Cornerstone Nurseries
Safeguarding/Child Protection & Whistle Blowing Policy

Our commitment to safeguarding

At Cornerstone Nurseries, safeguarding and promoting the welfare of children is everyone's responsibility.

Our prime responsibility is to protect the welfare, safety and wellbeing of every child in our care. We recognise that safeguarding is not limited to responding to concerns about abuse or neglect; it also includes creating an environment in which children are listened to, respected, valued and protected from harm.

We will work in partnership with parents and carers and, where appropriate, with children's social care, health services, the police, the local authority and other relevant agencies to safeguard children and promote their welfare.

We recognise that safeguarding applies to every child, including babies, pre-verbal and non-verbal children, children with special educational needs and disabilities (SEND), children who may be experiencing disadvantage or other barriers to their wellbeing, and unborn children where relevant to safeguarding planning.

We will act promptly whenever we have a concern about a child's welfare or safety. Staff do not need to be certain that abuse or neglect has occurred before raising a concern.

This policy applies alongside the current Early Years Foundation Stage (EYFS) statutory framework and the safeguarding procedures of the Hampshire Safeguarding Children Partnership (HSCP).

Legislation and statutory guidance

Cornerstone Nurseries will follow the legislation and statutory guidance relevant to early years providers, including:

- The Children Act 1989
- The Children Act 2004
- The Childcare Act 2006
- The Safeguarding Vulnerable Groups Act 2006
- The Sexual Offences Act 2003
- The Female Genital Mutilation Act 2003
- The Counter-Terrorism and Security Act 2015 and the Prevent Duty
- The Data Protection Act 2018 and UK GDPR
- Working Together to Safeguard Children 2026
- The Early Years Foundation Stage (EYFS) statutory framework for group and school-based providers, effective from 1 September 2026
- Relevant Hampshire Safeguarding Children Partnership procedures and guidance

- Relevant Ofsted requirements and inspection guidance

We will have regard to relevant government guidance concerning safeguarding, information sharing, safer working practices and children's screen use. We will not rely on outdated versions of statutory guidance within this policy. The policy and associated procedures will be reviewed when significant national or local safeguarding guidance changes.

Note: Keeping Children Safe in Education (KCSIE) is statutory guidance for schools and colleges and is not the primary statutory safeguarding framework for this PVI nursery. Where relevant, the nursery may use wider education safeguarding resources as good practice, but our statutory requirements are those applying to early years providers.

Designated Safeguarding Leads

There will always be a designated safeguarding person available while children are in the care of the nursery.

Cornerstone Day Nursery

Designated Safeguarding Lead: Lauren Geeson – Nursery Manager

Deputy safeguarding leads: Emma Mackay and Kirstie Powell

Cornerstone Miss Muffet

Designated Safeguarding Lead: Diana Lovell – Deputy Manager

Deputy safeguarding leads: Carolyn Martyn and Tessa Twyman

The DSL and deputy DSLs will receive appropriate safeguarding and child protection training and maintain up-to-date knowledge of safeguarding issues.

The DSL will:

- take lead responsibility for safeguarding and child protection within the setting;
- ensure that safeguarding procedures are understood and implemented by all staff;
- ensure that staff receive appropriate safeguarding induction and training;
- maintain oversight of safeguarding concerns and records;
- respond promptly to concerns raised by staff;
- make or oversee referrals to children's social care, the police and other agencies where appropriate;
- liaise with Hampshire Children's Services and other relevant agencies;
- ensure that information is shared appropriately and securely;
- support staff who raise safeguarding concerns;
- maintain appropriate records of concerns, referrals, actions and outcomes;
- ensure that allegations concerning adults working with children are managed through the appropriate procedures and referred to the Local Authority Designated Officer (LADO) where required;
- ensure that the setting's safeguarding procedures are reviewed and updated;
- ensure safeguarding is regularly discussed through staff meetings, supervision, training and other appropriate forums.

Safeguarding is the responsibility of all staff and is not solely the responsibility of the DSL.

Safeguarding culture and professional responsibility

All staff have a responsibility to safeguard children.

