



## Safeguarding Policy

The purpose of Venture Outdoor Kindergarten safeguarding policy is to provide a secure framework for safeguarding and promote the welfare of those children who attend the setting. The policy aims to ensure that:

- All our children are safe and protected from harm,
- Procedures and policies are in place to enable children to feel safe and adopt safe practices,
- Staff, children, students, visitors, volunteers and parents are aware of the expected behaviours and the setting's legal responsibilities in relation to promoting the safeguarding and welfare of our children.

### Ethos

*'Every child deserves the best possible start in life and the support that enable them to fulfil their potential. A secure, safe and happy childhood is important in its own right'* **Statutory Framework for the Early Years Foundation Stage (EYFS).**

Safeguarding at our kindergarten is considered everyone's responsibility and as such our setting aims to create the safest environment within which every child has the opportunity to achieve their full potential. We recognize the contribution we can make to ensure that all children who use our setting feel that they will be listened to and appropriate action taken. We seek to establish effective working relationships with parents, carers, colleagues and other agencies to develop and provide activities and opportunities that will help to equip our children with the skills they need. This will include resources and learning experiences that will encourage our children to develop essential life skills and behaviours.

This policy has been developed in accordance with the principles established by the Children Act 1989; and in line with the following:

- "Working Together to Safeguard Children 2018"
- "What to do if you are worried a Child is being Abused" 2015
- "Keeping Children Safe in Education" 2021
- "The Prevent Duty" 2015
- "Information Sharing; Advice for practitioners providing safeguarding services to children, young people, parents and carers" 2018

### Responsibilities and expectations

The managers have a legal responsibility to make sure that the setting has an effective safeguarding policy and procedures in place. The managers also ensure that the policy is made available to parents and carers. It is the responsibility of the managers to ensure that all staff and volunteers are properly checked to make sure they are safe to work with children, that the setting has procedures for handling allegations of abuse made against members of staff (including one of the managers) or volunteers and ensure the safe and appropriate use of cameras, mobile phones, technology and on line equipment. The Safeguarding Designated Officer (SDO) has lead responsibility for dealing with all safeguarding issues in our setting.

### The Safeguarding Designated Officer

This is **Laura Gogola for Kitley Farm and Vienna Dodman for Hope Cove**

If she is not available then contact the Deputy Safeguarding Designated Officer **Zoe Purkis/Jennifer Papenfus**

It is the responsibility of the SDO to ensure that all safeguarding issues raised are effectively responded to, recorded and referred to the appropriate agency. They are also responsible for arranging the whole setting’s safeguarding training for all staff and volunteers who work with children in our setting. The SDO must ensure that the whole setting’s safeguarding training takes place at least every three years; which they can deliver within setting provided they are linked into the support and quality assurance process offered by the Local Authority.

The SDO is required to attend all child protection case conferences, reviews, core groups or meetings where it concerns a child at the setting and to contribute to multi-agency discussions to safeguard and promote the child’s welfare.

The SDO is responsible for ensuring the acceptable, safe use and storage of all camera technology, images, and mobile phones through the implementation, monitoring and reviewing of the appropriate policies and procedures.

All Child Protection concerns need to be acted on **immediately**. If you are concerned that a child may be at risk or is actually suffering abuse, you must tell the Safeguarding Designated Officer.

**All Adults, including the SDO, have a duty to refer all known or suspected cases of abuse to the relevant agency including MASH (Multi Agency Safeguarding Hub), Early Help, LADO, Devon Children and Families Partnership, Reach or the Police.**

