

Statutory Framework for the EYFS 2023
Working Together to Safeguard Children 2023
Keeping Children Safe in Education 2023
Children Act 1989 and 2004

PROCEDURE	REFERENCE	FORM
NSPr3 – Safeguarding Children Procedure	NSR2 – Wave Power : Child Welfare in Swimming	NSF2 –Safeguarding Disclosure / Incident Report
NPPr10 – Allegations Against Staff Procedure	NSR4 - What to do if you are worried a child is being abused	NSF4 – Staff Meeting Notes
	NSR7 – Filming & Photographing Events	NSF5 – Meetings Agenda
	NSR13 – Parents (Ofsted Poster)	NSF6 – Staff Who Have Had Safeguarding Training (+ additional training undertaken by Designated Person)
	NSR15 – Working Together to Safeguard Children	NSF10 – Designated Responsibilities
	NSR83 – The Protection of Freedoms Act 2012	NSF16 – Declaration for Cameras at Events
	NAR1 – Parent Information	NDF5 – Induction Record

Wellingtons for Langley Hall Nursery Safeguarding Policy

All children have the right to a safe and happy childhood. Wellingtons for Langley Hall is committed to the welfare and safety of children and strives to create a culture of security within its premises. We aim to ensure that every child feels valued, listened to, and that their wishes and feelings are respected.

Designated Safeguarding Lead (DSL)

Wellingtons for Langley Hall has appointed a Designated Safeguarding Lead (DSL) who is responsible for safeguarding children. The DSL is the main point of contact for any safeguarding concerns. The name and contact details of the DSL are displayed on the Designated Responsibilities notice NSF10 within the setting.

Statutory Framework

This policy should be read in conjunction with "Working Together to Safeguard Children," which provides detailed information and guidance on managing safeguarding within Wellingtons for Langley Hall as part of an inter-agency process.

The setting is expected to have appropriate procedures in place to respond effectively if there is a belief or suspicion that a child (defined as anyone under the age of 18 years) has been or is at risk of neglect or abuse. This policy applies to work experience and childcare students, as well as pupils. It also covers circumstances involving allegations against staff members (refer to Safeguarding Children Procedure NSPr3).

Key Points:

1. Staff should be knowledgeable about the signs and symptoms of abuse and know whom to report any concerns or suspicions.
2. Wellingtons for Langley Hall should have a designated staff member responsible for coordinating safeguarding action within the setting and liaising with other agencies, including the Local Safeguarding Children Board (LSCB).
3. The designated staff member must receive appropriate training (minimum of 2 days per year).
4. The setting should have procedures in place for handling suspected cases of abuse, including those involving staff members.
5. All staff led by the Designated Safeguarding Lead should be familiar with the Safeguarding Children Procedures established by the LSCB and, where relevant, the Local Authority.
6. The setting must have effective systems to ensure that practitioners and individuals with regular contact with children (including those living or working on the premises) are suitable.
7. Senior management should conduct an annual review of policies and procedures related to safeguarding children and assess the discharge of safeguarding duties.
8. Any deficiencies or weaknesses in safeguarding arrangements should be addressed promptly.

Parents' Awareness

Parents should be informed about the nursery's safeguarding children policy and the possibility of cases being referred to investigative agencies in the best interests of the child (see Parent Information Pack NAR1).

Our Designated Safeguarding Lead is: Joanne Poole, Head of Nursery



The Role of the Designated Safeguarding Lead (DSL)

The Designated Safeguarding Lead, usually the Head of the setting, has the following responsibilities:

1. Ensure that all staff, including non-teaching staff, are aware of the safeguarding procedures.
2. Ensure that all staff receive training to understand whom they should report their concerns to.
3. Develop effective working relationships with other agencies involved in safeguarding.
4. Discuss and follow up on concerns, determining whether a referral is necessary.
5. Make referrals when there is a likelihood or suspicion of child neglect or abuse.
6. Attend or ensure appropriate staff attendance at case conferences and understand the purpose and procedures involved.
7. Prepare reports for conferences and actively participate in core groups as required.
8. Meet with the Education Welfare Officer (EWO) or Health Visitor to monitor at-risk children.
9. Ensure that safeguarding children is a regular item on meeting agendas (NSF5).
10. Maintain records of all concerns, regardless of whether action is taken.
11. Consider if an "early help assessment" is required.
12. Provide ongoing support, advice,

At Wellingtons for Langley Hall, we are dedicated to safeguarding children from the four main types of abuse, both within our nursery setting and at home.

