



Safeguarding Children and Child Protection Policy

Windmill Under 5s, Lacey Green and Loosely Row Sports Club, Main Road,
Lacey Green, Princes Risborough HP27 0PL
Registered charity no: 1026976

Version Control

Version	Date	Author	Comments
1.1	17.05.2018	RM / NH / LC	• Updated in line with PLA template update for GDPR (May 18)
1.2	22.11.2018	RM / LC / NF	• Full Annual Policy review – extensive revisions made to reflect PLA template and Bucks CC updates
1.3	24.04.2019	RM / NK	• Updated job titles / staff names / Early Years Alliance rebrand
1.4	28.11.2019	LC/NK	• Replaced references to BCSB with new BCSP. First Response out of hours number added

Reviews and Approvals

Policy adopted :	15 September 2009 by Windmill Under 5s Management Committee	
It was last updated:	28 November 2019	
It was last reviewed:	28 November 2019	
It will be reviewed:	Autumn Term (November) 2020	
Signed & dated:	Natasha Kann	Natasha Kann – Chairperson on behalf of the Management Committee

Safeguarding and Welfare Requirement: Child Protection

Providers must have and implement a policy, and procedures, to safeguard children.

Child Protection

2. Safeguarding Children and Child Protection Policy

Policy statement

Windmill Under 5s Preschool will work with children, parents/carers and the community to ensure the rights and safety of children, young people¹ and vulnerable adults. Windmills Safeguarding and Child Protection Policy is based on the three key commitments of the Early Years Alliance (EYA) Safeguarding Children Policy.

Procedures

We carry out the following procedures to ensure we meet the three key commitments of the EYA Safeguarding Children Policy, which incorporates responding to child protection concerns.

Key commitment 1

Windmill Under 5s is fully committed to building a 'culture of safety' in which children, young people and vulnerable adults are protected from abuse and harm in all areas of our service delivery.

Staff and volunteers

- Our Designated Person (a member of staff) who co-ordinates child protection, young person and vulnerable adult protection issues is:

Tracey Winfield – Preschool Manager

- When the setting is open, but the Designated Person is not available, a suitably trained Deputy Designated Person, Angela Calam, is available at all times for staff to discuss safeguarding concerns.
- Our Designated Officer (a Management Committee member) who oversees this work is:

Laura Chapman – Windmill Under 5s Management Committee

- These names are clearly displayed in the foyer of Windmills.
- The Designated Person, the suitably trained Deputy and the Designated Officer ensure they have relevant links with statutory and voluntary organisations with regards to safeguarding.

¹ A young person is defined as 16-19 years old – in our setting, they may be a student, worker, volunteer or parent.

- The Designated Person (and the Deputy) understands Buckinghamshire Safeguarding Children's Partnership (BSCP) safeguarding procedures, attends relevant BSCP training at least every two years and refreshes their knowledge of safeguarding at least annually.
- We ensure all staff are trained to understand our safeguarding policies and procedures and that parents are made aware of them too.
- All staff understand that safeguarding is their responsibility.
- All staff have an up-to-date knowledge of safeguarding issues, are alert to potential indicators and signs of abuse and neglect, and understand their professional duty to ensure safeguarding and child protection concerns are reported to the local authority children's social care team or the NSPCC. They receive updates on safeguarding at least annually.
- All staff are confident to ask questions in relation to any safeguarding concerns and know not to just take things at face value, but can be respectfully sceptical.
- All staff understand the principles of early help (as defined in *Working Together to Safeguard Children*, 2018) and are able to identify those children and families who may be in need of early help and enable them to access it.
- All staff understand the thresholds of significant harm and understand how to access services for families, including for those families who are below the threshold for significant harm, according to arrangements published by BSCP.
- All staff understand BSCP thresholds of significant harm and understand how to access services for families, including for those families who are below the threshold for significant harm.
- All staff understand their responsibilities under the General Data Protection Regulations and the Data Protection Act 2018, and understand relevant safeguarding legislation, statutory requirements and BSCP requirements and ensure that any information they may share about parents and their children with other agencies is shared appropriately and lawfully.
- We will support families to receive appropriate early help by sharing information with other agencies in accordance with statutory requirements and legislation.
- We will share information lawfully with BSCP and other agencies where there are safeguarding concerns.
- We will be transparent about how we lawfully process data.
- All staff understand how to escalate their concerns in the event that they feel either the local authority and/or their own organisation has not acted adequately to safeguard and know how to follow local safeguarding procedures to resolve professional disputes between staff and organisations.
- All staff understand what the organisation expects of them in terms of their required behaviour and conduct, and follow our policies and procedures on positive behaviour, online safety (including use of cameras and mobile phones), whistleblowing and dignity at work.
- Children have a Key Person to build a relationship with, and are supported to articulate any worries, concerns or complaints that they may have in an age appropriate way.

