



Boomerang Kids' **Safeguarding Policies**

Contents of Safeguarding Policies

Safeguarding Children Policy

Appendix 1b: Non-Accidental Injuries

Appendix 1c: The right support at the right time framework

Appendix 1f: Witness Statement Proforma (injury)

Appendix 1fa: Witness Statement Proforma

Appendix 1fb: Staff Witness Statement Proforma

Appendix 1g: Addendum to Volunteers/ Visitors procedures with regard to COVID19

BOOMERANG KIDS

SAFEGUARDING CHILDREN POLICY

Policy Statement

Boomerang Kids is dedicated to the support, development and promotion of high-quality care and education for the benefit of our children, families and community. We are committed to safeguarding children and promoting their welfare by working within the following partnership. We work within the Safeguarding Children Partnership (BHSCP). We recognise our role within Multi-agency Safeguarding Arrangements (MASA) and our key Safeguarding partners (LSP's) to be: Sussex Police, Brighton and Hove Local Authority (Families, Children and Learning) and NHS Sussex Integrated Care.

We have the following aims:

- We recognise the welfare of children is paramount and always aim to protect children from harm.
 - We ensure that the rights and safety of all children is paramount regardless of age, disability, race, religion, or sex.
 - We recognise that some children may be vulnerable because of prior experiences, level of dependency and/or communication needs.
 - **“COVID19” We recognise the significant impact that COVID19 has had upon our families and reflect upon the NSPCC report within our practice. We are actively aware of the following points:**
 - COVID-19 has had a significant impact on the mental health and wellbeing of many children and young people.
 - There are indications that some forms of child abuse have increased during the pandemic.
 - Data shows that the pandemic has impacted on many people's relationships, financial situations, and their physical and mental health. This has placed many families under heightened pressure
 - Levels of child protection referrals dropped across the UK during the pandemic, potentially leading to missed opportunities of protection.
- Available at: <https://learning.nspcc.org.uk/media/2747/statistics-briefing-impact-of-coronavirus.pdf> (2022).

All staff, students and volunteers have a responsibility for safeguarding children, being vigilant and identifying and reporting any safeguarding concerns, in line with this and supporting policies.

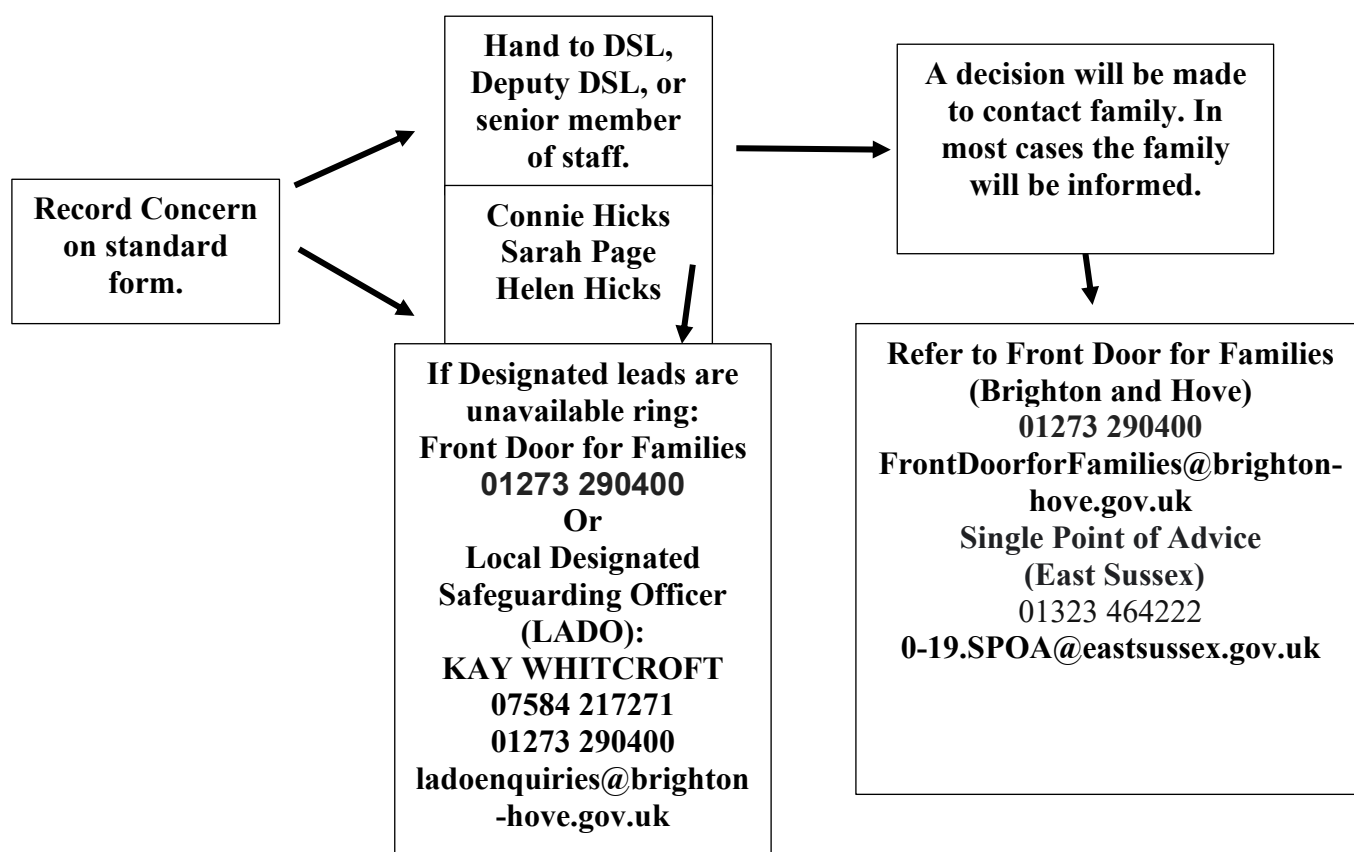
We recognise that in order to protect children and families from harm, Safeguarding and then Child Protection may be required. Safeguarding is the act of protecting those from harm, whereas Child Protection puts measures in place to support those who may be already suffering harm (Working together to safeguard children, 2023). Therefore, we recognise that referrals across the Safeguarding Children Partnership may need to be co-ordinated. We follow a set procedure as outlined below:

