



## Seahorses Flying Start

### Child protection policy

*We aspire for all our children to become confident, secure, caring individuals who achieve personal success.*

*They are given every opportunity to achieve their full potential, develop a love of learning, acquire skills to become lifelong learners and the ability to make informed choices.*

### CHILD PROTECTION IS THE RESPONSIBILITY OF EVERYONE

Child protection begins by protecting the well-being of children by providing a safe environment that protects them from harm. Seahorses Flying Start staff will create an environment in which children are safe from harm and abuse.

The welfare of the children is paramount and any suspicion of abuse will be responded to promptly and appropriately.

#### **Staff, volunteers and students**

All staff, volunteers and responsible persons will hold a current DBS check; these will be updated as required.

Staff or volunteers who are going through the DBS process will not be left unsupervised at any time. Staff may be put on hold in their employment until the check has been completed.

All applicants who wish to work within the setting, both paid and unpaid, will be interviewed before appointment and asked to provide two references from someone who has experience of their work with children. All references will be followed up.

All appointments, both paid and unpaid, will be subject to a probationary period and will not be confirmed unless the setting is confident the applicant can be safely entrusted with children.

Students will be closely supervised and not left unsupervised at any time.

#### **Training**

Seahorses Flying Start staff will ensure all staff and volunteers have knowledge of, and access to the current Wales Safeguarding Procedures app. They will also be



made aware of the Local Safeguarding Children's Boards (LSCB). The manager and registered person of the setting are also familiar with the Welsh Government's statutory guidance on safeguarding children under the Social Services and Wellbeing (Wales) Act 2014.

Seahorses' manager will ensure all staff and volunteers have knowledge of, and access to, local authority Child Protection courses; or any other course deemed appropriate by Social Care Wales and the Local Authority.

Staff and volunteers will be required to attend Child Protection training sessions and PREVENT training to enable them to recognise signs of different types of abuse including emotional, physical, sexual, neglect and a risk of radicalisation.

According to NSPCC online, (2022), a definition of the different types of abuse are as follows:

Emotional abuse is the ongoing emotional maltreatment of a child, which can have a severe and persistent negative effect on the child's emotional health and development

Physical abuse is defined as deliberately hurting a child and causing physical harm.

Child sexual abuse (CSA) is when a child is forced or persuaded to take part in sexual activities. This may involve physical contact or non-contact activities and can happen online or offline

Neglect is not meeting a child's basic physical and psychological needs (Department for Education, 2018; Department of Health, 2017; Scottish Government, 2021; Wales Safeguarding Procedures Project Board, 2020).

It is a form of child abuse that can have serious and long-lasting impacts on a child's life - it can cause serious harm and even death.

The four main types of neglect are:

*Physical neglect:* not meeting a child's basic needs, such as food, clothing or shelter; not supervising a child adequately or providing for their safety

*Educational neglect:* not making sure a child receives an education

*Emotional neglect:* not meeting a child's needs for nurture and stimulation, for example by ignoring, humiliating, intimidating or isolating them

*Medical neglect:* not providing appropriate health care (including dental care), refusing care or ignoring medical recommendations (Horwath, 2007)



**Radicalisation**-Children can be exposed to different views and receive information from various sources. Some of these views may be considered radical or extreme. Radicalisation is the process through which a person comes to support or be involved in extremist ideologies. It can result in a person becoming drawn into terrorism and is in itself a form of harm.

**Racial abuse.**

As defined by [Citizens Advice](#), A racial group means a group of people who are defined by reference to their race, colour, nationality or ethnic or national origin. This includes:

- Gypsies and Travellers
- refugees and asylum seekers
- Jews and Sikhs

Racism is defined as when a person treats someone differently because of their race, colour, nationality or ethnic or national origin.

Staff are trained to record all information during a disclosure as advised by the Local Authority child protection training and information. The staff member will not ask any leading questions to the child, but will listen and record all information. The staff member will then pass on the information to the Designated Safeguarding Officer, childcare manager Julie Ace or RI, Mr Daniel Jones.

In the same respect, any racial abuse to parents, employee's, young person or child, will be recorded and dealt with using the same process of any safeguarding concerns. Information should be collected from the person who has suffered the abuse, using the same strategies. This will then be reported to school or/ and police. A log will be kept of any incident.

There are also lock down procedures to ensure that all children are safe within the school if an intruder does enter the building. These procedures are practiced within childcare, ad hoc to ensure all staff and children are aware of the procedures if an incident does occur.

**Prevent abuse by means of good practice**

Anyone known to have a proven record of abuse will be excluded from visiting the setting. It is the responsibility of all staff and volunteers to inform the childcare manager of any known abuser.

Children will be supervised at all times by a responsible adult.

Children will never be punished by smacking, slapping, or shaking. Neither will humiliating and/or frightening methods of punishment be used. See also behaviour Management Policy.



Adults who have not been registered as 'fit' persons, will not take children unaccompanied to the toilet or be left alone with a child, under any circumstances.

Children will not be left alone with students or visitors to the group.

Children are accompanied and closely supervised at all times by authorised adults when taking part in the facilities external activities, e.g. walks, visits, etc.