- All staff understand our policy on promoting positive behaviour and follow it in relation to children showing aggression towards other children.
- We provide adequate and appropriate staffing resources to meet the needs of children.
- Applicants for posts within Windmills are clearly informed that the positions are exempt from the Rehabilitation of Offenders Act 1974.
- Disclosure and Barring Service Checks (DBS) and other suitability checks are carried out for staff and volunteers prior to their post being confirmed to ensure that no disqualified person or unsuitable person works at the preschool or has access to the children.
- Candidates are informed of the need to carry out a DBS check before posts can be confirmed.
- Where applications are rejected based on information disclosed, applicants have the right to know and to challenge incorrect information.
- Volunteers must:
 - be aged 17 or over;
 - be considered competent and responsible;
 - receive a robust induction and regular supervisory meetings;
 - be familiar with all the setting's policies and procedures;
 - be fully checked if they are to have unsupervised access to the children at any time.
- We record information about staff qualifications, and the identity checks and vetting processes that have been completed including:
 - the DBS disclosure reference number;
 - certificate of good conduct or equivalent where a UK DBS check is not appropriate
 - the date the disclosure was obtained; and
 - details of who obtained it.
- We inform all staff that they are expected to disclose any convictions, cautions, court orders or reprimands and warnings which may affect their suitability to work with children (whether received before or during their employment with us).
- From 31 August 2018, staff and volunteers in childcare settings that are not based on domestic premises are **not** required to notify their line manager if anyone in their household (including family members, lodgers, partners etc.) has any relevant convictions, cautions, court orders, reprimands or warnings or has been barred from, or had registration refused or cancelled in relation to any childcare provision or have had orders made in relation to care of their children.
- Staff receive regular supervision, which includes discussion of any safeguarding issues, and their performance and learning needs are reviewed regularly.
- In addition to induction and supervision, staff are provided with clear expectations in relation to their behaviour, as outlined in the Employee Handbook and Staff Code of Conduct.
- We notify the DBS of any person who is dismissed from our employment, or resigns in circumstances that would otherwise have led to dismissal for reasons of a child protection concern. Ofsted are also informed.
- We have a Visitors Book which all visitors to the preschool must fill in on entering and exiting our premises.