Boomerang Kids' Procedure for Safeguarding Training, Recording Concerns and Making Referrals

At Boomerang Kids the DSL has overall responsibility for the safeguarding children and child protection. The DSL is Connie Hicks and Deputy DSL is Sarah Page. The DSL has overall responsibility for the Safeguarding children and child protection policy and procedures. It is their role to ensure that the policy and procedures are implemented to safeguard and promote the welfare of children. They are responsible, alongside the Training Lead (Victoria Vaughan) for coordinating safeguarding and child protection training for staff across the organisation.

Training: Training is delivered every two years via the NDNA (<https://ndna.org.uk/product/safeguarding-and-child-protection-an-introduction/>) The DSL's attend an extensive day course every two years. In house training is provided to 'bridge the gap' within the two-year period based on individual needs. In addition to this, staff are also provided with quizzes throughout this period to ensure any relevant updates are understood. Staff are supported to put this into place within in house assessments (for e.g. quizzes) and have the opportunity to raise queries with our approachable senior team.

Procedures for recording concerns and making referrals is as follows:



In the unlikely event of the DSL or Deputy DSL absence and to ensure immediate action can be taken, contact the Manager, Helen Hicks or Local Safeguarding Partnership (LSP).

Front Door for Families (FDFF) provide support and guidance in relation to safeguarding and child protection. Professionals will work together to assess, decide and co-ordinate how best to support young

people and their families. This will be brought to the attention of the Brighton and Hove Safeguarding Children Partnership (BHSCP), bringing together Referral Officers, Social Workers, Police Officers, Health Visitors. Educational Safeguarding Officers, Family Coaches and Family Information Service.

NB: If we receive a phone call from the Duty Assessment Team, to ensure this is not a hoax call, take a message without disclosing any information. **We must telephone them back first using the designated numbers as outlined below.**

Points of Contact

Quote the OFSTED Registration Number: EY298720

Front Door for Families (FDFF)

Tel 01273 290400

Brighton and Hove Safeguarding Children Partnership

Portslade Hub

Mile Oak Road

Portslade,

BN11 2BG

Local Authority Designated Officer (LADO)

The LADO role in Brighton & Hove has changed. We now have a dedicated LADO within Children's Services who will respond to the 'referral consultation form'. They may support you by co-ordinating the response to allegations that a staff member who works with children may have caused or could cause them harm in the future.

