

## Bumble Bees Day Nursery Safeguarding Policy

Bumble Bees Day Nursery fully recognises its moral and statutory responsibility to safeguard and promote the welfare of all children. It will endeavour to provide a safe and welcoming environment where children are respected and valued.

This policy, which is reviewed and approved by the Nursery Management applies to all staff members, students and volunteers working in the Nursery.

This policy has been written in accordance with the Safeguarding Children Partnership (NSCP) guidance and the Early Years Foundation Stage (2021) requirements.

### **What is Abuse and Neglect?**

*Abuse and neglect are forms of maltreatment of a child. Somebody may abuse or neglect a child by inflicting harm, or by failing to prevent harm. Children may be abused in a family or in an institutional or community setting, by those known to them or, more rarely, by a stranger for example, via the internet. They may be abused by an adult or adults, or another child or children. 'Working Together to Safeguard Children 2022'*

Please see Appendix One - Types of abuse

### **The aims of the policy are:**

1. To establish an environment in which the children feel safe, protected from harm, be cared for and can learn and develop to their full potential.
2. To ensure all those working or volunteering at the Nursery have a clear understanding of the legal responsibility to safeguard and promote the welfare of all children.
3. To ensure we practice safer recruitment and offer appropriate training and support for all workers.

4. To ensure parents/carers have a clear understanding of the legal responsibilities relating to safeguarding and promoting the welfare of all children.

### **The ethos of Bumble Bees Nursery**

The Nursery has the philosophy:

- Where the children's welfare is central to their wellbeing and development. Therefore, we endeavour to provide a safe, caring environment where children feel comfortable and confident.
- Where adults are well trained and knowledgeable about safeguarding issues.
- Of maintaining a culture where adults are encouraged to share concerns and are confident to follow child protection referral and whistle-blowing procedures.
- Of forming positive relationships with all parents/carers by offering home visits, settling in visits, allocating a key person to each child and family and involving them with their child's development through the learning journeys, inviting them to various information sessions and social events. Establishing these relationships is viewed as an important part of our practice.
- Of ensuring everyone who works within the Nursery, whether paid or unpaid, undertake their roles in a professional manner enabling the children to reach their full potential and to have optimum life chances.

Please see Appendix Two - Home Visit Policy

### **Confidentiality and sharing information**

Everyone working within the Nursery understands that child protection issues warrant a high level of confidentiality. Any concerns regarding safeguarding are kept confidential and are only shared with those that need to know. To acknowledge they understand and abide by this confidentiality requirement they are required to read and sign the master copy of this safeguarding

policy before they start in post and thereafter annually after the annual review of the policy.

Child Protection information will be stored and handled in line with the General Data Protection Regulation (GDPR) 2018 principles. Record of concern forms and other written documentation are stored securely in a locked facility and any electronic information is password protected and only made available to relevant individuals.

### **Procedures**

All staff, students and volunteers will be informed of the Nursery's safeguarding policy, practice and arrangements through the induction procedure. This induction is carried out by the Nursery Manager before they start in post. During the induction they have the opportunity to ask questions and are shown where the relevant forms and safeguarding file are kept. A refresher induction will be carried out for any member of staff after a period of prolonged absence.

The Designated Safeguarding Leads are Jenny Dicker, Registered person/Manager and Michelle Filkins, Manager in their absence Emma Taylor is the Deputy Safeguarding Officer. All Staff have the relevant Designated person training and other staff receive up to date Child protection annually or when updates occur.

Parents/carers have access to the Safeguarding policy and other policies and the policy file which is kept in the Reception area. They can also request a hard copy of the policy at any time, a copy of this and other Safeguarding policies are given to new parents on their first settling in session when their children start at the setting.

The Nursery is committed to building an open and supportive professional relationship with families beginning at the first contact. This we strive to continue throughout the time the child spends in the Nursery. In order to work in partnership with parents/carers we obtain a fully completed registration form which includes

information about who has parental responsibilities for the child. We also ask parents/carers to complete and sign a home injury form when a child arrives at the Nursery with an injury or an incident form when an incident or significant event has taken place away from the setting. This is recorded, signed and dated by the parent/carer and Nursery. This includes a description of what happened.

### **Roles and Responsibilities**

Everyone working with the children and young people at Bumble Bees Day Nursery has a 'duty of care' to keep children safe and protect them from harm. This means that adults have a duty to report any child protection or welfare concerns to Children's Services/the Police.

**Responsibilities of the Registered People:** Jenny Dicker - Registered person/Manager.

Michelle Filkins, Manager responsible for Safeguarding.

**Policies and procedures** - to ensure

- Policies and procedures meet legislation and guidance, are available, understood and followed, annually reviewed and updated.
- Safer recruitment procedures are followed and DBS checks carried out and recorded.
- Procedures for managing allegations/concerns about adults are in place, understood and followed in line with LADO guidance.

**Safer working practice** - to ensure

- A Code of Conduct is in place, adhered to, understood and followed for all adults working in the Nursery.
- A Designated Person is identified to take on the responsibility for safeguarding.
- A senior member of staff is identified to take on role of Safeguarding Lead Practitioner (SLP) and provide time and resources to carry out this role.
- A Deputy Safeguarding lead is nominated.