- We take security steps to ensure that we have control over who comes into the preschool so that no unauthorised person has unsupervised access to the children.
 - We do this by way of the above-mentioned Visitors Book and our password system.
 - All doors are kept locked so people cannot freely enter the building during session time.
 - The gates in the play area are kept secure to discourage access.
 - We operate a password system to ensure only those adults authorised to collect children are allowed in the main room at collection time.
 - Staff are made aware of any visitors due to be visiting the preschool whenever possible.
 - Any unexpected visitors requiring access to the premises are asked to return at the end of the session. If this is not possible their identification and the reason for their visit is checked and they are accompanied by a member of staff at all times.
- We take further steps to ensure children are not photographed or filmed on video for any other purpose than to record their development or their participation in events organised by the preschool, or with parental consent for local magazines and advertising. Parents/carers sign a consent form and have access to records holding visual images of their children. Any digital images of children are held securely and in a locked cupboard when not in use. Staff do not use personal cameras or filming equipment to record images.
- Personal mobile phones are not used where children are present.
- We have an Internet and Social Networking Policy in place as well as a Mobile Phone and Photographic Images Policy.
- Any personal information is held securely and in line with data protection requirements and guidance from the Information Commissioners Office (ICO).
- We keep a written record of all complaints and concerns, including details of how they were responded to. Further details can be found in our Making a Complaint Policy.
- We ensure that robust risk assessments are completed, that they are seen and signed by all relevant staff and that they are regularly reviewed and updated, in line with our Health and Safety Guidelines.
- The Designated Officer will support the Designated Person to undertake their role adequately and offer advice, guidance, supervision and support.
- The Designated Person will inform the Designated Officer of every significant safeguarding concern at the first opportunity. However, this should not delay any referrals being made to the First Response Team, or where appropriate, the Local Authority Designated Officer (LADO), Ofsted or Riddor.

Key commitment 2

Windmill Under 5s is committed to responding promptly and appropriately to all incidents, allegations, or concerns of abuse that may occur and to work with statutory agencies in accordance with the procedures that are set down in 'What to do if you're worried a child is being abused' (Her Majesty's Government 2015) and the Care Act 2014.

Responding to suspicions of abuse

- We acknowledge that abuse of children can take different forms - physical, emotional, and sexual, as well as neglect.
- We ensure that all staff have an understanding of the additional vulnerabilities that arise from special educational needs and/or disabilities, plus inequalities of race, gender, language, religion, sexual orientation or culture, and that these receive full consideration in relation to child, young person or vulnerable adult protection.
- When children are suffering from physical, sexual or emotional abuse, or may be experiencing neglect, this may be demonstrated through:
 - significant changes in their behaviour;
 - deterioration in their general well-being
 - their comments, which may give cause for concern, or the things they say (direct or indirect disclosure);
 - changes in their appearance, their behaviour, or their play;
 - unexplained bruising, marks or signs of possible abuse or neglect; and
 - any reason to suspect neglect or abuse outside the preschool
- We understand how to identify children who may be in need of early help, how to access services for them.
- We understand that we should refer a child who meets the s17 Children Act 1989 child in need definition to the First Response Team (tel: 01296 383962, out of hours emergency: 0800 999 7677).
- We understand that we should refer any child who may be at risk of significant harm to the First Response Team (tel: 01296 383962, out of hours emergency: 0800 999 7677).
- We are aware of the 'hidden harm' agenda concerning parents with drug and alcohol problems and consider other factors affecting parental capacity and risk, such as social exclusions, domestic violence, radicalisation, mental or physical illness and parents' learning disability.
- We are aware that children's vulnerability is potentially increased when they are privately fostered. When we know that a child is being cared for under a private fostering arrangement, we inform our local authority children's social care department.
- We are aware of other factors that affect children's vulnerability, that may affect, or may have affected, children and young people using our setting, such as, abuse of children who have special educational needs and/or disabilities; fabricated or induced illness; child abuse linked to beliefs in spirit possession; trafficking, sexual exploitation of children, such as through internet abuse; and Female Genital Mutilation (FGM) and radicalisation or extremism, as well as domestic abuse, racist, homophobic or transphobic abuse.
- In relation to radicalisation and extremism, we follow the Prevent Duty guidance for England and Wales (2015) published by the Home Office and BSCP procedures on responding to radicalisation.

