within my application form or information, that a statement is included informing applicants that it is an offence to apply for a role if the applicant is banned from engaging in regulated activity relevant to the children.

When reviewing application forms, I will request applicants to provide:

* personal details, current and former names, current address, and their national insurance number
* details of their present (last) employment and reason for leaving
* full employment history, including reasons for any gaps in employment
* qualifications
* details of referees and references
* a statement of their personal qualities and experience

I will only accept a curriculum vitae alongside a completed application form and covering letter addressed to the named manager or person responsible for recruitment. I will not accept open references and will compare the information on the application form with that in the reference, taking up any discrepancies with the applicant.

Shortlisting

I require all shortlisted candidates to complete a self-declaration of their criminal record or information that would make them unsuitable to work with children. All shortlisted candidates will be asked to sign a declaration confirming the information they have provided is true.

When shortlisting candidates, I will ensure that at least two people carry out the shortlisting exercise (where applicable) and will consider any inconsistencies and look for gaps in employment and reasons for them. I will explore all potential concerns.

I will consider carrying out an online search as part of our diligence on the shortlisted candidates. This may help identify any incidents or issues that have happened, and are publicly available online, which we might decide to explore with the applicant at interview. Where I carry out an online search, I will inform shortlisted candidates of this search as part of my diligence checks.

Employment history and references

I will obtain at least two references before interviewing potential candidates for any concerns raised to be explored with the referee and the candidate at interview. I will not rely on applicants to obtain their references.

I will ensure the references provided confirms whether the referee is satisfied with the applicant’s suitability to work with children and provide the facts of any substantiated safeguarding concerns or allegations.

I will ensure I obtain verification of the individual’s most recent relevant period of employment where the applicant is not currently employed and secure a reference from the relevant employer from the last time the applicant worked with children (if not currently working with children). If the applicant has never worked with children, I will ensure a reference is from their current employer, training provider or education setting.

I will ensure electronic references originate from a legitimate source and contact referees to clarify content where information is vague or insufficient information is provided. If there are discrepancies within the reference, I will take this up with the candidate.

I will ensure reasons for the candidate leaving their current or most recent post are established, and ensure any concerns are resolved satisfactorily before appointment is confirmed.

If the applicant has never worked with children, we will ensure a reference is from their current employer, training provider or education setting.

Selection

During the selection process, I will use a range of selection techniques to identify the most suitable person for the post, ensuring they have the relevant qualifications, training and have passed any checks required to fulfil the role. I will have at least two questions during the interview on children’s welfare, safeguarding and child protection.

During the interview process, I will explore potential areas of concern and determine the applicant’s suitability to work with children. All information considered in decision making will be recorded along with decisions made.

Pre-appointment vetting checks, regulated activity and recording information

I understand the legal requirements when appointing individuals to engage in regulated activity, including carrying out pre-appointment vetting checks and maintaining a single central record of pre-appointment checks.

Upon an offer of appointment, I will ensure the potential candidate understands the appointment is conditional until satisfactory completion of pre-employment checks have been completed. This includes:

* verifying a candidate’s identity.
* obtaining an enhanced criminal records check and ensuring that an individual is not disqualified under the [Childcare Disqualification Regulations 2018.](https://www.legislation.gov.uk/uksi/2018/794/contents)
* recording information about any co-childminders’ or assistants’ qualifications and the identity checks and vetting processes that have been completed (including the criminal records check reference number, the date a check was obtained and details of who obtained it).
* obtaining a separate children’s barred list check if an individual is to start work in regulated activity with children before a DBS certificate is available.
* verifying the candidates mental and physical fitness to carry out their work.
* verifying the candidates right to work in the UK, including EU nationals.
* if the person has lived or worked abroad an additional criminal records check (or checks if more than one country) will be made.
* verifying professional qualifications.
* checking and ensuring co-childminders or assistants disclose any convictions, cautions, court orders, reprimands and warnings that may affect their suitability to work with children (whether received before or during their employment at the setting). I understand I must not allow anyone whose suitability has not been checked, including through a criminal records check, to have unsupervised contact with children being cared for.

All copies of documents used to verify the successful candidate’s identity, right to work and required qualifications will be kept in a co-childminder or assistants’ personnel file.

All information considered in decision making will be clearly recorded along with decisions made.