1. Physical abuse: We proactively work to prevent physical abuse by maintaining a safe and secure environment, implementing effective supervision strategies, and fostering positive and nurturing interactions. Our staff members receive training to recognise signs of physical abuse, and any concerns are promptly reported to our designated safeguarding officer. We work closely with parents and external agencies to provide support and intervention when necessary.

2. Psychological abuse: We promote the psychological well-being of children by creating a nurturing and supportive environment where they feel valued, respected, and emotionally secure. Our staff members undergo training to identify signs of psychological abuse and provide appropriate support. We encourage open communication and offer opportunities for children to express their feelings. Any concerns about psychological abuse are reported, and we take appropriate actions to protect the child's well-being.

3. Sexual abuse: Safeguarding children from sexual abuse is of utmost importance to us. We have robust policies and procedures in place to prevent, detect, and respond to any signs of sexual abuse. Our staff members receive comprehensive training on recognising signs of sexual abuse, maintaining appropriate boundaries, and reporting suspicions or disclosures. We work closely with external agencies and follow local child protection procedures to ensure the safety and well-being of the child.

4. Neglect: We remain vigilant in safeguarding children from neglect, both within our nursery and at home. We promote the physical, emotional, and developmental well-being of children by ensuring their basic needs are met. Our staff members are trained to identify signs of neglect and report concerns to the designated safeguarding officer. We collaborate with parents and external agencies to provide support, guidance, and intervention when neglect is suspected.

When to be concerned

- When a child has frequented or unexplained injuries that are not typically associated with the provided explanation.
- When a child's basic needs, such as adequate food, shelter, clothing, or emotional support, appear to be neglected.
- When a child displays unusual behaviour, experiences a significant change in progress or attitude within the setting.
- When a child engages in verbal or non-verbal sexual behaviour that is unusually explicit or inappropriate for their age.
- When a child makes comments suggesting a safeguarding concern.

- When a member of staff or any adult in the setting displays inappropriate language or behaviour towards or in relation to children.

Dealing with a disclosure:

If a child discloses abuse, the member of staff should:

- Be aware that disclosures may occur only once, and it is crucial to accurately record the disclosure.
- Listen to the child without displaying shock or disbelief.
- Accept what the child is saying.
- Allow the child to freely express themselves.
- Reassure the child without making promises that cannot be kept.
- Avoid promising confidentiality, as it may be necessary to inform Children's Social Care.
- Reassure the child that the abuse is not their fault.
- Emphasize that it is right to disclose such incidents.
- Listen attentively without asking direct or leading questions.
- Avoid criticizing the perpetrator, as the child may still have conflicting feelings.
- Explain the necessary steps that will be taken next.

Record keeping:

If abuse is disclosed or suspected, the member of staff should:

- Make a prompt and concise note using the Safeguarding Disclosure/Incident Report form, including any recalled quotes. Record dates and times. These notes must not be destroyed, even if a more detailed report is written later, as they may be required by a court. This should be recorded on CPOMs or by secure email to the DSL.
- Unless the child is at risk of further/or serious harm consent to refer should always be obtained from the parents/guardian before the referral is made.
- All records relating to children are kept safely and securely in password protected computers or in locked files where only authorised personnel are permitted

Children with previous disclosures:

If the organization becomes aware that a child involved in a safeguarding issue is starting or already attending the setting:

- A meeting will be arranged with relevant personnel to establish ways of supporting the child and their parents within the setting.
- The child's Key Person will be involved in these discussions and monitor the child, accordingly, providing information during staff meetings using Staff Meeting Notes.

Safeguarding conferences:

The Designated Safeguarding Lead will determine the most suitable person to attend the Case Conference and assist with report preparation.

Support:

Dealing with safeguarding children is challenging and stressful. Staff members should consider seeking support, initially from the Designated Safeguarding Lead.

Staff training:

All new staff must undergo basic safeguarding training as part of their induction. Further training should be provided on an ongoing basis. At least two staff members, including the Designated Safeguarding Lead, should attend the recommended two-day course by Ofsted.

The Designated Safeguarding Lead should also attend other relevant training courses whenever possible. The form "Staff Who Have Had Safeguarding Training" should be used to document staff members who have received safeguarding children training.