- If there was a concern that a child was at risk of radicalisation we would contact First Response and follow their advice. Tel: 01296 383 962, out of hours emergency: 0800 999 7677).
- If there was a concern that an adult had been radicalised, we would report it to our LADO (Tel: 01296 382 070).
- The Designated Person completes online channel training, online Prevent training and attends local WRAP (Workshop to Raise Awareness of Prevent) training where available to ensure they are familiar with the local protocol and procedures for responding to concerns about radicalisation.
- We are aware of the mandatory duty that applies to all staff to report cases of FGM to the police. We are also aware that Early Years Practitioners should follow Buckinghamshire published safeguarding procedures to respond to FGM and other safeguarding issues, which involves contacting police if a crime of FGM has been or may be about to be committed.
- We are aware that some children and young people are affected by gang activity, by complex multiple or organised abuse, through forced marriage or honour based violence, or may be victims of child trafficking. While this may be less likely to affect young children in our care, we may become aware of any of these factors affecting older children and young people who we may come into contact with.
- If we become concerned that a child may be a victim of modern slavery or human trafficking we will refer to the National Referral Mechanism as soon as possible and refer to and/or seek advice from the First Response Team (Tel: 01296 383962, out of hours emergency: 0800 999 7677) and/or police.
- We will be alert to the threats children may face from outside their families, such as that posed by organised crime groups, such as county lines and child sexual exploitation, online use and from within peer groups and the wider community.
- Where we believe that a child in our care or that is known to us may be affected by any of these factors we follow the procedures below for reporting child protection and child in need concerns and follow the BSCP procedures.
- Where such indicators are apparent, the child's Key Person makes a dated record of the details of the concern and discusses what to do with the member of staff who is acting as the 'Designated Person'. The information is stored on the child's personal file.
- In the event that a staff member or volunteer is unhappy with the decision made by the Designated Person in relation to whether to make a safeguarding referral, they must follow escalation procedures.
- The Designated Person will discuss any concerns, in confidence, with the Designated Officer. This is not shared with the Committee at this time.
- We refer concerns about children's welfare to the First Response Team (tel: 01296 , out of hours emergency: 0800 999 7677) as soon as possible and co-operate fully in any subsequent investigation. (NB In some cases this may mean the police or another agency identified by the BSCP.)

- We respond to any disclosures sensitively and appropriately and take care not to influence the outcome either through the way we speak to children or by asking questions of children (although we may check out/clarify the details of what we think they have told us with them).
- We take account of the need to protect young people aged 16-19 as defined by the Children Act 1989. This may include students or school children on work placement, young employees or young parents, or older siblings. Where abuse or neglect is suspected, we follow the procedure for reporting any other child protection concerns. The views of the young person will always be taken into account in an age appropriate way, but we may override the young person's refusal to consent to share information if it feels that it is necessary to prevent a crime from being committed or intervene where one may have been, or to prevent harm to a child or adult. Sharing confidential information without consent is done only where not sharing it could be worse than the outcome of having shared it.
- All staff are also aware that adults can also be vulnerable and know how to refer adults who are in need of community care services.
- All staff know that they can contact the NSPCC whistleblowing helpline if they feel that Windmills and/or BSCP have not taken appropriate action to safeguard a child and this has not been addressed satisfactorily through organisational escalation and professional challenge procedures. NSPCC Whistleblowing helpline tel - 0800 028 0285
<https://www.nspcc.org.uk/what-you-can-do/report-abuse/dedicated-helplines/whistleblowing-advice-line>.
- We have a Whistleblowing Policy in place.
- Staff/volunteers know they can contact the organisation Public Concern at Work for advice relating to whistleblowing dilemmas. Tel - 020 7404 6609 <http://www.pcaw.org.uk>.

Recording suspicions of abuse and disclosures

- Where a child makes comments to a member of staff that gives cause for concern (disclosure), or a member of staff observes signs or signals that gives cause for concern, such as significant changes in behaviour; deterioration in general well-being; unexplained bruising, marks or signs of possible abuse or neglect, that member of staff:
 - listens to the child, offers reassurance and gives assurance that she or he will take action. They cannot, however, make a promise to keep their disclosure a secret;
 - does not ask leading questions of the child; although it is okay to ask questions for the purposes of clarification.
 - makes a written record that forms an objective record of the observation or disclosure that includes:
 - the date and time of the observation or the disclosure;
 - the exact words spoken by the child as far as possible;
 - the name of the person to whom the concern was reported, with date and time; and
 - the names of any other person present at the time.