## Guidance for staff / volunteers

### Recognising signs of abuse

Type of abuse	Possible Indicators
<p><b>Neglect</b></p> <p>The withholding of or failure to provide (whether intentional or unintentional) the help, care or support necessary for a child, resulting in the serious impairment of the child’s health or development.</p> <p>Neglect includes a failure to intervene in dangerous situations.</p> <p>Neglect often does not have obvious signs; the effects of neglect are more emotional and may affect the child’s normal or expected development.</p> <p><b>Examples:</b></p> <p>Substance misuse by a mother during pregnancy (can include smoking, alcohol and drugs)</p> <p>Provision of inadequate food, clothing and/or shelter</p> <p>Being excluded from home or abandoned</p> <p>Inadequate protection or not responding to emotional needs</p>	<p><b>Behavioural Indicators:</b></p> <p>Frequent absences</p> <p>Inappropriate acts or delinquent behaviour</p> <p>Begging/stealing food</p> <p>Seeks inappropriate affection and attention</p> <p>Mature for their age</p> <p><b>Physical Indicators:</b></p> <p>Poor hygiene</p> <p>No energy</p> <p>Pale colour</p> <p>Dirty, scruffy or torn clothing</p> <p>Inappropriate clothing for the weather</p> <p>Injuries or medical problems that are untreated</p> <p>Consistent lack of supervision</p>

<p>Inadequate supervision, leaving a child alone at home</p> <p>Poor access to proper medication or care</p> <p>Lack of encouragement to develop and grow</p> <p>Refusing access to play with other children</p>	<p>Underweight, poor growth, failure to thrive</p> <p>Constant hunger</p>
<p><b>Physical</b></p> <p>Physical ill treatment, which may or may not cause injury or discomfort but which will harm or damage the health, emotions, well-being or development of the child.</p> <p><b>Examples:</b></p> <p>Punching or hitting</p> <p>Shaking or pushing</p> <p>Poisoning</p> <p>Smothering</p> <p>Force feeding</p> <p>Burning or scalding</p>	<p><b>Behavioural Indicators:</b></p> <p>Inconsistent explanation for an injury</p> <p>Says “cannot remember” how any injury occurred</p> <p>Wary of adults</p> <p>Flinches if touched unexpectedly</p> <p>Extremely aggressive or extremely withdrawn</p> <p>Feel that they deserve to be punished</p> <p>Apprehensive when others cry</p> <p>Frightened of parents</p> <p>Afraid to go home</p> <p><b>Physical Indicators:</b></p> <p>Any injury not fully explained by the explanation given</p> <p>Injuries inconsistent with a child’s normal play or daily routine</p> <p>Unexplained bruising and/or cuts on face, lips, mouth, body, arms, back, buttocks, thighs</p> <p>Clusters of injuries forming regular patterns, or reflecting the shape of an instrument</p> <p>Burns, especially on soles, palms or backs</p> <p>Burns for immersion in hot water, friction burns, rope or electric appliance burns</p> <p>Marks on the body, including slap marks, finger marks</p> <p>Injuries at different stages of healing</p>
<p><b>Emotional</b></p> <p>Emotional abuse is a pattern of behaviour that attacks the child’s confidence, sense of worth and trust in their</p>	<p><b>Behavioural Indicators:</b></p> <p>Depression</p>

<p>own judgements. Constant criticism and mocking, by threats or disguised as “guidance”, “teaching” or “advice” can lead to emotional abuse.</p> <p>The emotionally abused child loses all sense of importance and personal value. Emotional abuse strikes at the very heart of the child, creating scars that may be far deeper and more lasting than physical ones.</p> <p>Through emotional abuse, insults, insinuations, criticisms and accusations slowly eat away at the child’s self-esteem until he/she is incapable of judging a situation logically. The child becomes so low emotionally, that he/she often blames him/herself for the abuse. Emotionally abused children can become so convinced that they are worthless that they believe that no one else cares for them or loves them.</p> <p><b>Examples:</b></p> <p>Lack of interest in or concern for the child, giving them the feeling that they are worthless or unloved/unwanted/rejected</p> <p>Imposing age-inappropriate actions or expectations</p> <p>Preventing the child participating in normal routines</p> <p>Preventing the child from playing with other children</p> <p>Hostility, children frequently feeling threatened frightened, intimidated or in danger</p> <p>Overuse of bad language</p> <p>Shouting and developing a culture of fear and rejection</p>	<p>Withdrawal or aggressive behaviour</p> <p>Excessively compliant</p> <p>Habit disorder (sucking a thumb, biting, rocking, etc)</p> <p>Learning disorders</p> <p>Sleep disorders</p> <p>Unusual fearfulness</p> <p>Obsessive compulsive behaviour</p> <p>Phobias</p> <p>Extreme behaviour</p> <p>Suicide attempts</p> <p>Developmental delays</p> <p><b>Physical Indicators:</b></p> <p>Changes in appetite and nausea</p> <p>Headaches</p> <p>Bed-wetting</p> <p>Habit disorders (sucking a thumb, biting, rocking, etc)</p>
<p><b>Sexual</b></p> <p>Sexual abuse occurs when a child or young person is pressurised, forced or tricked into taking part in any kind of sexual activity with an adult or young person. This can include kissing, touching the young person’s genitals or breasts, intercourse or oral sex. Encouraging a child to look at pornographic magazines, videos or a sexual act is also sexual abuse.</p> <p>This form of abuse is often something that the child will not understand (particularly in the younger stages of development) or be aware of, which may lead them to see this form of abuse as normal. It is more often someone who is known to the child that inflicts this form of abuse as opposed to a stranger.</p> <p><b>Examples:</b></p>	<p><b>Behavioural indicators:</b></p> <p>Sexual knowledge or play inappropriate to age</p> <p>Sophisticated or unusual sexual knowledge</p> <p>Poor peer relationships</p> <p>Delinquent or runaway</p> <p>Change in performance in school</p> <p>Sleeping disorders</p> <p>Aggressive behaviours</p> <p>Self-abusive behaviours</p> <p>Self-mutilation</p>

