



St Bede's Childcare Ltd

Safeguarding and Child Protection Policy

Safeguarding and Welfare Requirement:

Providers must take all necessary steps to safeguard and promote the welfare of children. (EYFS 2024, 3.4–3.7)

Policy Statement

St Bede's Childcare is fully committed to safeguarding and promoting the welfare of all children. We recognise that children have a fundamental right to be protected from harm and to grow up in a safe, secure, and nurturing environment.

Safeguarding is embedded in **every aspect of practice**, and all staff, students, and volunteers have a duty to act immediately if they have any concerns.

The welfare of the child is **paramount**.

Our Safeguarding Culture

We ensure:

- A **strong safeguarding culture** across the setting
- Staff are confident to:
 - Recognise concerns
 - Challenge poor practice
 - Take immediate action
- Children feel:
 - Safe
 - Listened to
 - Supported

Designated Safeguarding Lead (DSL)

- A trained **Designated Safeguarding Lead (DSL)** is always available
- A **Deputy DSL** is in place

DSL Responsibilities:

- Managing safeguarding concerns
- Making referrals to **MASH / Children's Services**
- Liaising with external professionals
- Maintaining records



- Supporting and guiding staff

Recognising Abuse and Safeguarding Concerns

Staff are trained to recognise:

Types of abuse:

- Physical
- Emotional
- Sexual
- Neglect

Wider safeguarding concerns:

- Domestic abuse
- FGM
- Radicalisation (Prevent Duty)
- Child exploitation (CSE/CCE)
- Online safety risks
- Fabricated or induced illness
- Peer-on-peer abuse

Responding to Concerns

If a child discloses or a concern is identified:

Staff must:

1. **Listen carefully** and take the child seriously
2. **Reassure** the child (do not promise confidentiality)
3. **Do not ask leading questions**
4. **Record facts immediately**
5. Report to the **DSL without delay**

Recording

- All concerns are:
 - Written factually
 - Dated and signed
 - Stored securely



- Records are:
 - Confidential
 - Accessible only to authorised staff

Referral Process

- The DSL will:
 - Assess risk
 - Make referrals to **MASH / Children's Services**
- If a child is in immediate danger:
 - **999 will be called immediately**
- Staff can make a referral directly if:
 - The DSL is unavailable
 - There is immediate risk

Working with Parents/Carers

We aim to work openly with parents, however:

- Information **may be shared without consent** if:
 - A child is at risk of harm
- The child's safety always comes first

Safeguarding in Practice

Safeguarding is embedded across all areas, including:

- Attendance (unexplained absence)
- Behaviour
- Intimate care
- Health concerns
- Online safety
- Outings and transitions

Allegations Against Staff

- Any concerns about staff must be reported **immediately**
- The setting will:



- Contact the **Local Authority Designated Officer (LADO)**
 - Follow safer recruitment and disciplinary procedures
- Staff may be suspended **pending investigation**

Whistleblowing

- Staff must report concerns about:
 - Colleagues
 - Practice
 - Management
- Concerns can be escalated externally if needed

Safer Recruitment

We ensure all staff are suitable through:

- Enhanced DBS checks
- References
- Identity verification
- Ongoing suitability checks

Training and Supervision

- All staff receive:
 - Safeguarding training at induction
 - Regular updates
- DSLs receive advanced training
- Safeguarding is discussed during:
 - Supervisions
 - Staff meetings

Online Safety

- Children are protected from digital risks
- Staff follow strict device and social media rules
- Parents are supported with online safety awareness



Monitoring Children's Welfare

We monitor:

- Changes in behaviour
- Attendance patterns
- Injuries or marks
- Emotional wellbeing

Partnership Working

We work with:

- MASH / Children's Services
- Health visitors
- SENDCo and professionals
- Local safeguarding partnerships

Confidentiality

- Information is shared on a **need-to-know basis**
- Confidentiality will never override safeguarding

Monitoring and Review

- Safeguarding practice is regularly reviewed
- Audits are carried out
- Policy updated annually or when guidance changes