- These records are signed and dated and kept in the child's personal file which is kept securely and confidentially.
- The member of staff acting as the 'Designated Person' is informed of the issue at the earliest opportunity and always within one working day.
- Where the BSCP procedures stipulate the process for recording and sharing concerns, we include these procedures alongside this procedure and follow the steps set down by the BSCP.

Making a referral to First Response

- The BSCP website contains detailed procedures to help in making a referral to First Response. We keep a copy of the 'What to do if you have a concern about a child in Buckinghamshire' Flowchart and the Threshold Document accessible in the Safeguarding Folder.
<http://www.bucks-lscb.org.uk/concerned-about-child/professionals-report-a-concern/> We keep template forms for recording concerns and to assist with making a referral in our Safeguarding folder.
- If a referral is made to the First Response Team this is confirmed in writing within 24 hours using the Multi Agency Referral Form (MARF). A blank copy of the form is kept accessible in the Safeguarding Folder.

Escalation Process

- If it is felt that a referral made has not been dealt with properly, or that concerns are not being addressed or responded to, we will follow the BSCP escalation processes
- We will ensure that staff are aware of how to escalate concerns.
- We will follow local procedures published by the BSCP to resolve professional disputes.

Informing parents/ carers

- Parents/carers are normally the first point of contact. Concerns are normally discussed with parents/carers to gain their view of events unless it is felt that this may put the child or other person at risk, or may interfere with the course of a police investigation or may unduly delay the referral, or unless it is otherwise unreasonable to seek consent. Advice will be sought from social care, or in some circumstances police, where necessary.
- Parents are informed when we make a record of concerns in their child's file and that we also make a note of any discussion we have with them regarding a concern.
- If suspicion of abuse warrants referral to First Response, parents/carers are informed at the same time that the referral will be made, except where the procedures of the BSCP do not allow this. For example, where it is believed that the child may be placed at risk.
- This will usually be the case where the parent is the likely abuser or where sexual abuse may have occurred.
- If there is a possibility that advising a parent beforehand may place a child at greater risk (or interfere with a police response) the Designated Person should consider seeking from First

Response, about whether or not to advise parents beforehand, and should record and follow the advice given.

Liaison with other agencies and multi-agency working

- We work within the BSCP guidelines.
- We have a copy of the current version of 'What to do if you're worried a child is being abused' available for parents/carers to read in the foyer. Committee members are also issued a copy at their induction and they sign a form to confirm they have read it.
- New Staff members are given the BSCP guidelines and 'What to do if you're worried a child is being abused' booklet to study as part of their induction.
- We have procedures for contacting the local authority regarding child protection issues and concerns about children's welfare, including maintaining a list of names, address and telephone numbers of social workers, to ensure that it is easy, in any emergency, for Windmill Under 5s and social services to work well together.
- We notify Ofsted of any incident or accident and any changes in our arrangements which may affect the wellbeing of children or where an allegation of abuse is made against a member of staff (whether the allegations relate to harm or abuse committed on our premises or elsewhere). Notifications to Ofsted are made as soon as is reasonably practicable, but at the latest within 14 days of the allegations made.
- Contact details for the local National Society for the Prevention of Cruelty to Children (NSPCC) are also kept.