Children will only be collected from the setting by an authorised adult whose details are held by the setting. There is a password system in place for any unknown adults collecting

The setting will keep accurate up to date records and contact details.

Seahorses will hold regular meetings with all staff and volunteers to facilitate the raising of any concerns.

### **Support families**

Staff will endeavor to build trusting and supportive relationships between families, staff and volunteers within the setting.

As a setting we believe that the care and safety of the child is paramount and will do all it can to support and work with the child's family.

Where abuse is suspected at home or elsewhere, staff will continue to welcome the child and family whilst investigations proceed.

Confidential records on a child will be shared with the child's parents, except in cases in which parents are implicated and evidence gives rise for concern.

### **Liaise with other bodies**

Seahorses will operate within the Welsh Government, Wales Safeguarding Procedures and Guidance. Advice and further information can be sought from Health Visitors, IIAA, NSPCC, and Local Safeguarding Children's Boards etc.

Confidential records kept on children about whom there is concern, will be shared with the Social Services Department/ Police if it is felt that adequate explanations for the child's condition have not been provided, or if the Social Services Department requests access. Seahorses Flying Start manager will submit any concern to social services, additionally CIW should be notified of any significant concerns.



### **Keep accurate records**

Whenever worrying changes are observed in a child's behaviour or physical condition, or if there is an injury, a confidential record will continue within the child's file.

The record will include (in addition to the child's name, address, age and date) observations of the child's behaviour /appearance, without comment or interpretation.

Exact words spoken by the child may also be recorded, timed, dated, and signed by the recorder, staff should inform the child that to keep them safe, the information will need to be shared to support the child. This information should be shared immediately with the childcare manager.

Such records will be kept confidential. Information will be shared with other professionals if requested such as Social Services, Police, Health Visitor and any other professionals that deem to be appropriate.

### **Respond appropriately to suspicion of abuse**

Changes in a child's behaviour or injuries will be investigated.

Parents will normally be the first point of contact, unless it is deemed that the child would be at risk.

If there are grounds for suspecting abuse, these will be referred to the Social Services, NSPCC, CIW or Police, as appropriate.

Contact details are: -  
Social Services/ Children's Services  
Civic Centre  
Oystermouth Road  
Swansea  
SA1 3SN

**Telephone:** 01792 635700/ 01792 636519  
<https://www.swansea.gov.uk/contactsocialservices>

NSPCC  
Contact our Helpline on [help@nspcc.org.uk](mailto:help@nspcc.org.uk) or 0808 800 5000  
<https://www.nspcc.org.uk/about-us/contact-us/>





CIW  
Welsh Government Wales  
Sarn Mynach  
Llandudno Junction  
LL31 9RZ  
**Telephone** 0300 7900 126  
<https://www.careinspectorate.wales>

Police  
Sway Rd  
Morriston, Swansea SA6 6JQ  
**Telephone:** 01656 655555 or 999 in an emergency

All such suspicions/investigations/referrals will be kept confidential and shared only with those who need to know. These would usually be a member of staff, the childcare manager.

### **Suspicious against a member of staff or volunteer**

All staff and volunteers who work directly with children or have regular contact will have frequent supervision meetings and yearly appraisals. These meetings can be used as a means of protecting children. Good management supervision procedures will be used to promote child protection and give opportunities for staff to voice concerns at early stages. Allegations about staff will be dealt with in accordance with the "staff facing an allegation of abuse guidelines on practice and procedure", i.e. Disciplinary policy, a copy of which is in the policy file. All suspicions will be investigated immediately by the RI. The member of staff will be suspended on full pay until the investigation is complete. Action taken will depend on the severity of the suspicion, CIW and Social services will be notified immediately.

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

If an allegation of child abuse is made against a member of the team, It is essential that the investigation be dealt with 'without discrimination'. If the accusation is in relation to child protection, the member of staff will be suspended on full pay until the investigation is complete, a suitable, qualified person within the team to run the day to day service. CIW will be informed if there is a breach of regulations and the police/social services informed where the complaint appears to be upheld. Ultimately the decision of continued employment will be decided by the RI. The setting's discipline and grievance procedure will be followed. Further advice on employment will be sought from ACAS on 08457 47 47 47.



## **Ending physical punishment in Wales**

Physically punishing children is illegal in Wales. We want to protect children and their rights, to give them the best start in life.

**What is physical punishment?** There are lots of types of physical punishment. It can mean smacking, hitting, slapping and shaking. But there are other types too. It isn't possible to give a set list of what makes up physical punishment because it can be anything where a child is punished using physical force. Research suggests that any type of physical punishment could be harmful to children.

Anyone who physically punishes a child:

- will be breaking the law
- risks being arrested or charged with assault
- may get a criminal record which is the same for any criminal offence

Information, advice and support is available for anyone who needs it, to help them find positive ways to manage children's behaviour and to help avoid such a situation ever happening. <https://gov.wales/ending-physical-punishment-children>

Within Swansea there is a recognised pathway for staff to follow. If staff witness or receive a disclosure of physical chastisement, then staff should follow the Swansea council OOCF flow chart, (appendix 1).

PIC Signature: Julie Ace

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