Staff must:

- remain vigilant to signs that a child may be experiencing abuse, neglect or other harm;
- know how to recognise and respond to safeguarding concerns;
- listen carefully to children and take what they say seriously;
- report concerns promptly to the DSL or deputy DSL;
- record concerns accurately, factually and without unnecessary interpretation;
- maintain confidentiality and only share information with those who need it;
- follow the nursery's safeguarding, behaviour and professional conduct procedures;
- maintain appropriate professional boundaries with children and families;
- never use their position to establish inappropriate relationships with children or families;
- challenge unsafe or inappropriate practice;
- raise concerns where they believe another adult's behaviour may place a child at risk;
- participate in safeguarding training and keep their knowledge up to date.

Staff must not assume that another person has reported a concern. If a concern remains, the staff member must ensure that appropriate action has been taken.

Recognising abuse and neglect

Staff are trained to recognise signs and indicators of possible abuse and neglect.

Safeguarding concerns may include, but are not limited to:

- physical abuse;
- emotional or psychological abuse;
- sexual abuse;
- neglect;
- domestic abuse;
- child sexual exploitation;
- criminal exploitation;
- online abuse and other online harms;
- peer-on-peer or child-on-child abuse;
- harmful sexual behaviour;
- abuse linked to faith or belief;
- honour-based abuse;
- forced marriage;
- female genital mutilation (FGM);
- radicalisation and extremism;
- trafficking and exploitation;
- fabricated or induced illness;
- parental substance misuse;
- concerns arising from a child's home circumstances;
- unexplained or inconsistent injuries;
- changes in a child's behaviour, presentation or attendance;
- concerns relating to a person's suitability to work with children.

Staff should also consider the cumulative impact of concerns. A number of apparently minor

concerns may together indicate that a child is experiencing significant difficulty or risk.

Children who may be particularly vulnerable

Some children may face an increased risk of abuse, neglect or exploitation.

This may include children who:

- have SEND or communication difficulties;
- are pre-verbal or non-verbal;
- have a disability or medical condition;
- are experiencing significant changes or difficulties at home;
- are known to children's social care;
- are subject to a child protection or child in need plan;
- are looked after or previously looked after;
- experience domestic abuse;
- have experienced trauma or adverse childhood experiences;
- are affected by parental mental health or substance misuse;
- are subject to family conflict or separation;
- may be vulnerable to exploitation or radicalisation.

Staff will adapt their communication and observation appropriately so that every child has an effective opportunity to express concerns or seek help.

Responding to a disclosure or concern

If a child makes a disclosure, or a member of staff becomes concerned about a child, staff should respond calmly, sensitively and in a way that does not influence or contaminate the child's account.

If a child begins to tell you something concerning

Staff should:

Stay calm and listen carefully. Give the child time and attention and avoid showing shock, disbelief or alarm.

Allow the child to speak in their own words. Do not interrupt unnecessarily or try to complete their sentences.

Take the child seriously. Never dismiss a child's words or suggest that they have misunderstood what happened.

Use open prompts where clarification is needed. The nursery uses the **TED approach**:

Tell me...

Explain to me...

Describe to me…

These prompts should be used carefully and only to help the child explain what they want to tell you. Staff must not interrogate the child or attempt to establish what happened through detailed questioning.

Do not use leading or suggestive questions. Avoid questions that suggest an answer or introduce information that the child has not provided.

Do not ask the child to repeat their account unnecessarily. Once the child has shared their information, staff should report it to the DSL.

Reassure the child that they have done the right thing by telling you.

Do not promise confidentiality. Explain in an age-appropriate way that you may need to tell another adult whose job it is to help keep them safe.

Where possible, use the nursery's red safeguarding card system. Staff wear lanyards containing a red card which can be held up to discreetly alert another practitioner that a child is disclosing or sharing something concerning. Where staffing arrangements allow, another practitioner should listen in or be present so that there is an additional adult witness to the disclosure. This should be done discreetly and without interrupting, influencing or alarming the child.

Record the concern as soon as possible. The record should include the child's words as accurately as possible, together with the date, time, circumstances and any relevant observations.

Report the concern to the DSL or deputy DSL immediately.

Important principles for staff

Staff must **not investigate the concern themselves**.