Allegations against staff and persons in position of trust

- We ensure that all parents/carers know how to complain about the behaviour or actions of staff or volunteers within the preschool, or anyone working on the premises occupied by ourselves, which may include an allegation of abuse.
- We ensure that all staff volunteers and anyone else working in the setting know how to raise concerns that they may have about the conduct or behaviour of other people, including staff/colleagues.
- We differentiate between allegations/concerns about the quality of care or practice and complaints, and have a separate process for responding to complaints.
- We respond to any inappropriate behaviour displayed by members of staff, volunteers, or any other person working with the children, which includes:
 - inappropriate sexual comments;
 - excessive one-to-one attention beyond the requirements of their usual role and responsibilities, or inappropriate sharing of images.
- We will recognise and respond to allegations that a person who works with children 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 they may pose a risk of harm to children.
- We ensure that all staff or volunteers know how to raise concerns about a member of staff or volunteer within Windmills. We respond to any concerns raised by staff and volunteers and ensure they know how to escalate their concerns if they are not satisfied with our response.
- We respond to any disclosure by children or staff that abuse by a member of staff or volunteer within Windmill Under 5s, or anyone working on the premises occupied by the preschool, may have taken, or is taking place, by first recording the details of any such alleged incident. We refer any such complaint immediately (within 24 hours) to a member of Windmills' senior management team, and the LADO as necessary to investigate and/or offer advice:

Local Authority Designated Officer (LADO) Children & Young People, New County Offices, Walton Street, Aylesbury, Bucks, HP20 1YU Tel: **01296 382 070**

- The Early Years Designated Manager can provide advice and support in the event of an allegation or query/concern.

Early Years Designated Senior Manager for allegations against the childcare workforce: Alison Terry Tel: 01296 387 111.

- We also report any such alleged incident to Ofsted (unless advised by LADO that this is unnecessary due to the incident not meeting the threshold), as well as what measures we have taken. We are aware that it is an offence not to do this within 14 days.

Ofsted, Piccadilly Gate, Store Street, Manchester, M1 2WD. Tel. 0300 123 1231
www.ofsted.gov.uk

- We co-operate entirely with any investigation carried out by children's social care in conjunction with the police.
- Where the Management Committee and children's social care agree it is appropriate in the circumstances, the Chairperson will suspend the member of staff on full pay, or the volunteer, for the duration of the investigation. This is not an indication of admission that the alleged incident has taken place, but is to protect the staff as well as children and families throughout the process. Where it is appropriate and practical and agreed with the LADO, we will seek to offer an alternative to suspension for the duration of the investigation, if an alternative is available that will safeguard children and not place the affected staff or volunteer at risk.

Disciplinary action

- Where a member of staff or a volunteer is dismissed due to engaging in activities that caused concern for the safeguarding of children or vulnerable adults, we will notify the DBS of relevant information, so that individuals who pose a threat to children and vulnerable groups can be identified and barred from working with these groups.

Key commitment 3

Windmill Under 5s is committed to promoting awareness of child abuse issues throughout our training and learning programmes for adults. We are also committed to empowering young children, through our early childhood curriculum, promoting their right to be strong, resilient and listened to.

Training

- As part of their induction staff undertake a safeguarding course online before working with the children. We then endeavour, where possible, for staff to attend a further course within the first 3 months of their induction.
- Staff attend a safeguarding children course, as well as a refresher course every three years, to keep their knowledge up to date.
- We seek out training opportunities for all adults involved in Windmill Under 5s to ensure that they are able to recognise the signs and signals of possible physical abuse, emotional abuse, sexual abuse and neglect, domestic abuse, child sexual exploitation and FGM, and that they are aware of Buckinghamshire's guidelines for making referrals. Training opportunities should also cover extra-familial threats, such as online risks, radicalisation and grooming, and how to identify and respond to families who may be in need of early help, and organisational safeguarding procedures.
- We ensure that the Designated Person receives appropriate training, as recommended by the BSCP, every two years and refresh their knowledge and skills at least annually.
- We ensure that all staff know the procedures for reporting and recording any concerns they may have about Windmill Under 5s.
- We ensure that all staff receive updates on safeguarding via emails, on line training, discussions at staff meetings or within the 'training folder' at least once a year.