<p>Prostitution</p> <p>Physical sexual contact</p> <p>Involving the child in looking at sexual images, watching sexual activities</p> <p>Encouraging children to behave in sexually inappropriate way</p> <p>Rape</p> <p>Inappropriate touching</p> <p>Exposing genitalia (possibly encouraging the abused person to touch)</p>	<p><b>Physical indicators:</b></p> <p>Unusual or excessive itching in the genital or anal area</p> <p>Stained or bloody underwear</p> <p>Injuries to the vaginal or anal areas</p> <p>Difficulty in walking or sitting</p> <p>Pain when urinating</p> <p>Vaginal/penile discharge</p> <p>Excessive masturbation</p> <p>Urinary tract infections</p> <p>Presence of “love bites”</p>
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## Disclosure procedure

In a situation where a child discloses or makes an allegation of abuse against an adult or another child, your role is to simply find out just enough about the alleged abuse in order to make a decision about whether or not the disclosure should be referred. You may need to ask the child or clarify what is being said.

**In these situations you must use open questions, such as:**

- Please explain to me what happened?
- Can you explain a little more?
- Can you tell me more about it?

It is essential that you do not “contaminate” any of the evidence provided by the child by asking leading questions or putting words into the child’s mouth; as this could affect the case, should it end in court.

Make sure that he or she realises that you take very seriously what is said

Let the child know how brave you think he or she is to tell you and that you understand how hard it must be

Ensure the child does not feel that she or he is to blame

Remain calm and reassuring

Explain that you cannot promise to keep what the child tells you a secret

Do not make promises or reassure the child about things you cannot do or make happen

You must not physically examine the child.

Record complete, accurate, unbiased, factual and legible notes

## Recording procedure for disclosures

### Recording during the disclosure

If it is possible you should write down phrases and words whilst the child is talking. These will be useful to trigger your memory when you come to recall and record your full notes following the disclosure. This should only be done if the child agrees and is comfortable with you writing things down.

### **Recording immediately following the disclosure**

Immediately after the disclosure it is very important to record exactly what the child said in as much detail as you can remember. It is very important to use the child's own words and vocabulary even if the words do not make a great deal of sense. What is very important is that there is an accurate record of what the child actually said and not your interpretation of what was said.

### **Recording your own responses**

Your verbal and non-verbal response should be accurately recorded. It is very important that it is clear that you used a non-leading approach.

### **Recording the environmental context of the disclosure**

The environmental context in which the child decided to disclose the abuse can be valuable information later on for the investigating team.

### **Recording the emotional context of the disclosure**

The emotional context will provide valuable clues to the investigating team. The child may have made serious statements in a joking fashion or may have been upset and distressed. Children may speak about very serious matters in a matter of fact way, which can be a surprise for adults.

### **Recording repetition**

If a child repeats statements or certain words, these should be recorded. Consistency in a child's repeated statements gives the evidence strength.