The purpose of listening is to understand enough to recognise that a safeguarding concern exists and to ensure that the child is safe. It is not the practitioner's role to establish whether an allegation is true or to gather evidence.

Staff should not:

- ask the child to repeat their account to different members of staff;
- ask detailed or investigative questions;
- suggest possible answers;
- make assumptions about what the child means;
- promise to keep the information secret;
- confront or contact an alleged perpetrator;
- investigate the concern themselves.

The DSL will consider the information alongside any existing concerns and will determine what further action or referral is required.

Recording the child's words

Records should be factual and should distinguish between:

- what the child said;
- what the practitioner directly observed;
- information provided by another person; and
- the practitioner's professional observations or concerns.

Wherever possible, the child's own words should be recorded rather than interpreted or

paraphrased.

The completed record should be passed to the DSL promptly and stored securely in accordance with the nursery's safeguarding and information-sharing procedures.

Recording safeguarding concerns

Safeguarding records must be:

- factual;
- dated and timed;
- clear and concise;
- written as soon as possible after the concern arises;
- based on observations or the child's own words where appropriate;
- stored securely;
- shared only with appropriate people.

Records should distinguish clearly between fact, observation, information provided by another person and professional opinion.

Safeguarding records will be maintained separately from general nursery records where appropriate and will be kept securely.

The DSL will monitor patterns and cumulative concerns over time, including unexplained injuries, changes in behaviour, attendance concerns and information received from parents or other professionals.

Information sharing and confidentiality

Safeguarding concerns Supersede Confidentiality!

Confidentiality is important, but safeguarding concerns must not be withheld because of concerns about confidentiality. Information will be shared lawfully, proportionately and on a need-to-know basis where doing so is necessary to safeguard or promote a child's welfare.

Data protection legislation does not prevent the lawful sharing of information for safeguarding purposes.

Staff should discuss information only with the DSL, relevant managers or professionals who have a legitimate safeguarding reason to receive it. Staff must not discuss safeguarding concerns with family members, friends, other parents or colleagues who do not need the information.

Where a referral is made to children's social care or another agency, the nursery will provide relevant information and cooperate with requests for further information.

Injuries, bruising and unexplained marks

Parents and carers are responsible for informing the nursery about injuries or accidents that occur outside the setting where these may be relevant to the child's care or safeguarding.

Staff will record injuries and relevant explanations provided by parents/carers on an “Existing Injuries Form” in accordance with the nursery's procedures. Any injury or mark which is unexplained, inconsistent with the explanation given, or otherwise causes concern must be reported immediately to the DSL.

The nursery will follow the current Hampshire procedures concerning bruising and injuries, including specific arrangements for babies and non-mobile children. The nursery will not delay raising a safeguarding concern while waiting for a parent or carer to provide an explanation.

Attendance and unexplained absence

Regular attendance supports children's safety, wellbeing and development. Parents and carers are expected to inform the nursery when their child will be absent.

The nursery will follow up unexplained absences in accordance with its attendance procedures and will consider whether a pattern of unexplained absence, changes in attendance or prolonged absence may indicate a safeguarding or welfare concern.

Where appropriate, concerns will be discussed with the DSL and relevant external agencies.

Safer sleeping

The nursery follows the statutory safer-sleep requirements contained within the current EYFS framework. Detailed arrangements are set out in the nursery's **Sleep Policy** and associated safer-sleep procedures.

Safer eating and weaning

The nursery follows the statutory requirements and relevant guidance relating to safer eating and weaning. Detailed arrangements, including food safety, allergies, choking prevention, supervision and age-appropriate weaning, are set out in the nursery's **Food and Drink Policy**.

Children's use of screens and digital technology

From 1 September 2026, the EYFS requires providers to have regard to the government's guidance on children's screen use in early years settings. Cornerstone Nurseries will consider children's age, stage of development, individual needs and the purpose and benefit of any screen use.

Screen use will not replace children's opportunities for:

- active physical play;
- social interaction;
- communication;
- imaginative play;
- hands-on experiences;
- outdoor learning;
- real-world exploration.

Staff will use digital technology appropriately and in accordance with the nursery's safeguarding and online-safety arrangements. Children will be supported to develop age-appropriate understanding of online safety and potential risks.