## 5.5 DBS and other checks for all staff & visitors including, students, work placements,

## volunteers, and contractors

I will use the [Disclosure and Barring Service](https://www.gov.uk/government/organisations/disclosure-and-barring-service)  and I will contact them to help us make safer recruitment decisions including the type of DBS check where required. The DBS are responsible for:

* processing requests for criminal records checks.
* deciding whether it is appropriate for a person to be placed on or removed from a barred list.
* placing or removing people from the DBS Children’s Barred list and Adults’ Barred list for England, Wales, and Northern Ireland.
* providing an online DBS service.

Further enquiries and clarification will be sought when needed from other organisations and agencies. We will contact the **Regional Outreach Advisor for the East Midlands** (**03001 052974 or** [DBSRegionaloutreach@dbs.gov.uk](mailto:DBSRegionaloutreach@dbs.gov.uk) if we have any questions or require further advice on the Disclosure and Barring Service.

I advise all co-childminders or assistants (where appropriate) including applicants to join the DBS Update Service at the point of application to enable current and future status checks to be carried out by myself.

I am aware there are possible circumstances where we may need to carry out new checks on existing staff. These are when:

* an individual moves from a post that was not regulated activity with children into regulated activity with children.
* there has been a break in service of 12 weeks or more.
* there are concerns about an individual’s suitability to work with children.

Under my statutory duty I know and understand I must have procedures in place to make a referral to the Disclosure and Barring Service (DBS) if a person in regulated activity has been dismissed, removed due to safeguarding concerns, or would have been had they not resigned. It is my responsibility to determine the frequency that the DBS is reviewed to ensure accuracy [Check someone's criminal record as an employer: Checks you can make on someone's record - GOV.UK (www.gov.uk)](https://www.gov.uk/dbs-check-applicant-criminal-record).

Overseas checks

I will ensure all individuals who have lived or worked abroad undergo the same checks as all other staff in early years providers, schools, or colleges. This includes obtaining:

* an enhanced criminal records check (including barred list information, for those who will be engaging in regulated activity) even if the individual has never been to the UK or criminal records checks for overseas applications.
* an additional criminal records check (or checks if more than one country) will also be made.
* any further checks we think appropriate so that any relevant events that occurred outside the UK can be considered.
* where overseas checks are not available, seeking alternative methods of checking suitability and, or undertake a risk assessment that supports informed decision making on whether to proceed with the appointment.

Agency and supply staff

I will ensure I obtain written notification from any agency or organisation that they have carried out checks on individuals who will be working in our provision, including written confirmation that an enhanced DBS certificate has been obtained.

I will induct all supply and agency staff, share with them this safeguarding and child protection policy and other policies deemed relevant for them to carry out their duties, safely and consistently.

The allegations against staff, volunteers and carers will apply to supply and agency staff. Whilst I am not the employer of supply and agency staff, I will take responsibility and will ensure allegations are dealt with properly. I will also keep track of any enquiry and investigation and keep records.

Contractors

I will ensure:

* I share our safeguarding requirements with the organisation.
* that any contractor wanting access has company ID, and this is checked and visible.
* contractors will not be left unsupervised or engage in regulated activity unless verified to do so.
* any contractor, or any employee of the contractor, on site, will be subject to the appropriate level of DBS check. Contractors engaging in regulated activity relating to children will require an enhanced criminal records check (including children’s barred list information). Where the contractor does not have opportunity for regular contact with children, we will decide on whether a basic DBS disclosure would be appropriate.
* records are kept of checks carried out and any additional reassurances the early years and childcare provider has sought.

Visitors

I understand I have many different types of visitors to this provision including those with a professional role, those connected with the building, ground maintenance, children’s relatives or other visitors attending an activity. I will use our professional judgement about the need to obtain DBS checks or barred list checks and about the need to escort or supervise visitors while in this provision.

I will ensure all visitors who are visiting in a professional capacity will have their ID checked.

Volunteers

I will ensure under no circumstances that a volunteer on whom no checks have been obtained will be left unsupervised or be allowed to work in regulated activity. I will ensure volunteers are adequately supervised.

I will undertake a written risk assessment. I will obtain an enhanced criminal records check for all volunteers who are new to working in regulated activity with children.

Students and adults on work experience

I will induct all students and adults on work experience, share with them this safeguarding and child protection policy and other policies deemed relevant for them to carry out their duties, safely and consistently.