The Safeguarding Children Policy (NSPo2) should be reviewed during staff meetings at least every three months.

All staff must update their safeguarding training annually.

Use of mobile phones and cameras:

To ensure the safety of children in our care, the use of mobile telephones, cameras, or similar devices is generally not permitted in playrooms or areas used by the children unless explicitly approved in advance by the appropriate authority. If permission is granted, staff must adhere to the specified conditions set by the authority. In situations where mobile phone use is necessary or desirable within the setting or during outings, a designated phone will be provided. However, the phone must not be used when children are having their nappy changed or using the toilet. Personal mobile phones or devices capable of taking photographs or videos are strictly prohibited at all times. Authorised staff are permitted to use phones with cameras strictly to share photos and special events with parents that have permitted their children to be in photos. All photos must be deleted in front of a manager after the event. Staff are not permitted to use internet or make calls/messages during these moments.

Allegations Involving a Member of Staff

Wellingtons for Langley Hall is committed to promptly and thoroughly investigating any allegations made against staff or individuals working with the children in our care. The handling of allegations against staff follows the guidance outlined in Working Together to Safeguard Children (NSR15). We prioritize fair and consistent procedures, providing support to both the person against whom the allegation is made and the person making the allegation. We will seek guidance from our Local Safeguarding Children Board for detailed instructions on managing specific allegations.

In the event of an allegation against a staff member:

1. Immediate advice will be sought from the Local Authority Designated Officer.
2. The Head of the setting (or Proprietor, if part of a Group) will be promptly informed, unless the allegation involves them. In such cases, a nominated member of the senior staff will be involved (see Allegations Against Staff Procedure NPP10).
3. Disciplinary procedures will be considered, including the possibility of suspending the staff member. The Local Safeguarding Children Board (LSCB) and Ofsted will be notified of any allegations.

The Local Authority Designated Officer will provide guidance on how and by whom the parents of the affected child should be informed of the allegation (if they are not already aware). Parents will be kept informed of the case's progress and outcome, excluding deliberations of any disciplinary hearing or confidential information. However, the outcome will be shared with those involved.

If a child may have suffered significant harm or if a criminal prosecution is likely, Children's Social Care or the police will assess the necessary support for the child. Wellingtons for Langley Hall will offer support as required.

Disclosure of information to the person against whom the allegation has been made will be discussed with the involved agencies (e.g., police, Children's Social Care). Following this discussion, the staff member will be informed of the case's progress, adhering to the received guidance, and offered appropriate support. Regular reviews will be conducted throughout the investigation. All agencies involved (including the Local Authority, Children's Social Care, police, and employer) should share information about the subject of the allegation and the alleged victim, obtaining necessary permissions.

Every effort will be made to maintain the confidentiality of the allegation during the investigation.

If it is determined that there is no reasonable alternative, suspension of the staff member against whom the allegation has been made will be considered. Grounds for suspension include a risk of significant harm to a child, likelihood of a police investigation, or severity of the allegation suggesting possible dismissal. Advice will be sought from the Local Authority Designated Officer, and the decision to suspend will be made by the employer after careful consideration. Alternative measures, such as reassignment of duties during the investigation, will be explored first. If suspension occurs, it will be on full pay, the reasons recorded, and the staff member informed. Staff members facing allegations are encouraged to seek support from their union or professional association if they are members. Suspended staff members will be kept informed of events in the setting to prevent detachment from day-to-day operations. Staff members who are subsequently reinstated will receive assistance and support to facilitate their return to duties.

The police or Crown Prosecution Service (CPS) should immediately notify Wellingtons for Langley Hall and the Local Authority Designated Officer upon completion of a criminal investigation or subsequent trial, or if the case is closed without charges or a decision not to prosecute after charging. In consultation with the Local Authority Designated Officer, Wellingtons for Langley Hall will consider appropriate further action, considering the circumstances of the case and the required standard of proof for disciplinary proceedings.

All allegations, regardless of their outcome, will be investigated and followed up, even if the person involved resigns or ceases

to provide services to Wellingtons for Langley Hall. It is crucial to reach a conclusion for all allegations whenever possible. Records of the allegation, investigation, decisions, and actions taken will be maintained in the personnel file of the staff member against whom the allegation was made. These records will be clear, comprehensive, and provided to the staff member for reference. Records will be kept until the staff member reaches normal retirement age or for 10 years, whichever is longer.