- Support for the SLPs and Deputy SLP to ensure Safeguarding practice is in accordance with policies and procedures.
- Induction of staff, students, volunteers and regular visitors takes place and regular reminders about the Safeguarding policy and procedures are in place (such as always, an agenda on Staff supervision and Staff meetings).
- Any action resulting from an allegation against a staff member is acted on in a timely manner including following the Nursery's disciplinary procedure.

#### **Training-** to ensure

- The identified Safe Guarding leads attend relevant training.
- All staff are required and enabled to attend safeguarding training appropriate to their role.
- In addition, the Nursery Manager and Nominated person responsible for Safeguarding will also attend Safer Recruitment training. Nursery Manager will attend prevent training to ensure they are familiar with the local protocol and procedures for responding to concerns about radicalisation. They will cascade this information down to all staff, volunteers
- Training needs are reviewed at supervision and appraisal.

#### **Responsibilities of the Safeguarding Lead Practitioner (SLP)**

**Jenny Dicker/Michelle Filkins**

#### **Policies and procedures - to ensure**

- Policies and procedures meet legislation and guidance, are available, understood and followed, annually reviewed and updated.
- Safer recruitment procedures are followed, and DBS checks carried out and recorded.
- Procedures for managing allegations/concerns about adults are in place, understood and followed in line with LADO guidance.
- Current contact details for
- the management of allegations against adults are clearly displayed

- making child protection referrals together with basic information about referral process

#### **Safer working practice**

- To adhere to the Nursery code of practice.
- To model and promote safe working practice and challenge where necessary.
- To ensure the day to day running of the Nursery is effective, and the safety and wellbeing of children is prioritised.
- To ensure that Safeguarding practice within the Nursery is in line with all relevant legislation, Norfolk Safeguarding Children Partnership (NSCP) guidance, and Nursery procedures and policy.
- To ensure staff, students, volunteers and regular visitors have opportunities to discuss safeguarding policy and practice.
- To remind them of and keep them updated about the policy and what to do if they are worried a child is being abused.
- To ensure Safeguarding and Early Help are always included as an agenda item at staff meetings.
- To enable staff, students and volunteers to raise concerns about poor or unsafe practice and have their concerns addressed in a sensitive, effective and timely way.
- To ensure sufficient resources are available to enable all staff to undertake their responsibilities.
- To make sure any action resulting from an allegation against a staff member is acted on in a timely manner including following the Nursery's disciplinary procedure in conjunction with the named individual from the Nursery committee.
- To ensure parents/carers understand the Nursery's responsibilities relating to safeguarding.

#### **Training - to ensure**

- Appropriate safeguarding training is attended.
- Staff, students and volunteers receive clear information about safeguarding at induction.
- They receive and are enabled to attend safeguarding training appropriate to their role.

- Training needs are reviewed at supervision and appraisal.
- Their own training and knowledge on safeguarding issues is up-to-date including where to source information, in line with NSCP guidance, and they are able to act effectively as a point of reference for others.

**Child Protection and Multi-agency working - to ensure**

- protection referrals are made by the SLP or a deputy SLP in line with Kent Safeguarding multi agency and the Nursery's policy.
- They represent the Nursery at multi-agency meetings concerning individual children and complete reports and other relevant paperwork in line with Kent Safeguarding Multi Agency partnership procedures.
- Support and guidance are provided to staff, students and volunteers who raise concerns regarding related record keeping and appropriate action is taken in line with procedures.
- Informed decisions are made about who will talk to parents/carers, and when this is appropriate. Staff are supported to maintain respectful relationships with parents/carers.

- Accurate safeguarding records are maintained and stored appropriately.
- Appropriate information is provided to support transitions both within the Nursery and beyond.
- A Child Protection Transfer document is requested when a child joins from another setting.
- Effective relationships are established with other agencies including health, and liaison is established as appropriate with regard to safeguarding.

**Policies and procedures - to ensure**

- Safeguarding policy, procedures and guidance in accordance with local and national guidance/legislation are in place. That they are understood, followed and available to all staff, parents/carers, students, volunteers and regular visitors.

- The policy is reviewed and updated on an annual basis.
- Current contact details for making a child protection referral are clearly displayed together with basic information about the referral process.

#### **Safer working practice**

- To adhere to the Nursery's code of conduct.
- To demonstrate high standards of safe working practice.
- To ensure that Safeguarding practice within the Nursery is in line with all relevant legislation.
- To ensure staff, students, volunteers and regular visitors have opportunities to discuss safeguarding policy and practice.
- To remind of and keep them updated about the policy and what to do if they are worried a child is being abused.
- To ensure that Safeguarding information is cascaded to staff, and support is available as appropriate through information sharing.