Mobile phones, cameras and electronic devices

Personal mobile phones, cameras and other devices capable of taking photographs or recording children must not be used in children's rooms or play areas.

Personal devices must be stored securely in accordance with the nursery's procedures.

Smartwatches and other wearable technology must not be used to send or receive messages, access the internet, record, photograph or control another device while staff are working with children. Where a smartwatch cannot be restricted to appropriate timekeeping use, it must be removed or stored securely.

Nursery-owned devices may be used for authorised purposes in accordance with nursery procedures.

Photographs of children may only be taken using authorised nursery devices and in accordance with parental permissions, data protection requirements and the nursery's photography and Tapestry procedures. Photographs must be stored securely and deleted in accordance with the nursery's procedures.

The nursery will maintain appropriate controls over children's access to cameras, tablets and other digital devices.

Professional boundaries and safer working practices

Staff must maintain professional boundaries at all times. Staff should avoid situations where they could be vulnerable to allegations or where a child's safety could be compromised.

The nursery's related policies and procedures include:

- Staff Code of Conduct;
- Physical Handling Policy;
- Behaviour Policy;
- Supervision Policy;
- Lone Working Policy;
- Confidentiality and Data Protection Policy;
- Social Media Policy;
- AI Policy
- Tapestry Policy;
- Mobile Phone and Electronic Device procedures;
- Complaints Policy;
- Allegations Against Staff procedure.

These documents should be read alongside this policy.

Safer recruitment, DBS checks and suitability

Cornerstone Nurseries follows safer recruitment procedures to ensure that adults working with children are suitable to do so. All required pre-employment checks will be completed in accordance with the EYFS and relevant safeguarding requirements.

From 1 September 2026:

- enhanced criminal record checks are required for volunteers, including supervised volunteers;
- new employees must not commence employment before their required criminal record check has been received;
- the nursery will obtain and consider appropriate information relating to an individual's suitability to work with children;
- staff must disclose matters which may affect their suitability to work with children in

accordance with the EYFS and the nursery's procedures.

The nursery will maintain appropriate records of required checks.

Where an employee, volunteer, student or other person becomes unsuitable to work with children, this must be reported immediately to the appropriate manager/DSL.

All staff are required to register with the update service. The nursery manager or DSL will check the update service twice yearly to ensure that staff remain suitable. Employees are required to inform the Manager if there could be any changes in relation to their suitability immediately that they become aware of any possibility.

Allegations against staff, volunteers or other adults

The nursery recognises that an allegation may be made against any adult who works with or has contact with children. An allegation includes circumstances where an adult:

🔴 Refer to LADO immediately

- ▸Behaved in a way that has harmed or may have harmed a child
- ▸Possibly committed a criminal offence against or related to a child
- ▸Behaved towards a child or children in a way that indicates they may pose a risk
- ▸Behaved or may have behaved in a way that indicates they may not be suitable to work with children

<u>All allegations will be taken seriously and managed promptly.</u>

The nursery will not conduct an internal investigation before seeking appropriate advice where the matter meets, or may meet, the LADO threshold.

The DSL/manager will contact the Hampshire LADO service and/or other appropriate agencies as required.

The LADO should be informed within one working day where the allegation meets the relevant threshold.

The nursery will cooperate fully with any investigation and will maintain appropriate confidentiality.

<u>Suspension will not be automatic and will only be considered where appropriate following advice and risk assessment.</u>

Notification to Ofsted

In addition to any referral to the LADO, the nursery has a separate statutory duty to notify Ofsted of relevant allegations of harm. From 1 September 2026, the EYFS requires providers to inform Ofsted of allegations of harm by anyone who:

- lives on the premises;
- works on the premises; or
- looks after children on the premises.

This applies whether the alleged harm occurred at the nursery premises or elsewhere.

The threshold is harm, rather than the previous EYFS wording of serious harm. The nursery will therefore not wait for a concern to reach a threshold of "serious harm" before considering whether an Ofsted notification is required.

Where an allegation falls within the EYFS notification requirement, the nursery will notify Ofsted in accordance with the current Ofsted reporting requirements and within the required timescale.