Wellingtons for Langley Hall will not engage in any "compromise agreement" related to safeguarding allegations, such as refraining from disciplinary procedures in exchange for resignation or agreeing on reference wording.

If an allegation is substantiated and results in dismissal, resignation, or termination of services, Wellingtons for Langley Hall will comply with the legal requirements of the Safeguarding Vulnerable Groups Act 2006 (NSR28) as amended by the Protection of Freedoms Act 2012 (NSR83) by reporting the individual to the Disclosure and Barring Service (DBS). Other relevant bodies, such as the National College for Teaching and Leadership (NCTL) and Ofsted, may also be notified as advised by the Local Authority Designated Officer. Such notifications will occur as soon as possible following resignation or termination of employment.

All allegations, whether substantiated or not, will be reviewed to identify any lessons to be learned and determine whether procedures or practices should be amended to prevent similar allegations in the future.

Malicious allegations will be removed from personnel records. Allegations that are unsubstantiated, unfounded, or cannot be proven will remain in personnel records but will not be referenced in employer references. Individuals (adults or pupils) making malicious allegations may face disciplinary action in line

with codes of conduct and behaviour policies. Such sanctions may include referral to the police for potential prosecution of the person making the allegation.

*The term "staff" refers to any person employed, undergoing training, volunteering, or otherwise having contact with children in our care.

Definitions

The following definitions will be used when determining the outcome of allegation investigations:

- a. **Substantiated:** there is sufficient identifiable evidence to prove the allegation.
- b. **False:** there is sufficient evidence to disprove the allegation.
- c. **Malicious:** there is clear evidence to prove there has been a deliberate act to deceive and the allegation is entirely false.
- d. **Unfounded:** there is no evidence or proper basis which supports the allegation being made. It might also indicate that the person making the allegation misinterpreted the incident or was mistaken about what they saw. Alternatively, they may not have been aware of all the circumstances.
- e. **Unsubstantiated:** this is not the same as a false allegation. It means that there is insufficient evidence to prove or disprove the allegation. The term, therefore, does not imply guilt or innocence.

*Dealing with Allegations of Abuse Against Teachers and Other Staff **NPR49** page 3*

Duty to refer

The Safeguarding Vulnerable Groups Act 2006 **NSR28** as amended by the Protection of Freedoms Act 2012 **NSR83** introduced a legal requirement for schools to refer to the Disclosure and Barring Service (DBS) all cases where an employee or volunteer is dismissed or no longer used because the setting thinks the person has harmed or poses a risk of harm to children or vulnerable adults, or if they leave while under investigation for allegedly causing harm or posing a risk of harm.

Specific areas to Safeguard children

Child on child abuse:

- Definition: Child on child abuse refers to any form of abusive behaviour where a child harms or mistreats another child.
- Safeguarding measures:
 - Promoting awareness and education about healthy relationships and boundaries.
 - Encouraging open communication channels to report concerns.
 - Implementing appropriate supervision and monitoring systems.
 - Providing support and intervention for both the victim and the perpetrator.
- What to do if concerned: Report the concerns to a designated safeguarding officer or child protection team within the organisation or to the relevant authorities.

Female Genital Mutilation (FGM):

- Definition: FGM involves the partial or total removal of female external genitalia for non-medical reasons, which can cause severe physical and psychological harm.
- Safeguarding measures:
 - Providing education and awareness about the harmful effects of FGM.
 - Training staff to recognise signs of FGM and respond appropriately.

- Collaborating with community organisations and professionals to prevent FGM.
- What to do if concerned: Report the concerns to the designated safeguarding officer or to the police, as FGM is a criminal offence.

Safeguarding children with SEND:

- Definition: Safeguarding children with Special Educational Needs and Disabilities (SEND) involves protecting vulnerable children with additional needs from harm, abuse, and neglect.
- Safeguarding measures:
 - Ensuring staff receive appropriate training on recognising and responding to safeguarding concerns specific to children with SEND.
 - Implementing personalised risk assessments and support plans.
 - Collaborating with parents, carers, and external agencies to provide comprehensive care and support.
- What to do if concerned: Report concerns to the designated safeguarding officer or seek advice from relevant professionals or agencies specialising in SEND.