I will use a written risk assessment with the student or adult to determine suitability and expectations around the placement when commencing.

If the work experience student or adult is 16 years of age or over, I will seek a DBS check. If there are any concerns about this student, I will apply the allegations against professionals, volunteers, and carers criteria as an adult.

If the work experience student or adult is under 16 years of age, in some circumstances I will seek a DBS check, to help determine this, I will seek advice. If there are any concerns about this student, I will follow local children’s safeguarding procedures.

How to ensure the ongoing safeguarding of children and the legal reporting duties on employers

I understand that safer recruitment is not limited to recruitment procedures. I have processes in place for continuous vigilance, maintaining an environment that deters and prevents abuse and challenges all inappropriate behaviour.

I (and any co-childminders and, or assistants) understand the processes and procedures to follow if they have concerns about poor or unsafe practice or potential failures in the provision or if they have a safeguarding concern about another co-childminder or assistant. This will include all concerns and allegations being reported, recorded, and dealt with promptly and appropriately.

I (and any co-childminders and, or assistants) know we must put appropriate whistleblowing procedures in place for all staff (including students and volunteers) to raise concerns about poor or unsafe practice in our safeguarding provision. We understand procedures must include when and how to report concerns and the process that will be followed after staff report concerns.

I (and any co-childminders and, or assistants) will refer to the settings Whistleblowing Policy and will feel able to raise concerns about poor or unsafe practice and know that such concerns will be taken seriously by the senior leadership team.

I (and any co-childminders and, or assistants) know that The NSPCC Whistleblowing Advice Line is available as an alternative route for any co-childminders and, or assistants who do not feel able to raise concerns regarding child protection failures internally, or have concerns about the way a concern is being handled by their setting.

Under statutory duty I (and any co-childminders and, or assistants) know and understand I (and any co-childminders and, or assistants) must tell Ofsted about any allegations of serious harm or abuse anywhere by any person at the premises who is:

* living there
* working there
* looking after children there

Under our statutory duty I (and any co-childminders and, or assistants) know and understand we must [Report a serious childcare incident](https://www.gov.uk/guidance/report-a-serious-childcare-incident) or [notify significant events](https://www.gov.uk/guidance/childcare-significant-events-to-notify-ofsted-about) as soon as practical to Ofsted within 14 days.

## 5.6 Training and induction

I will ensure all co-childminders or assistants are given an induction appropriate to their roles, which includes:

* our vision and ethos, aspirations, and expectations.
* have access to copies of this safeguarding and child protection policy, and other policies and procedures which support safeguarding including online safety. This could include our behaviour policy, co-childminders’ or assistants’ behaviour policy and, or code of conduct, whistleblowing, appropriate safeguarding arrangements to respond to children absent from education etc.
* All co-childminders or assistants to have access to, read and sign to say they have understood and will adhere to these policies.
* when policies are reviewed, all staff will have access to the revised documentation
* the role and names of the designated safeguarding lead.
* What is meant by the term safeguarding.
* The main categories of abuse, harm and neglect.
* The factors, situation and actions that could lead or contribute to abuse, harm or neglect.
* How to work in ways that safeguard children from abuse, harm and neglect.
* How to identify signs of possible abuse, harm and neglect at the earliest opportunity. These may include:
  + Significant changes in children's behaviour.
  + A decline in children’s general well-being.
  + Unexplained bruising, marks or signs of possible abuse or neglect.
  + Concerning comments or behaviour from children.
* Inappropriate behaviour from childminders and assistants or household member or any other person working with the children. This could include inappropriate sexual comments; excessive one-to-one attention beyond what is required through their role; or inappropriate sharing of images.
* Any reasons to suspect neglect or abuse outside the setting, for example in the child’s home or that a child may experience emotional abuse or physical abuse because of witnessing domestic abuse or coercive control or that a girl may have been subjected to (or is at risk of) female genital mutilation.
* How to respond, record and effectively refer concerns or allegations related to safeguarding in a timely and appropriate way.
* Roles and responsibilities of childminders and assistants and other relevant professionals involved in safeguarding.