The DSL/manager will ensure that the LADO and Ofsted notification requirements are considered separately. Contacting the LADO does not replace the nursery's responsibility to notify Ofsted, and notifying Ofsted does not replace the need to contact the LADO where the LADO threshold is met.

The nursery will keep a record of the allegation, the actions taken, advice received and any notifications or referrals made.

Low-level concerns and professional challenge

Staff are expected to raise concerns about behaviour or practice that may not meet the threshold for an allegation but may fall below the standards expected of adults working with children.

🟡 Low-Level Concerns (internal process)

- ▸Behaviour that doesn't meet the threshold above but causes concern
- ▸Examples: unduly familiar language, boundary issues, sharing personal information
- ▸Handled internally. Log in staff safeguarding file and address with individual.
- ▸Multiple low-level concerns about the same person may escalate to referral

Such concerns should be reported to the DSL or manager and will be considered in accordance with the nursery's staff conduct and safeguarding procedures.

Staff are encouraged to challenge unsafe practice professionally and respectfully.

Professional challenge is an important part of effective safeguarding. Staff should not remain silent because they are worried about upsetting a colleague or manager.

Whistleblowing

All staff have a responsibility to raise concerns where they believe that:

- a child may be at risk;
- safeguarding procedures are not being followed;
- unsafe or inappropriate practice is taking place;
- an allegation has not been dealt with appropriately;
- management has failed to take appropriate action;
- another member of staff or professional may be placing children at risk.

Staff should normally raise concerns with the DSL, Nursery Manager or Director of People and Operations.

If the concern relates to the DSL or a member of the senior leadership team, it should be reported to another appropriate senior person within the organisation.

If a staff member believes that the setting has not responded appropriately, they have the right and responsibility to raise the concern directly with the relevant external safeguarding agency. Staff who raise genuine concerns will not be subjected to victimisation or disadvantage as a result of doing so. Malicious or deliberately false allegations may be dealt with under the nursery's disciplinary procedures.

Peer-on-peer / child-on-child abuse

Children can cause harm to other children. The nursery does not dismiss harmful behaviour as "just children being children". Concerns may include:

- bullying;
- physical aggression;
- harmful sexual behaviour;
- sexualised language or behaviour;
- intimidation;
- coercion;
- discriminatory behaviour;
- inappropriate use of digital technology.

Any concern about one child harming another will be taken seriously and managed according to the circumstances, the age and development of the children involved and the safeguarding needs of all children. The nursery will use its Behaviour Policy and other relevant procedures alongside this policy.

Abuse linked to faith or belief, honour-based abuse and forced marriage

The nursery recognises that children can be at risk of abuse associated with faith or belief, including harmful practices carried out in the name of religion or belief. Staff will remain alert to signs that a child may be experiencing abuse, coercion, isolation, threats or harmful practices.

Concerns may include:

- a child being described as evil, possessed or cursed;
- threats or statements about punishment;
- significant changes in behaviour;
- unexplained injuries;
- neglect or isolation;
- unexplained absences;
- fear of particular family members or events.

Any concern will be reported through normal safeguarding procedures. The nursery will also remain alert to honour-based abuse and forced marriage and will seek specialist advice where appropriate.

Female Genital Mutilation (FGM)

FGM is illegal and is a form of child abuse. Staff will receive appropriate safeguarding

training and will be alert to the possibility that a child may be at risk of FGM or may have undergone FGM.

Possible indicators include:

- discussion of a special procedure or ceremony;
- prolonged or unexplained absence;
- plans for extended travel;
- discussion of becoming a woman;
- changes in behaviour;
- physical symptoms following an absence.

Staff must not investigate or examine a child. Any concern must be reported immediately to the DSL and appropriate safeguarding procedures followed.

The nursery recognises that the specific statutory mandatory reporting duty applies to the professionals covered by legislation. Regardless of whether an individual staff member is personally subject to that specific duty, the nursery will take appropriate safeguarding action whenever FGM is suspected or disclosed.

PREVENT duty, radicalisation and extremism

The nursery recognises that very young children may be affected by extremism or radicalisation through their family, community or online environment. Staff will remain alert to changes in behaviour, comments or circumstances which may indicate that a child or family member is being exposed to extremist influences.

