

Group Policy: Safeguarding & Welfare

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1. Policy Statement & Vision

At Flower Pots Day Nursery, safeguarding is the heartbeat of our settings. We recognise that a child's safety, welfare, and ability to learn are inextricably linked. We operate a Culture of Vigilance and Professional Curiosity, where every adult is empowered to look beyond the obvious to protect children from harm, abuse, neglect, and exploitation.

We are committed to the Prevent Duty under the Counter-Terrorism and Security Act 2015, exercising our functions with due regard to the need to prevent people from being drawn into terrorism. We aim to create an inclusive, nurturing environment where children are respected, fundamental British Values are promoted, and all children are enabled to thrive.

2. Statutory Framework

This policy is mandatory for all staff and is underpinned by:

- Statutory Framework for the EYFS 2024
- Keeping Children Safe in Education (KCSIE) 2024
- Working Together to Safeguard Children 2023



- The Prevent Duty 2015 (Section 26 of the Counter-Terrorism and Security Act 2015)
- The Children Act 1989 & 2004; Equality Act 2010

3. Roles and Responsibilities

- Designated Safeguarding Lead (DSL): Holds overall responsibility for coordinating concerns, liaising with Children's Services/LADO, and overseeing Prevent strategy and referrals.
- Every Staff Member: Has a statutory duty to recognise signs of abuse and radicalisation, record factually, and report concerns immediately.
- Management Team: Provides expert support, ensures ratios allow for safe supervision, and facilitates a culture where British Values are embedded in daily practice.

4. Operational Procedures

4.1 Professional Curiosity & Prevent Identification

Staff do not just "watch"; they "observe with intent."

- Identifying Vulnerability: Staff must be alert to changes in a child's or parent's behavior which could indicate they are susceptible to extremist ideology.
- Contextual Safeguarding: We consider risks within the home, online environment, and wider community.
- Observation Windows: Behaviors of concern may be evident during circle time, role play, or "quiet times" when children are closest to their key persons.
- Non-Discriminatory Practice: We recognise that radicalisation can affect any individual regardless of religion or ethnicity. Staff must distinguish between cultural/religious expression (e.g., specific terminology like *Inshallah* or dress codes like *hijabs*) and actual indicators of concern.

4.2 The Reporting Chain & Prevent Referrals

- Immediate Disclosure: Any concern regarding safeguarding or radicalisation must be reported to the DSL instantly.
- Liaison: The DSL will determine if a referral to the Channel Programme, local Police (101), or Social Care is required.



- DfE Helpline: For non-emergency concerns regarding extremism, staff/DSLs may contact the DfE helpline at 020 7340 7264 or counter.extremism@education.gsi.gov.uk.

4.3 Allegations Against Adults (LADO)

Any allegation that an adult has behaved in a way that indicates they are unsuitable to work with children—including the promotion of extremist views—is treated with extreme seriousness. Notification to the LADO will occur within 24 hours.

5. Promoting Fundamental British Values

We build children's resilience to radicalisation by embedding the following four values through the EYFS curriculum:

Value	Practice in the Setting
Democracy	Encouraging children to know their views count; using a show of hands to make group decisions; supporting turn-taking and collaboration.
Rule of Law	Collaborating with children to create room rules; ensuring children understand their own and others' behavior and its consequences.
Individual Liberty	Developing self-esteem and confidence; allowing children to take risks in play; discussing feelings and reflecting on personal experiences.
Mutual Respect & Tolerance	Celebrating diverse faiths and cultures; challenging stereotypes through stories and resources; engaging with the wider community.

Prohibited Actions: Actively promoting intolerance; failing to challenge gender stereotypes; isolating children from the wider community.

6. Safer Recruitment & Ongoing Suitability

- Recruitment: Mandatory Enhanced DBS, barred list checks, and Prevent-focused interview questions.
- Supervisions: Termly 1:1 meetings include a "Safeguarding & Suitability" declaration and a review of the staff member's understanding of Prevent risks.

7. Training and Awareness

- Staff Induction: All new staff must complete Prevent awareness training (e.g., Home Office WRAP or Noodle Now) alongside general safeguarding.
- DSL Requirements: DSLs must undertake advanced Prevent awareness training as a minimum to offer expert advice to the team.
- Updates: Knowledge is refreshed every two years, with "spotlight" sessions in staff meetings to discuss local risks or new extremist trends.

8. Technology & Online Safety

We recognise the risk of online radicalisation. Nursery-owned devices are monitored, and children are strictly supervised during any internet use. Personal mobiles remain prohibited in rooms to ensure 100% focus on child welfare.

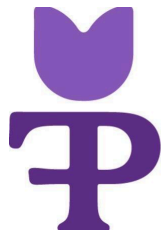
9. Partnership with Parents

We build rapport through the key person approach to spot changes in family demeanor quickly. We assist and advise families who raise concerns, pointing them toward appropriate support mechanisms. We will share information with the LSCB/Partnership for guidance as needed.