Local Designated Safeguarding Officer (LADO)

Main contact: Kay Whitcroft

Mobile: 07584217271 Office Tel: 01273 290400 Email: ladoenquiries@brighton-hove.gov.uk

Access to Referral Consultation Form: <https://www.bhscp.org.uk/local-authority-designated-officer-lado/>

Emergency (out of hours) Contact number for Children's Services:

01273 335905

Ofsted: 0300 123 1231

N.B For any children who live within East Sussex; we should contact Single Point of Advice (SPOA). SPOA is the equivalent of FDFF for the East Sussex locality.

Tel: 01323 464222 (Monday to Thursday 8.30am to 5pm, Friday 8.30am to 4.30pm)

Email: 0-19.SPOA@eastsussex.gov.uk

Emergency (out of hours): 01273 335906 or 01273 335905

To safeguard children and promote their welfare, Boomerang Kids delivers two key commitments:

Key Commitment 1- 'Culture of Safety'

Boomerang Kids is committed to building a 'culture of safety' protecting **all** children from abuse and harm. We strive to build effective partnerships with parents, building strong, positive, trusting and co-operative relationships. We strive to understand and be sensitive to factors including economic and social

circumstances and ethnicity which can impact children and families' lives (**Working Together to Safeguard Children, 2023**).

Key commitment 2 - 'Effective Practice'

Boomerang Kids is committed to responding appropriately and in a timely manner to all incidents/concerns of abuse. We are committed to multi agency working by liaising with external agencies, working with strategic leaders, senior and middle managers and direct practitioners in accordance with policies and procedures (**Working Together to Safeguard Children, 2023**). We are also committed to referring to Government publications as listed below:

The Children's Act (1989)

The Children's Act (2004)

The Childcare Act (2006)

Safeguarding Vulnerable Groups Act (2006)

Freedom of Information Act (2000)

Counter-Terrorism and Security Act (2015)

Children and Social Work Act (2017)

General Data Protection Regulation (GDPR)

Working Together to Safeguard Children (2018; 2023; 2024)

Keeping Children Safe in Education (2022; 2024)

What to do if you're worried a child is being abused (2015)

EYFS (2024)

Pan Sussex Safeguarding Procedures (2024)

Information Sharing for Safeguarding (2024)

Our first key commitment, 'Culture of Safety' is visible in the following ways:

Boomerang Kids' Staff

- Our Designated Safeguarding Lead is **Connie Hicks**, who co-ordinates child protection issues.
- We ensure all staff and parents have access to copies of our safeguarding policies and procedures.
- We provide adequate and appropriate staffing levels to meet the needs of children.
- We have a designated Health and Safety Officer (**Rosie Summers**) who oversees risk of harm within the setting.

Recruitment

- We adhere to Ofsted regulations, ensuring all current/potential staff provide references and have cleared DBS checks. This confirms that no disqualified/unsuitable person works within the setting or has access to children. This includes staff that are living in a household with a person, who is disqualified as outlined in item **3.9 within the statutory framework, 'Early Years Foundation Stage'**.
- Candidates are informed of the need to carry out 'enhanced disclosure' checks with the Disclosure and Barring Service (DBS) before posts can be confirmed.
- All potential applicants within the setting are clearly informed that potential positions within the setting are exempt from the **Rehabilitation of Offenders Act 1974**.
- Candidates are asked to demonstrate safeguarding knowledge within their recruitment process.

- Rejected applicants are within their rights to ask for and challenge any incorrect information that is due to disclosure.
- Volunteers and students do not work unsupervised.
- We abide by the requirements of the **Safeguarding Vulnerable Groups Act 2006** in respect of any person who is dismissed from our employment or resigns in circumstances that would otherwise have led to dismissal in relation to a child protection concern.

Volunteers and Visitors

Procedures

- All visitors/volunteers sign in and out, providing details and purpose for visit.
- All visitors/volunteers are chaperoned around the premises.
- All visitors/volunteers are expected to read relevant information and procedures before 'working with children'. This includes: **Fire evacuation procedures, health, and safety policies, safeguarding procedures and storage of mobile phones and other digital devices.**
- All Visitors/volunteers are shown a secure area to keep their personal bags and belongings. These are not accessed when working with the children.
- The Nursery Manager will ensure all contractors working whilst children are present are chaperoned around the setting (or from February 2011 PVG registered) and are not left alone in any area that children may use.