Examples may include:

- significant changes in behaviour;
- concerning comments about violence or extremist causes;
- concerning comments made by family members;
- exposure to extremist material;
- attempts to isolate a child from others;
- online activity which causes safeguarding concern.

Any concern will be treated as a safeguarding concern. The nursery will seek advice and make appropriate referrals where required. If there is an immediate risk of harm, emergency services will be contacted.

Online safety

Online safety forms part of safeguarding.

The nursery recognises that even very young children may be exposed to:

- inappropriate content;
- harmful communications;
- online bullying;
- excessive or inappropriate screen use;
- exploitation;
- grooming;
- inappropriate images;
- unsafe use of digital devices.

Staff will model safe and appropriate use of technology and support children to develop age-appropriate understanding of safety. The nursery's digital, Tapestry, photography and electronic-device procedures support this policy.

Children with SEND

Children with SEND may be more vulnerable to abuse or neglect, particularly where they have communication difficulties or rely on adults for personal care.

Staff will:

- ensure children have appropriate opportunities to communicate concerns;
- take all communication seriously;
- be alert to changes in behaviour or presentation;
- consider whether behaviour may be a child's way of communicating distress;
- adapt safeguarding responses to the child's individual needs;
- work with parents, carers and relevant professionals where appropriate.

A lack of verbal communication must never be treated as an inability to communicate.

Supporting vulnerable children and families

The nursery recognises that safeguarding concerns may arise alongside wider family difficulties. Where appropriate, the nursery will work with parents and carers and relevant agencies to provide or access early help and support.

The nursery may contribute information to assessments, meetings, child protection processes, child in need planning and other multi-agency arrangements.The nursery will always prioritise the child's safety and welfare.

Safeguarding and attendance at the nursery

The nursery will maintain accurate records of children's attendance and collection arrangements. Concerns about a child's attendance, unexplained absence, late collection, changes in collection arrangements or attempts by an unauthorised person to collect a child will be considered within the nursery's safeguarding procedures where relevant.

A child will not be released to an individual who is not authorised to collect them unless appropriate arrangements have been confirmed.

Any concern that a child may have been removed from the setting without authorisation will be treated as a safeguarding matter.

Collection by older siblings or young people
Children will normally be collected by a parent/carer or another adult authorised by the parent/carer. In exceptional circumstances, the nursery may agree to a child being collected by an older sibling or young person where the parent/carer has given clear prior authorisation and the nursery is satisfied that the arrangement is appropriate and does not place either child at risk.

The nursery will consider the age and maturity of the person collecting, the age and individual needs of the child being collected, the journey home and any other relevant circumstances. The nursery reserves the right to refuse a collection arrangement where staff have concerns about the safety or welfare of either child.

We ask that parents please do not make arrangements for siblings and other young people aged under 16 years to collect children from nursery.

Visitors, students, volunteers and contractors

All visitors will be managed in accordance with the nursery's visitor procedures.

The nursery will ensure that individuals who work with children are subject to the appropriate checks and supervision required for their role. Volunteers, including supervised volunteers, must meet the enhanced criminal record check requirements that apply from 1 September 2026. Students and visitors will be given appropriate safeguarding information relevant to their role.

Visitors must not use personal mobile phones, cameras or recording equipment in children's areas unless specifically authorised for an appropriate professional purpose.

Dogs and animals on nursery premises

Cornerstone Nurseries does not keep dogs on its nursery premises and dogs are not permitted on the nursery premises where children are cared for.

As we operate within a shared building at both our nursery sites, it is possible that dogs may be present in communal areas where parents are on their way into or out of the nursery; however all tenants and visitors to the premises are asked not to congregate with animals in communal areas.

The nursery will comply with the EYFS requirement prohibiting registered childcare from being provided from premises where a banned dog breed is kept or present.

Animal contact during outings or visits will be risk assessed appropriately.

Safer working with families

We recognise parents and carers as important partners in safeguarding children. Where appropriate, the nursery will:

- communicate openly with parents;
- share relevant information about their child's welfare;
- provide information about concerns where it is safe and appropriate to do so;
- work collaboratively with families to support children;
- signpost families to appropriate support services.
- Inform parents of allegations where appropriate and safe to do so and liaise with parents throughout the process where possible.

