

ABBHEY MILL CHILDCARE LTD

CHILD PROTECTION POLICY

As a partnership nursery we follow the procedures and guidelines as detailed in Renfrewshire Councils Child Protection document, Standard Circular 57. All staff undertake a minimum of child protection part one training with senior staff undertaking part 2 and heads training as required.

Children have the right to be safe and protected at all times. If you suspect that any child in your care is being neglected or abused, there are steps you should take to help.

Most parents and carers do their utmost to ensure that their children are protected and provide for them in a loving and caring environment, not always in the easiest of circumstances. Unfortunately, sometimes these safe guards fail and abuse occurs.

Abusers come from all walks of life, parents, relatives, trusted adults, strangers, other young people, or even a staff member.

It can occur within all social classes and situations.

The following guidelines describe the steps Abbey Mill Childcare takes if there is a suspicion that a child in our care is being abused.

These guidelines are designed to help to protect children, but also to raise staff awareness and to help them to feel confident in dealing with suspicion of abuse if the need ever arises.

All staff need to bear in mind that although their intentions may be good, they could be wrong in their suspicions. However, it is important to remember that a child could suffer more if they do not report the situation. This will at least ensure that the situation is investigated and that the child is safe.

Any member of staff who has concerns regarding a child in their care must report this to the manager / owner immediately.

They will then assess the situation and decide on the best course of action, working within the guidelines of Standard Circular 57.

Social work Contact Details:

Paisley Area Team

Address: Abbey House, 8 Seedhill Road, Paisley PA1 1JT

Email:

paisley.sw@renfrewshire.gov.uk

Phone:

0141 842 5151

Fax:

0141 842 4136

DEFINITIONS AND INDICATORS OF ABUSE.

The following information details the possible signs and behaviours which may indicate abuse. It is essential to be aware of what is being seen and heard and to remember that a child may show symptoms from one or more categories. This in turn leads you to understand that there are no clear definitions between one type of abuse and another.

It is essential that professional advice is sought when dealing with a suspicion of abuse. Early years workers do not take on the responsibility of investigating or intervening in cases of suspected abuse.

DEFINITIONS AND POSSIBLE INDICATOR OF ABUSE.

NEGLECT: Definitions: Continual or severe neglect of a child including failure to protect them from exposure to harm, including cold or starvation, or failure to carry out aspects of care resulting in health and / or developmental impairment, including failure to thrive.

Indicators: Constant hunger

Poor personal hygiene

Constant tiredness

Untreated illnesses

Unkempt appearance

Low self-esteem

Poor social skills.

PHYSICAL ABUSE: Definitions: Actual or likely physical harm to a child or failure to prevent physical injury to a child.

Indicators: Unexplained/recurrent injuries, burns etc

Inconsistent/unlikely explanations for injuries

Untreated injuries

Reports of excessive punishment

Wary of physical contact/sudden movement of adult

Body covered in hot weather to possible cover bruising

Fear of parent/carer

Aggressive behaviour towards self and others

Failure to thrive

SEXUAL ABUSE: Definitions: Actual or likely sexual exploitation of a child.

Indicators: Itching/soreness in the genital area

- Unexplained rashes or marks in the genital area
- Pain when urinating
- Difficulty when walking/sitting
- Stained or bloodied underwear
- Bruises on inner thighs or buttocks
- Over frequent masturbation
- Inappropriate sexual knowledge for the age of child
- Wariness/distrust of familiar adult.
- Regression of behaviour
- Sexually explicate play with toys etc

EMOTIONAL ABUSE: Definitions: Actual or likely persistent or severe emotional ill-treatment resulting in severe adverse effects on the child's emotional and/or behavioural behaviour.

Emotional neglect can be hard to detect and can occur by itself or in conjunction with physical abuse.

Indicators: Overly withdrawn or aggressive child

- Constant wetting/soiling
- Persistent rocking movement
- Poor language development
- Inability to relate to adults/peer group
- Fear of new situations
- Parental attitude to child.

Remember: look for a cluster of signs and symptoms. It is important to realise that some of these signs and symptoms can arise from other causes. Always seek advice with regards what you see and hear.

PARENT/CARERS AS PARTNERS.

Parents are the prime carers and educators of their children and as such have a specialised knowledge of their child.

Parents and families will be supported, encouraged and enabled to carry out their responsibilities as long as this is consistent with the needs of the child.

We at Abbey Mill Childcare are committed to discussion with parents and acknowledge the needs of parents for support, based on a relationship of mutual respect.

We encourage our children's parents/carers to be fully involved in their child's nursery experience, ensuring that this provides opportunities for parents to grow in confidence, make best use of their own talents and resources and find support and affirmation for their as a parent.

In cases of suspected abuse the Social Work Dept will advise as to how and when the parents will be informed.

In conclusion:

Child protection is an emotive issue which may be difficult for many people to confront and deal with appropriately. At all times it must be remembered that the safety of the child is paramount and that he/she has a right to be safe from harm.

There are many people who can help in a situation of suspected abuse/neglect and it is vitally important to share any concerns in the appropriate manner as outlined in these guidelines.

Non – Collection of Child.

If the situation arises that a child has not been collected by the time the nursery closes the following steps will be followed.

- 1) Staff will try to contact the parents/carers by phone.
- 2) Staff will try to contact an emergency contact.
- 3) If no one is contacted within 45 minutes of closing time staff will contact the local Social Work Dept and report the situation to the on call social work team.

If a parent is running late they are advised to contact the nursery as soon as possible so that alternative arrangements can be made for the collection of their child.

Staff are **not allowed** to take children home to await a parent at any time.

Social Work Standby Number: 0800 811505

ABSENT CHILD POLICY.

Here at Abbey Mill childcare we strive to ensure the best possible wrap around care for the children we provide for.

We are responsible for children on their days of attendance and therefore when such children are not present we require parents/carers to inform the nursery (where possible prior to an absence taking place).

This procedure is to monitor the safety and wellbeing of the individual child.

We commit ourselves here at Abbey Mill to follow such procedures and will record information obtained.

Parental Responsibility:-

To inform the nursery prior to absenteeism if known (i.e. Appointments, holidays etc.). This can be either verbal or written notification. Holiday sheets are available on the parent information board at the top of the ramp. Absences can also be emailed to abbeymillchildcare@ntlworld.com

Also in unplanned occurrences such as illness we would ask that the parent/carer contacts the nursery to provide such information by 9.30am.

Nursery Responsibility:- To record information as/when divulged. Store information accordingly.

In the event that parental procedures are not adhered to we are obligated to take the following necessary measures.

Please note that the following is a systematic procedure, HOWEVER if a child is known to have been involved in social work issues we will immediately make contact on that initial first day of absenteeism.

Decisions in general will be at management's discretion.

DAY 1 OF ABSENTEEISM	
IF notification is given:	If no notification is given:
Noted in "authorised absence" folder	Noted in "absent without notification" file.
DAY 2 OF ABSENTEEISM	
Absence previously logged so no follow up required	Telephone call made to parent / carer. If no contact is made: noted in "absent without notification" file under day 2. Detail time of call / message left etc
DAY 3 OF ABSENTEEISM	
Absence previously logged so no follow up required	Letter sent to parent / carer of child requesting immediate contact be made with nursery. Further assistance will be requested from social work dept. if no contact is made.