Planning

- The layout of the rooms allows for constant supervision. No child is left alone with staff or volunteers in a one-to-one situation without being within sight and/or hearing of other staff or volunteers.
- Doors to the toilets are not closed when children are using them and when staff are helping children with toilet duties.
- A moveable display board is placed in front of the two toilet doors to maintain privacy from the main door to the preschool.
- Children have access to the foyer, but no adult is allowed to be alone with a child in the foyer with the door closed.
- No children are allowed in the changing rooms.

Curriculum

- We introduce key elements of keeping children safe into our programme to promote the personal, social and emotional development of all children, so that they may grow to be *strong, resilient and listened to* and that they develop an understanding of why and how to keep safe.
- We create within Windmill Under 5s a culture of value and respect for the individual, having positive regard for children's heritage arising from their colour, ethnicity, languages spoken at home, cultural and social background.
- We ensure that this is carried out in a way that is developmentally appropriate for the children.

Confidentiality

- All suspicions and investigations are kept confidential and shared only with those who need to know. Any information is shared under the guidance of the BSCP and in line with the GDPR, Data Protection Act 2018, and Working Together to Safeguard Children 2018.

Support to families

- We believe in building trusting and supportive relationships with families, staff and volunteers.
- We make clear to parents/carers our role and responsibilities in relation to child protection, such as for the reporting of concerns, information sharing, monitoring of the child, and liaising at all times with the local children's social care team.
- We will continue to welcome the child and the family whilst investigations are being made in relation to any alleged abuse.
- We follow the Child Protection Plan as set by the child's social care worker in relation to Windmills' designated role and tasks in supporting that child and their family, subsequent to any investigation.
- We will engage with any child in need plan or early help plan, as agreed.
- Confidential records kept on a child are shared with the child's parents/carers or those who have parental responsibility for the child in accordance with the Confidentiality and Client Access to Records Procedure and only if appropriate under the guidance of the BSCP.

For further information on our Disclosure and Barring and Staff Recruitment procedures, please refer to our Employment and Recruitment Policy.

For further information on child protection please refer to our Children's Rights and Entitlements, Looked After Children, Uncollected Child, Missing Child, Mobile Phone and Photographic Images, Whistleblowing, and Internet and Social Networking Policies. Also our Nappy Changing and Intimate Care, Maintaining Children's Safety on Premises and Making a Complaint Policies.

Legal framework

Primary legislation

- Children Act (1989 s47)
- Protection of Children Act (1999)

- Children and Social Work Act (2017)
- The Children Act (Every Child Matters) (2004)
- Safeguarding Vulnerable Groups Act (2006)
- Childcare Act (2006)
- Child Safeguarding Practice Review and Relevant Agency (England) Regulations (2018)

Secondary legislation

- Sexual Offences Act (2003)
- Criminal Justice and Court Services Act (2000)
- Equalities Act (2010)
- General Data Protection Regulations (GDPR) (2018)
- Childcare (Disqualification) Regulations 2009
- Children & Families Act (2014)
- Care Act (2014)
- Serious Crime Act (2015)
- Counter-Terrorism and Security Act (2015)

Further guidance

- Working Together to Safeguard Children (HMG, 2018)
- What to do if you're Worried a Child is Being Abused (HMG, 2015)
- Framework for the Assessment of Children in Need and their Families (DoH 2000)
- The Common Assessment Framework for Children and Young People: A Guide for Practitioners (CWDC 2010)
- Statutory guidance on making arrangements to safeguard and promote the welfare of children under section 11 of the Children Act 2004 (HMG 2008)
- Hidden Harm – Responding to the Needs of Children of Problem Drug Users (ACMD, 2003)
- Information Sharing: Advice for Practitioners providing Safeguarding Services (DfE 2018)
- Disclosure and Barring Service: www.gov.uk/disclosure-barring-service-check
- Revised Prevent Duty Guidance for England and Wales (HMG, 2015)
- Inspecting Safeguarding in Early Years, Education and Skills Settings, (Ofsted, 2016)