## **Allegations against a member of staff**

We are aware of the possibility of allegations being made against members of staff or volunteers that are working or may come into contact with children and young people whilst in our setting. Allegations will usually be that some kind of abuse has taken place. This could include inappropriate behaviour displayed by members of staff or other persons working with the children such as inappropriate sexual comments, excessive one to one attention beyond the requirements of their role and responsibilities, inappropriate sharing of images. They can be made by children and young people or other concerned adults. Allegations are made for a variety of reasons:

Abuse has actually taken place.

Something has happened to the child that reminds them of a past event – the child is unable to recognize that the situation and people are different. Children can misinterpret your language or your actions.

Some children recognise that allegations can be powerful and if they are angry with you about something they can make an allegation as a way of hitting out.

An allegation can be a way of seeking attention.

If an allegation is made against an adult in a position of trust whether they be members of staff or volunteers this should be brought to the immediate attention of the SDO. In the case of the allegation being made against the SDO this will be brought to the immediate attention of the Deputy Safeguarding Designated Officer. The SDO will need to discuss with the Local Authority Designated Officer (LADO) the nature of the allegations made against the adult, in order for the appropriate action to be taken. This may constitute an initial evaluation meeting or strategy discussion depending on the allegation being made. The SDO will:

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- Refer to the Local Authority Designated Officer (LADO) immediately and follow up in writing within 48 hours. Consider safeguarding arrangements of the child or young person to ensure they are away from the alleged abuser.
- Contact the parents or carers of the child/young person if advised to do so by the LADO.
- Consider the rights of the staff member for a fair and equal process of investigation.
- Advise Ofsted of allegation within 14 days of the allegation
- Ensure that the appropriate disciplinary procedures are followed including whether suspending a member of staff from work until the outcome of any investigation if this is deemed necessary.
- Act on any decision made in any strategy meeting.
- Advise the Independent Safeguarding Authority where a member of staff has been disciplined or dismissed as a result of the allegations being founded.

A link to up-to-date advice “*What to do if you’re worried a child is being abused*” booklet is provided below. This sets out the guidelines on dealing with incidents, disclosures and the procedures that must be followed.

[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/419604/What\\_to\\_do\\_if\\_you\\_re\\_worried\\_a\\_child\\_is\\_being\\_abused.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/419604/What_to_do_if_you_re_worried_a_child_is_being_abused.pdf)

### **Whistle blowing**

If you are concerned that a member of staff or adult in a position of trust poses a danger to a child or young person or that they might be abusing a child or young person you should report your concerns to the Safeguarding Designated Officer. Where those concerns relate to the Safeguarding Designated Officer however, this should be reported to the Deputy Safeguarding Designated Officer.

### **Training**

All members of staff and volunteers will have access to the whole setting safeguarding training at least every three years in line with Devon Safeguarding Children Board (DSCB). We will also, as part of our induction, issue information in relation to our Safeguarding policy and any policy related to safeguarding and promoting our children’s welfare to all newly appointed staff and volunteers.

Our Safeguarding Designated Officer will undertake further safeguarding training, Group 3 DSCB Multi-agency Safeguarding course or Group 3 Refresher Courses, in addition to the whole setting training. This will be undertaken at least every three years which updates their awareness and understanding of the impact of the wide agenda of safeguarding issues. This will support both the SDO to be able to better undertake their role and support the setting in ensuring our safeguarding arrangements are robust and achieving better outcomes for the children in our setting. This includes taking part in multi-agency training in addition to safeguarding training.

Our Safeguarding policy is reviewed annually, in order to keep it updated in line with local and national guidance/legislation.

We include our Safeguarding Policy on our website.

### **Mobile Phones and Cameras**

We have policies and procedures in place with regard to the use of mobile phones and cameras.

### **Covid-19**

We have policies and procedures in place with regard to Covid-19..

## Information Sharing

<https://www.gov.uk/government/publications/safeguarding-practitioners-information-sharing-advice>

## Non attendance

We record all children's attendance at Venture Outdoor Kindergarten and follow up non attendance with parents/carers with a phone call, a record of this is kept with reasons and is followed up if necessary.