Safeguarding children from black, Asian, and minoritised ethnic backgrounds:

- Definition: Safeguarding children from diverse ethnic backgrounds involves addressing specific risks and challenges faced by children from minority groups.
- Safeguarding measures:
 - Promoting equality, diversity, and inclusion within the organisation.
 - Providing cultural awareness training for staff members.
 - Ensuring policies and procedures are sensitive to the cultural needs of diverse communities.
- What to do if concerned: Report concerns to the designated safeguarding officer and work collaboratively with relevant cultural and community organisations.

Honour-based abuse:

- Definition: Honour-based abuse involves actions taken to control, punish, or harm individuals who are perceived to have brought shame or dishonour to their family or community.
- Safeguarding measures:
 - Providing staff training to recognise signs of honour-based abuse.
 - Encouraging an open and non-judgemental environment for reporting concerns.
 - Collaborating with relevant agencies, such as social services or the police, to support victims and ensure their safety.
- What to do if concerned: Report concerns to the designated safeguarding officer or contact the police if immediate danger is suspected.

Peer pressure:

- Definition: Peer pressure refers to the influence exerted by peers that can lead individuals to engage in harmful or risky behaviours.
- Safeguarding measures:
 - Providing education and awareness about peer pressure and its potential risks.
 - Promoting assertiveness skills and healthy decision-making.
 - Encouraging a supportive environment where children feel comfortable discussing peer pressure issues.
- What to do if concerned: Encourage children to communicate concerns to a trusted adult, such as a teacher, parent, or designated safeguarding officer.

Safeguarding deaf children:

- Definition: Safeguarding deaf children involves addressing the unique challenges faced by children who are deaf or have hearing impairments.
- Safeguarding measures:
 - Providing appropriate communication support, such as sign language interpreters or visual aids.
 - Ensuring staff receive training on recognising signs of abuse or neglect in deaf children.
 - Collaborating with professionals experienced in working with deaf children to meet their specific needs.

- What to do if concerned: Report concerns to the designated safeguarding officer and seek advice from professionals experienced in supporting deaf children.

Safeguarding LGBTQ+ children and young people:

- Definition: Safeguarding LGBTQ+ children involves creating an inclusive and supportive environment that addresses the specific challenges and risks faced by LGBTQ+ individuals.

- Safeguarding measures:

- Promoting an inclusive and non-discriminatory environment.

- Providing staff training on LGBTQ+ issues, including recognising signs of discrimination or bullying.

- Offering support groups or resources specifically tailored to LGBTQ+ children and young people.

- What to do if concerned: Report concerns to the designated safeguarding officer and ensure appropriate support is provided to the affected child or young person.

Radicalisation and terrorism:

- Definition: Radicalisation involves the process by which individuals adopt extreme ideologies or beliefs, potentially leading to involvement in acts of terrorism.

- Safeguarding measures:

- Providing staff training to identify signs of radicalisation or extremist behaviour.

- Promoting awareness of online risks and monitoring internet use.

- Collaborating with local authorities and relevant agencies to implement Prevent strategies.

- What to do if concerned: Report concerns to the designated safeguarding officer or contact the relevant authorities, such as the police or the local Prevent team.

Domestic violence:

- Definition: Domestic violence refers to any form of abusive behaviour within a domestic or familial relationship, which can impact the safety and well-being of children.

- Safeguarding measures:

- Providing training to staff members to recognise signs of domestic violence.

- Establishing protocols for responding to disclosures of domestic violence.

- Collaborating with domestic violence support services to ensure appropriate assistance is provided to affected families.

- What to do if concerned: Report concerns to the designated safeguarding officer and follow local child protection procedures to ensure the safety of the child and affected family members.

Modern slavery:

- Definition: Modern slavery involves situations where individuals are exploited and forced to work against their will, often in abusive or degrading conditions.

- Safeguarding measures:

- Training staff members on recognising signs of modern slavery and exploitation.

- Establishing reporting mechanisms to address suspicions or concerns related to potential modern slavery cases.

- Collaborating with law enforcement agencies and relevant organisations to ensure appropriate action is taken.

- What to do if concerned: Report concerns to the designated safeguarding officer or contact the relevant authorities, such as the Modern Slavery Helpline.

Organisational or institutional abuse:

- Definition: Organisational or institutional abuse occurs when the policies, practices, or culture within an organisation or institution facilitate abuse or harm to children.

- Safeguarding measures:

- Establishing clear policies and procedures that promote a culture of safeguarding.

- Providing training to staff members on recognising and addressing organisational abuse.

