



Children's Safeguarding Policy

At Playtedz it is our duty of care to protect children from abuse or neglect, to prevent impairment of their health and development and to ensure that they are growing up in circumstances consistent with the provision of safe and effective care that enables children to have optimum life chances and enter adulthood successfully.

We believe that our provision should provide a caring, nurturing, positive, safe and stimulating environment which promotes the social, physical and moral development of the individual child. This is regardless of race, language, religion, culture or home background.

We aim to;

- Help families to establish and sustain satisfying relationships within their families and with peers.
- Encourage them to develop a sense of independence.
- Enable them to have the self -confidence and the vocabulary to resist inappropriate approaches.
- Have a structured procedure within the provision which will be followed by all members of Playtedz in cases of suspected abuse.
- Work with Pparents/Carers to build their understanding of and commitment to the welfare of their children.
- Emphasise the need for good levels of communication between all members of staff.
- Raise the awareness of staff to the need to safeguard children and their responsibilities in identifying and reporting cases of possible abuse.
- To ensure that all adults within the provision who have access to children have been checked to their suitability.

Liaison with other bodies

- We have close links with Enfield Children's Services and the children's schools which enables us to help to support a smooth transition into the adult services.
- Providers must always notify Parents/Carers of any serious injury to any child whilst in our care and taken the correct action.

- We have procedures in place with all accidents or incidents being logged on the accident/incident sheet. This will have a Parents/Carers signature after the event has been discussed and managed.
- A safeguarding officer is present at all times.

Staff are given a copy of this policy as part of their induction/training.

Staff will continue to develop their understanding of the signs and indicators of abuse.

All Parents/Carers will have access to this policy.

Procedures will be updated regularly and reviewed.

Designated staff will liaise with social workers at all times in cases of concern.

Responsibilities

The designated member of staff is responsible for;

1. Adhering to the ESCB and Local Authority and Playtedz procedures in regard to referring a child if there are concerns about possible abuse.
2. Keeping written records of a concern about a child even if there is no need to make an immediate referral.
3. To ensure that all such records are kept confidentially and securely and are separate from the child's other records.
4. To ensure that any child currently on the safeguarding register who is absent without explanation for two days is referred to the social services.

Categories of concern

Neglect; - The persistent or severe neglect of a child which results in significant impairment of the child's health or development. Examples include:

- Failure to provide adequate food, clothing or shelter (including abandonment or exclusion from home)
- Failure to protect from physical or emotional harm.
- Failure to meet a child's basic emotional needs.
- Failure to ensure adequate supervision.
- Failure to ensure access to appropriate medical care.

Physical Abuse : - deliberate or intended injury to a child. Examples include;

- Hitting, shaking, throwing, burning, bruising, scalding, drowning, suffocating or poisoning.
- Deliberate inducement of an illness.
- Female Genital Mutilation (F.G.M)

Sexual Abuse; - Actual or likely sexual exploitation. Examples include;

- Use or force or enticement to take part in sexual activity, penetration or non penetrative.
- Involvement in non contact activities such as looking at or making abusive images.
- Encouraging children to watch sexual activity.
- Encouraging children to behave in sexually inappropriate ways.

Emotional Abuse: - persistent or severe emotional ill treatment or rejection which adversely affects the child's emotional and behavioural development. Examples include;

- Conveying to a child that they are worthless, unloved or inadequate.
- Over protection, limiting exploration and learning, preventing normal social interaction or imposing inappropriate expectations.
- Causing a child to feel frightened or in danger by the witnessing of violence towards another person whether domestic or not.

Staffing and Volunteers

We provide adequate and appropriate staffing resources to meet the needs of our service users.

Applicants for posts within Playtedz are clearly informed that the positions are exempt from the Rehabilitation of Offenders Act 1974. Candidates are informed of the need to carry out checks before posts can be confirmed. Where applications are rejected because of information that has been disclosed, applicants have the right to know and challenge incorrect information. We abide by requirements in respect of references and police checks for staff and volunteers, to ensure that no disqualified person or unfit person works at Playtedz or has access to the young people cared for.

Volunteers do not work unsupervised.

We take security steps to ensure that we have control over who comes into Playtedz so that no unauthorized person has unsupervised access to the children.

We have procedures to record the details of any visitors to Playtedz.

Disciplinary Action:

Where a member of staff or a volunteer is dismissed from Playtedz or internally disciplined because of misconduct relating to a child. The Department of Health Administrators may be notified so that the name may be included on the list for the Protection of Children and Vulnerable Adults.

Training:

All members of Playtedz staff have child protection/safeguarding training certificates to ensure they are able to recognize the signs and symptoms of possible physical, emotional, sexual abuse and neglect. That they are aware of notifying the safeguarding officer who in turn will notify the local authority if appropriate. It is ensured that all staff know the procedures for reporting and recording their concerns at Playtedz.

Cameras

If a camera is used for evidence of development or displays written permission is put into place prior from the Parents/Carers of the children. Photographs are passed on to Parents/Carers when a child leaves or are destroyed.

No person other than the Parent /Carer will be given copies of a child's photograph.

Prevention

At Playtedz we recognize that the provision plays a significant part in the prevention of harm to the children that attend. We aim to provide the children with good lines of communication whenever possible with trusted Adults, supportive friends and an ethos of protection.

We will encourage children to feel secure and able to communicate and be listened to with the knowledge that there are adults in the provision who they can approach if they are worried or in difficulty.

Policies are reviewed and updated each year or when legislation changes.

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**Playtedz Ltd.
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