Useful Contacts:

Devon Safeguarding Children's Board <https://www.dcfp.org.uk/>

South West Child Protection Procedures <https://www.proceduresonline.com/swcpp/>

Devon Early Years and Childcare Service [www.devon.gov.uk/eycs](http://www.devon.gov.uk/eycs)

Child Exploitation and Online Protection Agency <http://www.ceop.org.uk/>

NSPCC <https://learning.nspcc.org.uk/safeguarding-child-protection/>

Multi-agency Safeguarding Hub (MASH) 0345 155 1071 email: [mashsecure@devon.gcsx.gov.uk](mailto:mashsecure@devon.gcsx.gov.uk)

Plymouth Safeguarding Children Partnership <http://www.plymouthscb.co.uk/>

<https://www.plymouthonlinedirectory.com/article/1283/Plymouth-Safeguarding-Children-Board>

01752 668000 or email **gateway@plymouth.gov.uk** or outside of normal working hours call Plymouth Out of Hours Service on 01752 346984.

DEVON MASH Consultation Line 0345 155 1071 (ask for Consultation Line)

Early Help In each of the four localities – Northern, Exeter, East and Mid, and Southern – there are Early Help Hubs, where the Early Help Locality Officers, Family Intervention Teams, Youth Intervention teams and REACH workers are based ·

Earlyhelpnorthsecure-mailbox@devon.gcsx.gov.uk

Earlyhelpsouthsecure-mailbox@devon.gcsx.gov.uk

Earlyhelpmideastsecure-mailbox@devon.gcsx.gov.uk

Earlyhelpexetersecure-mailbox@devon.gcsx.gov.uk

Out of hours for CYPS (Social Care):

5pm -9am and at weekends and public holidays, please contact: Emergency Duty Service 0845 6000 388 (low-rate call)

Police Central Referral Unit: 0845 605 116

EYCS Consultation Service: If you have concerns about a child but are unsure whether to make a MASH enquiry. The numbers are: Nikki Phillips – Locality Manager for Exeter and East Devon 01392 383000 Melissa Filby – Locality Manager for Northern and Mid Devon 01392 383000

Susan Bolt - Locality Manager for South and West Devon 01392 383000

**DSCB**



## Safeguarding Policy 3.3

DSCB Office: 01392 383000

Child Protection Chairs and Local Authority Designated Leads for managing allegations against staff:

Allegations against staff Referral Coordinator 01392 384964

Devon's Domestic Abuse Helpline 0345 155 1074

### **Multi-Agency Safeguarding Hub – MASH**

- Manages contacts and enquiries received from any source (usually CYPS and Police 121A reports)
- Develops a document recording the concern information and all other available information in the Hubs within agreed timescales and an Early Years and Families manager makes an informed decision using all of the available information.
- Develops concern information into an Early Years and Families referral if services are required under section 17 or section 47 of The Children Act 1989
- Liaises with the Early Response Service for children and young people who need services but do not meet The Children Act 1989 threshold
- Provides consultation to agency enquiries about thresholds, appropriate action to be undertaken and services.

The Hub contributes to improved outcomes for safeguarding children because it has the ability to swiftly collate and share information held by the various agencies and to provide a multi-agency risk assessment of each case for 'actual or likely harm'.

### **Current Safeguarding Issues**

The following Safeguarding issues are all considered to be child Protection issues and should be referred immediately to the most relevant agency. The issues featured below are linked to guidance and local procedures which can be found on the South West Child Protection Procedures at <http://www.proceduresonline.com/swcpp/>

(Direct links to the policies listed below are included where available).

### **E-Safety**

Children and young people can be exploited and suffer bullying through their use of modern technology such as the internet, mobile devices, phones and social networking sites. In order to minimize the risks to our children and young people Venture Outdoor Kindergarten will ensure that we have in place appropriate measures such as security filtering, and an acceptable use policy linked to our E-Safety policy. We will ensure that staff are aware of how not to compromise their position of trust in or outside of the setting and are aware of the dangers associated with social networking sites.

Our E-safety policy will clearly state that mobile phone, camera or electronic communications with a child or family at our setting is not acceptable other than for approved setting business. Where it is suspected that a child is at risk from internet abuse or cyber bullying we will report our concerns to the appropriate agency.