I will ensure that the statutory training requirements are met by myself the DSL (in addition to the requirements above). As the DSL I will:

* undergo training to provide myself with the knowledge and skills required to carry out the role.
* ensure training is updated in line with statutory guidance including: 
  + How to build a safe organisational culture.
  + How to ensure safe recruitment.
  + How to develop and implement safeguarding policies and procedures.
  + If applicable, how to support and work with assistants to safeguard children.
  + Local child protection procedures and how to liaise with local statutory children's services agencies and with the local safeguarding partners to safeguard children.
  + How to refer and escalate concerns
  + How to manage and monitor allegations of abuse against other staff.
  + How to ensure internet safety.
* at a minimum, attend [Prevent duty training: Learn how to support people vulnerable to radicalisation](https://www.support-people-vulnerable-to-radicalisation.service.gov.uk/portal) in line with statutory requirements and share this knowledge and information with all staff. This will include attendance on either training, or training considered sufficient by the local authority which fulfils the requirements of the Prevent duty guidance for early years and childcare providers.
* access additional and regular training in order to support others on Prevent matters and update them on relevant issues.

I will ensure that the recommended training requirements are met by all co-childminders or assistants. All co-childminders or assistants will:

* receive safeguarding and child protection training in line with the criteria set out in Annex C of the statutory framework, including online at induction, to equip them with the knowledge to ensure the safeguarding policies and procedures in place are effective and support the delivery of a robust approach to safeguarding.
* receive regularly updated training which reflects the needs, issues and context of the provider.
* renew safeguarding training every two years.
* receive safeguarding and child protection (including online safety) updates (for example, via email, e-bulletins, and staff meetings), in line with statutory requirements to continue to provide them with the relevant skills and knowledge to safeguard children effectively.
* attend Prevent duty training in line with statutory requirements.
* familiarisation with child protection responsibilities.
* know local safeguarding procedures and how to respond to all types of abuse, neglect and specific safeguarding issues in a timely and appropriate way.

I will ensure all co-childminders or assistants will receive training (where appropriate and where required) on specific safeguarding issues. I will consider whether I and any assistants need to undertake annual refresher training during any two-year period to help maintain basic skills and keep up to date with any changes to safeguarding procedures or as a result of any safeguarding concerns that occur in the setting.

I will incorporate the types and indicators of abuse, and specific safeguarding issues, that are pertinent to and current for our community and families, into briefings, induction training, and ongoing development training for all co-childminders or assistants. All co-childminders or assistants will be trained to know how, and who to report specific safeguarding issues to.

I will detail how safeguarding training has been delivered and how I have supported any co-childminders or assistants to put this into practice.

I will ensure that in order for students on long term placements and volunteers (aged 17 or over) and staff working as apprentices in early education (aged 16 or over) to be included in the ratios at the level below their level of study, that I am satisfied this person is suitable, competent and responsible, and that they have a valid PFA certificate.

I am responsible for identifying and selecting a competent training provider to deliver the PFA training. I know that the PFA certificate must be for a full course consistent with the criteria set out in Annex A, and be renewed every three years and be relevant for people caring for young children and babies.

## 5.7 Safeguarding concerns and allegations against myself or persons who is living, working, or looking after children where Ofsted registered childcare takes place.

I (and any co-childminders and, or assistants) will follow the procedures set out under ‘Safeguarding concerns and allegations made about staff, including volunteers and contractors’ as set out in [Early years foundation stage (EYFS) statutory framework](https://www.gov.uk/government/publications/early-years-foundation-stage-framework--2), [Keeping Children Safe in Education](https://www.gov.uk/government/publications/keeping-children-safe-in-education--2), adhere to  [[Allegations Against Staff, Carers and Volunteers (trixonline.co.uk)](https://derbyshirescp.trixonline.co.uk/chapter/allegations-against-staff-carers-and-volunteers) procedures found on the](https://derbyshirescbs.proceduresonline.com/p_alleg_staff_carer_volunteer.html?zoom_highlight=allegations) [Derby and Derbyshire Safeguarding Children Partnership (DDSCP)](https://www.ddscp.org.uk/) website and apply whistleblowing procedures where applicable.

I (and any co-childminders and, or assistants) will ensure I (or we) have policies and procedures in place to promptly and appropriately deal with any concerns (including allegations) which **do or do not** meet the harm threshold within [Keeping Children Safe in Education](https://www.gov.uk/government/publications/keeping-children-safe-in-education--2). Any concerns or allegations that do not meet the harms threshold are referred to as ‘low level concerns”.