Security

- All staff are informed of potential visitors to the setting on the Pow Wow. Any unscheduled visitors should be investigated, and management informed before admittance.
- We ensure that no unauthorised person has unsupervised access to the children unless it is under extreme circumstances and authorised by management.
- All gates are locked, and internal doors have access codes. At no point should a volunteer or visitor hold a door/ gate open or allow unauthorised persons into the setting.
- The door entrance code is changed when a staff member leaves employment. The code is not given to visitors/volunteers or staff for whom Boomerang Kids have not received a clear DBS check.
- New staff work a full one month before being given access codes and password information.

Safeguarding for Staff

- The DSL has a responsibility to safeguard staff as well as children. Pertaining to this, the nursery will under no circumstances tolerate any form of harassment from third parties, visitors/ volunteers, staff members and parents. The police may be called in these circumstances.

Our second key commitment, 'Effective Practice' is visible in the following ways:

Responding to suspicions of abuse

- We acknowledge all forms of abuse: Physical, Emotional, Sexual and Neglect, online harm and exploitation. We acknowledge this may present in various ways. **(See Appendix 1b)**
- We can use the **“The Right Support at the Right Time Framework Guide”** **(See Appendix 1c)** to help us identify any concerns and begin multi-agency working. We are not able to diagnose child protection needs but can work with external agencies to discuss our concerns.
https://www.bhscp.org.uk/wp-content/uploads/sites/3/2024/10/BH-Family-Help-RSRT-Framework-Guide-Poster-Published-Sept-2024-FINAL_compressed-1.pdf
- If children are being abused, they may communicate this through direct or indirect disclosure, changes within their appearance, behaviour, or play.
- We take care not to influence the outcome either through the way we speak to children or by the questions we ask children.
- In response to **any** concern, the child’s key person makes a dated, accurate record of the details of concern, noting everything the child said on an agreed proforma **(see Appendix 1f/1fa)**. This may also include conversations had with a parent or carer. This is taken straight to the **Designated Safeguarding Lead- Connie Hicks**, or acting deputy. This information will be stored on the child’s file.
- The Designated Person is responsible for liaison with local children’s services and linking up with the BHSCP or any relevant external agencies. The lead practitioner will provide support, advice, and guidance to all staff throughout and in response to any safeguarding issues.
- We will then follow protocol, making a referral through Front Door for Families or SPOA. We will telephone or make an online referral using the following links:
<https://www.brighton-hove.gov.uk/content/children-and-education/front-door-families/about-front-door-families> **(FDFF)**

<https://www.eastsussex.gov.uk/children-families/professional-resources/spoa> **(SPOA)**

NB: In some extreme cases, where harm is imminent, emergency services will need to be contacted as well as any other relevant external agencies.

Prevent Duty, Counter Terrorism and Security Act 2015

Section 26 places a duty on schools and early years settings in England (and Wales) to have due regard to the need to prevent people from being drawn into terrorism. Statutory Guidance reiterates that we must:

- Demonstrate effective partnership working with other local agencies, e.g BHSCP, FDFF, SPOA, LADO, Police etc.
- Provide relevant information as outlined in **The Freedom of Information Act 2000**.
- Maintain appropriate records.
- Assess local risk of extremism (including far right extremism). Updates can be received from the Prevent Education Officer, Brighton, and Hove)
- Ensure staff training is up to date to give them knowledge and confidence.
- Ensure that there are robust ICT protocols that filter out extremist materials.
- Do not use the setting to give a platform to extremists.

Points of Contact

<https://www.gov.uk/government/publications/the-prevent-duty-safeguarding-learners-vulnerable-to-radicalisation>

Prevent Education Officer (Safer Communities Team)

Channel.Prevent@brighton-hove.gov.uk

Tel: 01273 293926

Prevent Referral Form: <https://www.brighton-hove.gov.uk/community-safety-partnership/prevent-referral-form>

Email Referrals to: PreventReferralsbrightonandhove@sussex.pnn.police.uk (Referrals)

Refer to our Preventing Extremism and Radicalisation Policy for additional Information

Tel: 101 Ext. 55054

Detailed Cause for Concern and Disclosure Procedure

If a child discloses information or is a cause for concern; observe signs or signals such as significant changes in behaviour, deterioration of general well-being, unexplained bruising, marks or signs of possible abuse or neglect and follow the procedure:

- Listen to the child and offer reassurance.
- Do not question the child or make any leading statements.
- Make a written record, relaying accurate and timely information which includes:
 1. The date and time of the disclosure.
 2. The exact words spoken by the child.
 3. The name of the person to whom the concern was reported to, including the date and time.
 4. The names of any other persons present at the time.
 5. Details of conversations with parents and carers should this have occurred.
- All records are signed, dated, and kept securely within the child's personal file.