- Encouraging a transparent and accountable approach to addressing concerns and complaints.

- What to do if concerned: Report concerns to the designated safeguarding officer or contact the local authorities, such as the local safeguarding board or regulatory bodies.

Online abuse:

Definition: Online abuse involves the use of digital platforms to harm, threaten, or exploit children, including cyberbullying, grooming, or exposure to harmful content.

Safeguarding measures:

Implementing robust internet safety policies and procedures.

Educating children about online safety, responsible internet use, and the potential risks.

Monitoring and filtering internet access to prevent exposure to inappropriate content.

Providing guidance and support to children and parents on reporting and dealing with online abuse.

What to do if concerned: Report any online abuse or concerns to a designated safeguarding officer, the child's parents/carers, or the relevant online platform for appropriate action.

Forced marriage:

Definition: Forced marriage refers to a situation where an individual, often a child, is coerced into marrying someone against their will.

Safeguarding measures:

Raising awareness among staff, parents, and children about the issue of forced marriage.

Providing training on recognizing signs and indicators of forced marriage.

Establishing effective channels for reporting concerns and providing support to potential victims.

Collaborating with external agencies, such as social services or the police, to ensure appropriate intervention and protection.

What to do if concerned: Report any concerns or suspicions of forced marriage to a designated safeguarding officer, social services, or the police.

Harmful sexual behaviour:

Definition: Harmful sexual behaviour refers to any sexual behaviour exhibited by a child that is developmentally inappropriate, potentially harmful, or non-consensual.

Safeguarding measures:

Implementing age-appropriate relationships and sex education (RSE) programs.

Providing children with accurate information about sexual health, consent, and boundaries.

Supporting children in understanding and developing healthy relationships.

Offering appropriate counselling and support services for children displaying harmful sexual behaviour.

What to do if concerned: Report concerns or incidents of harmful sexual behaviour to a designated safeguarding officer or child protection team for appropriate assessment and intervention.

Grooming:

Definition: Grooming involves an individual building a relationship with a child, often online, with the intention of exploiting or sexually abusing them.

Safeguarding measures:

Promoting awareness among staff, parents, and children about the signs of grooming.

Educating children on safe online practices, recognizing manipulative behaviours, and the importance of reporting concerns.

Establishing clear policies and procedures for responding to suspected cases of grooming.

Collaborating with external agencies, such as the police or child protection services, to address grooming concerns effectively.

What to do if concerned: Report any concerns or suspicions of grooming to a designated safeguarding officer or the appropriate authorities for further investigation and support.

Child sexual exploitation (CSE):

Definition: Child sexual exploitation refers to individuals or groups who manipulate or coerce children into engaging in sexual activities in exchange for something of value.

Safeguarding measures:

Providing comprehensive training to staff to identify and respond to signs of child sexual exploitation.
Creating a culture of openness and trust where children feel safe to disclose concerns.
Working closely with external agencies, such as the police or social services, to address cases of child sexual exploitation.
Offering support and recovery services for children who have been victims of exploitation.
What to do if concerned: Report any concerns or suspicions of child sexual exploitation to a designated safeguarding officer, social services, or the police.

Child criminal exploitation, including county lines:

Definition: Child criminal exploitation involves individuals or groups exploiting children for criminal activities, such as drug trafficking or involvement in gangs.

Safeguarding measures:

Raising awareness among staff, parents, and children about the risks and signs of child criminal exploitation.

Providing education and prevention programs to help children understand the dangers of involvement in criminal activities.

Working closely with the police and other agencies to identify and support children at risk of exploitation.

Offering interventions and diversionary activities to steer children away from

Reference to safeguarding children in other setting policies and procedures.

Safeguarding is not just about protecting children from deliberate harm, it is important that attention is given to “safeguarding” in other policies, procedures, forms, and reference documents.

These include:

- anti-bullying
- behaviour management
- Parent Information Pack and the safeguarding children statement in the setting prospectus
- filming and photographing events
- equal opportunities
- health and safety documents including:
 - setting security
 - management of allegations against staff
 - educational visits
 - use of setting premises.
 - first aid
 - medical alert
- personal, social, and emotional development
- recruitment and selection
- staff conduct.
- alcohol and substance misuse
- use of force and restraint.
- whistle blowing
- FGM
- British Values
- Peer Pressure
- use of children’s images.

Children’s Images Policy **NMPo6** will be strictly adhered to at all times.