*Safeguarding concerns and allegations against myself or anyone at the premises who is living, working or looking after children where Ofsted registered childcare takes place continued:*

Allegations that may meet the harm threshold

I (and any co-childminders and, or assistants) will ensure that the harm threshold within [Keeping Children Safe in Education](https://www.gov.uk/government/publications/keeping-children-safe-in-education--2) is considered, where it is alleged that anyone working in this provision that provides education for children under 18 years of age, including volunteers 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 he or she 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.

This may also mean a referral to the Police. A referral to the Police will also apply:

* regardless of whether the early years and childcare provider is where the alleged abuse took place.
* allegations against a member of staff who is no longer teaching or working in early years and childcare.
* historical allegations of abuse taking place in the early years and childcare provider.

If co-childminders or assistants have concerns about another co-childminder or assistant and or anyone living or working on the premises where Ofsted registered childcare takes place, then this mustbe referred to myself the DSL. Where there are concerns about myself the co-childminder or assistant must seek further professional advice or refer to the LADO.

I (and any co-childminders and, or assistants) will make a referral in every case to the Local Authority Designated Lead (LADO), using the Derby and Derbyshire LADO referral form: [lado-form-derby-and-derbyshire-final-april-2023-v2.docx (live.com)](https://view.officeapps.live.com/op/view.aspx?src=https%3A%2F%2Ftrixcms.trixonline.co.uk%2Fapi%2Fassets%2Fderbyshirescp%2Fd4381441-4a0f-451d-8c48-88c295a4f54e%2Flado-form-derby-and-derbyshire-final-april-2023-v2.docx&wdOrigin=BROWSELINK) . This will be done by myself within 24 hours.

Further information on making a referral to LADO is available:

* [DDSCP - Allegations](https://www.ddscp.org.uk/staff-and-volunteers/info-and-resources/allegations/) and includes a leaflet ‘Managing allegations against adults working with children’.
* Appendix M.

Where the allegations are substantiated, I will fully ensure any specific actions are undertaken on the management of this outcome and during the exit arrangements, and as outlined in part four of [Keeping Children Safe in Education](https://www.gov.uk/government/publications/keeping-children-safe-in-education--2).

Where the allegations are not substantiated in all cases early years and childcare provider understands the LADO has an advisory role to establish any next steps.

I (and any co-childminders and, or assistants) will under the Safeguarding Vulnerable Groups Act 2006, make a referral to the [Disclosure and Barring Service](https://www.gov.uk/government/organisations/disclosure-and-barring-service) where a co-minder or assistant is dismissed (or would have been, had the person not left the provider first) because they have harmed a child or put a child at risk of harm.

Under my statutory duty I (and any co-childminders and, or assistants) know and understand I (or we) must tell Ofsted about any allegations of serious harm or abuse anywhere by any person at the premises who is:

* living there
* working there
* looking after children there

I (and any co-childminders and, or assistants) will ensure we will fulfil our legal requirements by [Report a serious childcare incident](https://www.gov.uk/guidance/report-a-serious-childcare-incident) or [notify significant events](https://www.gov.uk/guidance/childcare-significant-events-to-notify-ofsted-about) as soon as practical to Ofsted within 14 days.

I (and any co-childminders and, or assistants) will ensure my insurance company is informed of a potential situation and notified of serious childcare incidents, without sharing personal details or confidential information (unless appropriate to do so and as guided within the information sharing policy and GDPR regulations) in case legal advice or representation maybe needed in the future.

Concerns and, or allegations that do not meet the harm threshold - Low-level concerns

I (and any co-childminders and, or assistants) recognise that a low-level concern is any concern that a person at the premises who is living there, working there, or looking after children there may have acted in a way that:

* is inconsistent with our staff code of conduct
* is inappropriate conduct outside of work (including online)
* does not met threshold for consideration by the LADO.

I (and any co-childminders and, or assistants) will ensure low-level concerns are in line with our code of conduct and guidance around safer working practices and promoting safe cultures in settings. Where I am (or we are) unsure if an individual meets the harm threshold I (or we) we will consult with the LADO.