Informing parents

Parents are normally the first point of contact.

If suspicion of abuse is recorded, parents are informed at the same time as the report is made, except where the guidance of the Local Safeguarding Children Board (BHSCP – Brighton & Hove Safeguarding Children Partnership) does not allow this. These circumstances will include any children who may be at risk of significant or immediate harm. This will usually be the case where the parent is the likely abuser. In these cases, the investigating officers will inform parents.

Making a referral to the local authority social care team

- In most cases, parents and carers will be informed before making the referral unless a child is at risk of significant or immediate harm.
- Telephone FDFP on 01273 290400. Advice will be given. Alternatively fill out the Online Referral Form: <https://www.brighton-hove.gov.uk/content/children-and-education/front-door-families/about-front-door-families>
- We keep a copy of the referral document and follow the detailed guidelines given.

Liaison with other agencies

- We work and follow procedures given by the Brighton and Hove Safeguarding Children Partnership (BHSCP) and other agencies as part of the Safeguarding Children Partnership.
- All staff are familiar with safeguarding procedures.
- We have procedures for contacting the local authority on all child protection issues maintaining a list of key contacts, addresses and telephone numbers of social workers, ensuring that it is easy, in any emergency, for the setting and social services to work well together.
- We notify the registration authority (Ofsted) of any incident or accident. This includes any changes in our arrangements, which may affect the wellbeing of children.
- Contact details for the National Society for the Prevention of Cruelty to Children (NSPCC) are also kept.
- If a referral is to be made to the local authority, we act on advice from the BHSCP, LADO, FDFP or SPOA when deciding whether we must inform the child's parents at the same time.

Allegations against staff

We ensure all parents and staff are familiar with the complaint's procedure against staff or volunteers within the setting. This may include allegations of abuse.

We follow local authority guidance when responding to any complaint against a member of staff, or volunteer. This will usually involve contacting the **Local Authority Designated Officer (LADO)** for advice as well as Ofsted. See our Complaints Policy.

Witness statements will also be filled in to ensure that an account of the event is recorded. See **Appendix 1fb**.

Glossary of Terms

Neglect	When a child's basic needs are not being met. This can be physical (food, clothing), Educational (lack of education), Emotional (lack of nurture) or Medical (Lack of healthcare).
Emotional Abuse	Any type of abuse that involves the continual emotional mistreatment of a child.
Physical Abuse	Deliberately hurting or injuring someone.
Sexual Abuse	Forcing or enticing children to take part in sexual activities.
Grooming	Grooming is when a person builds a relationship with a child, young person or an adult who is at risk so they can abuse them and manipulate them into doing things.
Exploitation	Exploitation is the act of selfishly taking advantage of someone or a group of people in order to profit from them or otherwise benefit oneself.
Online Harm	Online harm this is behaviour online which may hurt a person physically or emotionally. It could be harmful information that is posted online, or information sent to a person.
County Lines	Urban gangs persuade, coerce or force children and young people to store drugs and money and/or transport them to suburban areas.

Extremism/Radicalisation	The holding of extreme political or religious views/ radicalisation is the process through which a person comes to support or be involved in extremist ideologies.
Cuckooing	the practice of taking over the home of a vulnerable person in order to establish a base for illegal drug dealing, typically as part of a county lines operation.
Honour Based Violence	Honour-based abuse is a crime or incident committed to protect or defend the 'honour' of a family or community
Female Genital Mutilation	Female genital mutilation (FGM) refers to all procedures involving partial or total removal of the female external genitalia or other injury to the female genital organs for non-medical reasons.
Private Fostering	Private fostering is when a child or young person under 16 years old (or 18 if they have a disability) is looked after for a period of 28 days or more by someone who is not a parent, close relative, legal guardian or person with parental responsibility.
Breast Ironing	Breast ironing (also called breast flattening) is when young girls' breasts are damaged over time to flatten them and delay their development. Sometimes, an elastic belt, or binder, is used to stop them from growing.

This policy will be reviewed annually or before if necessary.

Date last updated	Date to be Reviewed
January 2025	January 2026