10. Response Protocols for Disclosures and Concerns

10.1 If a Child Makes a Disclosure

If a child begins to disclose information that suggests they are at risk of or have experienced harm, staff must follow the "TED" principle (Tell, Explain, Describe) and the 4 Rs:



1. Receive: Listen quietly and with undivided attention. Do not interrupt or express shock.
2. Reassure: Tell the child they were right to tell you. Do not promise to "keep it a secret"; explain that you must tell someone who can help.
3. Respond: Use open-ended questions only. Do not "probe" or ask leading questions as this can compromise a police investigation.
4. Record: Document the disclosure immediately (within 1/2 hour) using the child's exact words. Sign and date the record.
5. Report: Notify the DSL immediately.

10.2 If a Staff Member Suspects a Child is at Risk

Staff do not need "proof" to raise a concern. The duty of care requires acting on Professional Curiosity:

- Identify: Note physical signs (unexplained bruising, poor hygiene) or behavioral shifts (withdrawal, aggression).
- Report: Verbal report to the DSL immediately, followed by a formal written concern on the setting's safeguarding software/log.
- Escalate: If the staff member believes the DSL has not taken appropriate action, they have a legal duty to refer the matter themselves to the MASH or NSPCC.

11. Staff Suitability and Allegations against Adults

11.1 Allegations Against a Staff Member

In accordance with KCSIE, if an allegation is made that a staff member has harmed a child, or behaved in a way that indicates they are unsuitable:

- Immediate Action: The person receiving the allegation must report it to the Manager/DSL immediately. If the allegation is against the Manager, it must be reported to the Area Manager/Directors.
- LADO Notification: The DSL must contact the Local Authority Designated Officer (LADO) within 24 hours for an initial consultation.
- Internal Neutrality: The accused staff member may be suspended without prejudice or moved to a non-child-facing role pending the LADO's advice. We will not begin an internal investigation until the LADO/Police have given permission to do so.

- Ofsted: We will notify Ofsted of any serious allegation against a staff member within 14 days.

11.2 Concerns Regarding Suitability ("Low-Level Concerns")

We foster an environment where "low-level" concerns—conduct that does not meet the harm threshold but is inconsistent with our Staff Code of Conduct—are reported. This prevents a culture of "blind spots" and ensures adult behavior is monitored effectively.

12. Legal Reporting and Information Sharing

12.1 Information Sharing with Professionals

Under Working Together to Safeguard Children, we have a statutory duty to share information with other agencies (Social Care, Health, Police) to protect a child.

- No Consent Required: While we aim to work in partnership with parents, we do not require parental consent to share information if we believe seeking it would put the child at further risk.
- Data Protection: Safeguarding takes precedence over GDPR. We will share relevant, proportionate information to ensure a child's safety.

12.2 Duty of Care & Multi-Agency Working

Our duty of care extends beyond the nursery gates. We are active participants in:

- Child in Need (CiN) and Child Protection (CP) meetings.
- Team Around the Family (TAF) and Early Help assessments.
- Education Sector Strategic Partnerships: We recognize our role as a key agency in the local multi-agency safeguarding arrangement (MASA).

13. Formal Reporting Summary Table

Scenario	Primary Agency	Timeline
Immediate Danger to a Child	Police / MASH	Immediately (Phone)



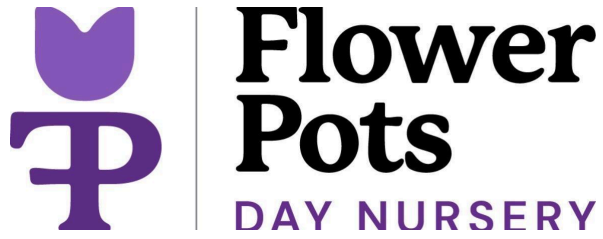
Flower Pots

DAY NURSERY

Non-Recent / Suspected Harm	DSL / MASH	Same working day
Allegation against Staff	LADO	Within 24 Hours
Serious Child Injury/Death	Ofsted / RIDDOR	ASAP (Max 14 days)
Extremism / Radicalisation	Prevent Lead / 101	Immediate Notification

Appendix: Statutory & Local Authority Contact Details

Agency	Contact Detail	Purpose
Hertfordshire MASH	0300 123 4043	Reporting a child at risk
Hertfordshire LADO	01992 555420	Allegations against staff
Buckinghamshire MASH	01296 383962	Reporting a child at risk
DfE Extremism Helpline	020 7340 7264	Concerns regarding extremism
Anti-Terror Hotline	0800 789 321	Reporting suspicious activity
NSPCC Whistleblowing	0800 028 0285	Escalating setting concerns



Policy Authorised By: Nikki McNulty

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