However, parents/carers will not be informed of a safeguarding referral or concern where doing so could place the child or another person at increased risk, compromise an investigation or otherwise be inappropriate. Advice will be sought from children's services or other relevant professionals where necessary.

Safeguarding training

All staff must receive safeguarding induction before working with children and must complete safeguarding training appropriate to their role.

Training will enable staff to:

- understand this safeguarding policy;
- recognise signs of abuse and neglect;
- understand how to respond to concerns and disclosures;
- understand safeguarding responsibilities for pre-verbal and non-verbal children;
- understand the importance of recording and information sharing;
- recognise emerging safeguarding risks;
- understand their professional responsibilities;
- understand whistleblowing and allegations procedures.

Training will be refreshed in accordance with current EYFS and local safeguarding requirements. Safeguarding will also be reinforced through staff meetings, supervision, updates and discussions of relevant safeguarding developments.

Safeguarding supervision and review

Safeguarding will be a standing item within appropriate staff meetings and supervision arrangements. The nursery will use supervision and professional discussion to identify:

- safeguarding concerns;
- training needs;
- professional boundaries;
- staff wellbeing where relevant to safeguarding;
- emerging risks;
- changes in legislation or guidance.

The DSL will maintain oversight of safeguarding themes and patterns within the setting.

Contacting children's services

If a safeguarding concern requires referral, the nursery will follow the current Hampshire Safeguarding Children Partnership procedures and use the appropriate referral route.

Hampshire Children's Services

Professional line:
01329 225379

Professional email:
csprofessional@hants.gov.uk

Professionals should use the Hampshire Inter-Agency Referral Form (IARF) for referrals and information sharing as appropriate.
https://childrenandfamiliesportal.hants.gov.uk/s4s/FormDetails/FillForm?formId=279

Children's Services:
0300 555 1384

Out of hours:
0300 555 1373

Immediate danger: 999

The nursery will use the current Hampshire procedures and contact information rather than relying solely on contact details printed in this policy, as local arrangements may change.

Allegations and the Local Authority Designated Officer (LADO)

Where an allegation concerning an adult working with children meets, or may meet, the relevant threshold, the nursery will contact the Hampshire LADO service without delay and follow the Hampshire allegations procedures. The current Hampshire process requires the LADO to be informed within one working day where the relevant allegations threshold is met.

Hampshire LADO:

LADO Notification / Enquiry procedures should be accessed through the current Hampshire County Council safeguarding website.
https://www.hants.gov.uk/socialcareandhealth/childrenandfamilies/safeguardingchildren/allegations

Email for LADO referrals: **LADO@hants.gov.uk**

The nursery will follow LADO advice regarding next steps and will not conduct an investigation that could interfere with statutory enquiries.

Emergency situations

If a child or another person is in immediate danger: **Call 999.**

Where appropriate, staff should also inform the DSL/manager as soon as it is safe to do so.

Related policies and procedures

This policy should be read alongside the nursery's:

- Behaviour Policy;
- Anti-Bullying Policy;
- Staff Code of Conduct;
- Allegations Against Staff Procedure;
- Whistleblowing Procedure;
- Complaints Policy;
- Safer Recruitment Procedure;
- Supervision Policy;
- Physical Handling Policy;
- Lone Working Policy;
- Sleep Policy;
- Food and Drink Policy;
- Health and Safety Policy;
- Attendance Policy;
- Confidentiality and Data Protection Policy;
- Mobile Phone and Electronic Device Policy;
- Tapestry Policy;
- Social Media Policy;
- Missing Child Procedure;
- Uncollected Child Procedure;
- First Aid and Accident/Incident procedures.

Policy review

This policy will be reviewed at least annually and sooner where:

- legislation changes;
- statutory guidance changes;
- local safeguarding procedures change;
- an incident or safeguarding concern identifies a need for amendment;
- Ofsted requirements change;
- the nursery's practice or circumstances change.

The DSL and management team are responsible for ensuring that the policy remains current and reflects the actual safeguarding arrangements within the nursery.

Key safeguarding principle

Safeguarding is everyone's responsibility.

If you are worried about a child, **do not wait for certainty and do not assume someone else will report it. Raise the concern**

Policy written 24/08/26 CJS