### **Child sexual exploitation (CSE)**

The sexual exploitation of children and young people under 18 involves exploitative situations, contexts and relationships where young people, (or a third person or persons) receive something, (e.g. food, accommodation, drugs, alcohol, cigarettes, affections, gifts, money) as a result of them performing and/or others performing on them, sexual activities. Child sexual exploitation can occur through the use of technology without the child's immediate recognition; for example, being persuaded to post sexual images on the internet/mobile phones without immediate payment or gain. In all cases, those exploiting the child/young person have power over them by virtue of their age, gender, intellect, physical strength and/or economic or

other resources. Violence, coercion and intimidations are common, involvement in exploitative relationships being characterised in the main by the child's or young person's limited availability of choice, resulting from their social/economic and/or emotional vulnerability. (DCSF 2009) Link to guidance

[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/591903/CE\\_Guidance\\_Core\\_Document\\_13.02.2017.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/591903/CE_Guidance_Core_Document_13.02.2017.pdf)

### **Good practice – Individuals**

Recognise the symptoms and distinguish them from other forms of abuse

- Treat the child/young person as a victim of abuse Understand the perspective / behaviour of the child/young person and be patient with them
- Help the child/young person to recognise that they are being exploited
- Collate as much information as possible
- Share information with other agencies and seek advice / refer to Social Care

### **Good practice – Organisations**

- Ensure robust safeguarding policies and procedures are in place which cover CSE
- Promote and engage in effective multi-agency working to prevent abuse
- Work to help victims move out of exploitation
- Cooperate to enable successful investigations and prosecutions of perpetrators

### **Prevent** The Counter Terrorism & Security Act 2015

The Act places a Prevent duty on settings to have “due regard to the need to prevent people from being drawn into terrorism”.

Settings subject to the Prevent Duty will be expected to demonstrate activity in the following areas:

- Assessing the risk of children being drawn into terrorism Demonstrate that they are protecting children and young people from being drawn into terrorism by having robust safeguarding policies
- Ensure that their safeguarding arrangements take into account the policies and procedures of the DCFP (Local Safeguarding Children Board).
- Make sure that staff have training that gives them the knowledge and confidence to identify children at risk of being drawn into terrorism, and to challenge extremist ideas which can be used to legitimise terrorism
- Expected to ensure children are safe from terrorist and extremist material when accessing the internet in the setting

[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/439598/prevent-duty-departmental-advice-v6.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/439598/prevent-duty-departmental-advice-v6.pdf)

### **Forced marriages (FM)**

FM is now a specific offence under s121 of the Anti-Social Behaviour, Crime and Policing Act 2014 that came into force on 16 June 2014.

A FM is a marriage conducted without the valid consent of one or both parties, and where duress is a factor. Forced marriage is when someone faces physical pressure to marry (e.g. threats, physical violence or sexual violence) or emotional and psychological pressure (e.g. if someone is made to feel like they're bringing shame on their family). This is very different to an arranged marriage where both parties give consent.

**FM is illegal in England and Wales.** This includes:

- taking someone overseas to force them to marry (whether or not the forced marriage takes place)
- marrying someone who lacks the mental capacity to consent to the marriage (whether they're pressured to or not)

Under-age Marriage In England, a young person cannot legally marry until they are 16 years old (without the consent of their parents or carers) nor have sexual relationships.

### **Female Genital Mutilation (FGM)**

FGM is child abuse and a form of violence against women and girls, and therefore should be dealt with as part of existing child safeguarding/protection structures, policies and procedures. FGM is illegal in the UK. In England, Wales and Northern Ireland, the practice is illegal under the Female Genital Mutilation Act 2003.

Other than in the excepted circumstances, it is an offence for any person (regardless of their nationality or residence status) to:

- perform FGM in England, Wales or Northern Ireland (section 1 of the Act);
- assist a girl to carry out FGM on herself in England, Wales or Northern Ireland (section 2 of the Act); and
- Assist (from England, Wales or Northern Ireland) a non-UK person to carry out FGM outside the UK on a UK national or permanent UK resident (section 3 of the Act).