I (and any co-childminders and, or assistants) will ensure that all low-level concerns are shared responsibly and confidentially with the right person and recorded and dealt with appropriately. Any low-level concerns should initially be shared with myself as the DSL. All low-level concern will be recorded in writing and include:

* details of the concern
* the context in which the concern arose
* action taken
* name of the individual sharing their concerns should be noted unless they wish to remain anonymous
* when a decision has been made not to refer and why

Co-childminders or assistants are also encouraged to self-refer where they have found themselves in a situation which could be misinterpreted, might appear compromising to others and, or on reflection they believe they have behaved in a way that they consider falls below the expected professional standards.

I will be the ultimate decision maker in respect of all low-level concerns. All low-level concern records will be retained on the individual’s personnel file. Records will also be reviewed so that potential patterns of concerning, problematic or inappropriate behaviour can be identified. Where a pattern is identified the DSL will decide on the appropriate course of action.

I (and any co-childminders and, or assistants) will ensure low-level concerns will be shared with all visitors and volunteers including contractors and I (or we) will inform their employer to assist them in determining any historical context, the current concerns and decision making.

Further information low-level concerns are available:

* [DDSCP - Allegations](https://www.ddscp.org.uk/staff-and-volunteers/info-and-resources/allegations/) and includes a DDSCP briefing note

## Whistleblowing Policy

We ensure that we have put appropriate whistleblowing procedures in place for all co-minders and, or assistants (including students and volunteers).

I (and any co-childminders and, or assistants) ensure all parents, carers, visitors, and volunteers know how and when they can raise concerns about any poor or unsafe practice and potential failures in my safeguarding process and that all concerns will be taken seriously.

I (and any co-childminders and, or assistants) if any parents, carers, visitors, and volunteers have concerns about my conduct or of any person at the premises who is living there, working there, or looking after children where Ofsted registered childcare takes place then the adult should in the first place, discuss this with myself and escalate it via the allegations against staff, carers and anyone living or working on the premises where Ofsted registered childcare takes place procedures, if appropriate.

All co-minders and, or assistants know that any concerns raised will be taken seriously, however if they feel the concern is not being dealt with appropriately, and the concern is about my behaviour, then the adult should inform the LADO directly and, or Ofsted if there is a potential breach of Ofsted registration requirements.

I (and any co-childminders and, or assistants) and all parents and, or carer, visitors and volunteers know if they have concerns about poor or unsafe practice or potential failures in the provision are aware of the [Whistleblowing for employees](https://www.gov.uk/whistleblowing), the [NSPCC Whistleblowing Advice Line](https://www.nspcc.org.uk/keeping-children-safe/reporting-abuse/dedicated-helplines/whistleblowing-advice-line/)  which offers free advice and support to professionals with concerns about how child protection issues are being handled in their own or another organisation. If you think an organisation is putting children at risk, even if you are not certain, then staff can contact the NSPCC advice line: 0800 028 0285 or email: [help@nspcc.org.uk](mailto:help@nspcc.org.uk).

All staff know they can refer to ofsted guidance on how to make complaints about a provider: [Complaints procedure - Ofsted - GOV.UK](https://www.gov.uk/government/organisations/ofsted/about/complaints-procedure) and general guidance on whistleblowing can be found via: [Whistleblowing for employees: What is a whistleblower - GOV.UK](https://www.gov.uk/whistleblowing)

# 6. Management of this Policy

I (and any co-childminders and, or assistants) will:

* know the safeguarding arrangements in this provision.
* ensure that they are effective in the management of safeguarding.
* ensure I (and any co-childminders and, or assistants) have access to and read this and any other safeguarding policies.
* ensure that this policy is displayed for ease of access and shared with parents.
* ensure that this policy is overseen to ensure its implementation.
* review and update this policy content on an annual basis (as a minimum) or because of and in line with, any updates to lessons learned, significant safeguarding incident, or new national (statutory) or local guidance suggesting the need for an earlier date of review.
* ensure all reviews and updates are shared with parents and carers.
* carry out an annual safeguarding and child protection audit including an annual review of online safety.

This policy considers statutory guidance provided by the Department for Education and Ofsted, and local guidance issued by the Derby and Derbyshire Safeguarding Children Partnership.

This policy was adopted on (date) ............................................................................

(Signature and job role) ............................................................................

In addition to this policy, see other provider policies relating to child protection, safeguarding and the welfare of children. For example, Missing Child, Health &Safety, Risk Assessments, Emergency Evacuation, SEND, Allergens, non-collection of a child, code of conduct, disciplinary procedures, safer recruitment, behaviour etc.