Link to the guidance:

<https://www.gov.uk/government/publications/multi-agency-statutory-guidance-on-female-genital-mutilation>

### **Ritualistic Abuse**

Some faiths believe that spirits and demons can possess people (including children). What should never be considered is the use of any physical or psychological violence to get rid of the possessing spirit. This is abusive and will result in the criminal conviction of those using this form of abuse even if the intention is to help the child.

### **Sexually Active under Eighteen years old**

It is acknowledged by those working with young people that most young people under the age of 18 will have an interest in sex and sexual relationships. The Protocol for Sexually Active Young People under 18 years old has been designed to assist those working with children and young people to identify where these relationships may be abusive, and the children and young people may need the provision of protection or additional services.

### **Safeguarding Disabled Children**

We will ensure that disabled children are kept safe from abuse and neglect, that they will be protected from harm and achieve Every Child Matters outcomes. Disabled children may require additional action because they experience greater and 'created vulnerability' as a result of negative attitudes about disabled children and unequal access to services and resources, and because they may have additional needs relating to physical, sensory, cognitive and/ or communication impairment (Safeguarding Children, DCSF, July 2009) Venture Outdoor Kindergarten will ensure that disabled children are listened to and responded to appropriately where they have concerns regarding abuse. In order to do this, we will ensure that our staff and volunteers receive the relevant training to raise awareness and have access to specialist staff in the event they have concerns regarding abuse of a child.

### **Safer Recruitment and Selection**

It is a requirement for agencies to ensure that all staff recruited to work with children and young people are properly selected and checked. At Venture Outdoor Kindergarten we will ensure that we have a member on every recruitment panel who has received the appropriate recruitment and selection training. That all of our staff are appropriately qualified and have the relevant employment history and checks to ensure they are safe to work with children in compliance with the Key Safeguarding Employment Standards.

### **Honour Based Violence**

Honour based violence' is a crime or incident, which has or may have been committed to protect or defend the honour of the family and/or community'. It is important to be alert to signs of distress and indications such as self-harm, absence from setting, infections resulting from female genital mutilation, isolation from peers, being monitored by family, not participating in setting activities, unreasonable restrictions at home. Where it is suspected that a child/young person is at risk from Honour based violence Venture Outdoor Kindergarten will report those concerns to the appropriate agency in order to prevent this form of abuse taking place.

### **Trafficked Children**

Child trafficking involves moving children across or within national or international borders for the purposes of exploitation. Exploitation includes children being used for sex work, domestic work, restaurant/ sweatshop, drug dealing, shoplifting and benefit fraud. Where Venture Outdoor Kindergarten suspects a child is being or is actually being trafficked/exploited we will report our concerns to the appropriate agency.

### **Domestic Abuse**

The Government defines domestic abuse as "Any incident of threatening behaviour, violence or abuse (psychological, physical, sexual, financial or emotional) between adults who are or have been intimate partners or family members regardless of gender or sexuality".

Staff need to understand what is required of them if children are members of the household where domestic abuse is known or suspected to be taking place. Our policy includes action to be taken regarding referrals to the Police and Children and Young People's Services and any action to be taken where a member of staff is the alleged perpetrator or victim of domestic abuse. At Venture Outdoor Kindergarten we will follow our safeguarding policy and report any suspected concerns regarding Domestic Abuse to the relevant agency.

### **Private Fostering**

Private fostering is an arrangement made between the parent and the private foster carer, who then becomes responsible for caring for the child in such a way as to safeguard and promote his/her welfare.

A privately fostered child means a child under the age of 16 (18 if a disabled child) who is cared for and provided with accommodation by someone other than:

- A parent.
- A person who is not a parent but has parental responsibility.
- A close relative.
- A Local Authority.

For more than 28 days and where the care is intended to continue. It is a statutory duty for us at Venture Outdoor Kindergarten to inform the Local Authority via MASH where we are made aware of a child or young person who may be subject to private fostering arrangements.

### **Monitoring and review**

This policy is monitored by the staff and management of Venture Outdoor Kindergarten and will be reviewed annually or before if necessary.

This policy was written by Venture Outdoor Kindergarten September 2017.

Reviewed September 2018.

Reviewed August 2019.

Reviewed April 2020.

Reviewed August 2021.