#### **Training - to ensure**

- Staff, students and volunteers receive clear information about safeguarding at induction.
- They receive and are enabled to attend safeguarding training appropriate to their role.
- Their own training and knowledge on safeguarding issues is up-to-date including where to source information, in line with Kent Safeguarding Children Multi Agency Partnership procedures, and they are able to act effectively as a point of reference for others.

#### **Child Protection and multi-agency working - to ensure**

- Child protection referrals are made by the Safeguarding lead or one of the deputies in line with KSCMP and the Nursery's policy.
- They represent the Nursery at multi-agency meetings concerning individual children and complete reports and other relevant paperwork in line with KSCMP.



- Support and guidance are provided to staff, students and volunteers who raise concerns regarding related record keeping and appropriate action is taken in line with KSCMP.
- Informed decisions are made about who will talk to parents/carers, and when this is appropriate. Staff are supported to maintain respectful relationships with parents/carers.
- Accurate safeguarding records are maintained and stored appropriately.
- Appropriate information is provided to support transitions both within the Nursery and beyond.
- **A Child Protection Transfer document is requested when a child joins from another setting.**
- Effective relationships are established with other agencies including health, and liaison is established as appropriate with regard to safeguarding.

#### **Training for Staff**

Bumble Bees Day Nursery is fully committed for all their employees to undertake appropriate training for their role in line with the Kent Safeguarding Children Multi agency Partnership guidance. They will ensure this training is updated every three years.

The 'Introduction to Child Protection' training is mandatory for all Practitioners and will be part of their induction process and probation. All Safeguarding leads will do 'Prevent' training.

The Nursery provides the opportunity for staff to talk about procedures and policy during every staff meeting and management committee meeting and, as such, safeguarding, child protection and early help is always included as an agenda item. Supervisions provide another forum for individual staff members to discuss safeguarding policy and practice.

The Safeguarding Lead Practitioners will share any updates on safeguarding and child protection as notified by the Kent

Safeguarding Children Multi agency Partnership guidance or through changes to national guidance and/or legislation.

### **Parents/Carers**

Bumble Bees Nursery is committed to working in partnership with parents/carers and aims to build an open and supportive professional relationship with families.

Parents/carers are made aware of our duty to promote the protection and welfare of children and have an understanding of the responsibilities placed on the Nursery for safeguarding children through the information we provide.

Information about Safeguarding and child protection is included in our:

- Parents'/carers policy folder.
- Parents'/carers notice board outside the nursery entrance.
- Welcome pack
- Allegations against staff process information.

The Nursery expects parents/carers to share information about any concerns they have about their child and any accidents, incidents or injuries affecting the child which will be recorded on an Injury/Incident from Home form.

The Nursery is responsible for making a record and discussing with the parent/carer if a child has an accident, incident or injury whilst in our care. An incident or accident form will be completed and the parent/carer will be asked to sign and date. This form will be given to the parent/carer and the original will be filed in the Accident form file in the Office.

When a safeguarding concern arises a clear record of what has been observed and what has been said will be completed, signed and passed on to Jenny Dicker/ Michelle Filkins and in their absence Emma Taylor who is the Deputy Safeguarding Lead Practitioners.

This record will be stored in a locked facility in the Nursery office and only made available to relevant individuals.

Where possible, concerns will be discussed with the parent/carer for an explanation, providing it does not put the child at immediate risk of harm. When the Nursery wishes to make a referral about a child the family will usually need to be informed and give consent. They will be told a discussion is taking place and how they will be told about the outcome of the referral. **The family will NOT be informed if by doing so it is felt a child will be put at risk of harm.**

### **Safer Working Practice**

All adults working or who come into contact with the children at Bumble Bees Nursery, whether paid or unpaid, have a 'duty of care' to safeguard and promote their welfare. The Prevent Duty (2015) and the EYFS (2021), both place a duty on nurseries to safeguard and promote the well-being of children. This includes the need to ensure that all adults who work with or on behalf of children are competent, confident and safe to do so.

The 'duty of care' is, in part, exercised through the development of respectful, caring and professional relationships between staff and children and behaviour that demonstrates integrity, maturity and good judgement. There are legitimate expectations about the nature of professional involvement in the lives of children. When individuals accept a role that involves working with children and young people, they need to understand and acknowledge the responsibilities and trust inherent in that role.

Therefore, Bumble Bees Nursery has in place a staff code of conduct which all workers read and sign to adhere to these conditions. Any staff known to be breaking these conditions will be given a formal warning and disciplinary action will follow. Breaking these conditions is a dismissible offence.

Bumble Bees Pre-School Nursery recognises that E-safety is part of safeguarding. E-safety is about ensuring children are not harmed, placed at risk or bullied through use of the internet, emails, blogs, and social networking sites, or by mobile phones and electronic devices and games. The Nursery has an e-safety policy in place which includes information about the use of photography and videos, social media sites and mobile phones and smart watches within the premises.

Staff Code of Conduct Policy and Mobile phone and electronic device policy and online Safety policy..

#### Allegations Against Adults

Bumble Bees Nursery School is committed to ensuring all adults involved in the Nursery are committed to safeguarding children.

There may be times when adults are concerned about the behaviour of their colleagues. Therefore, the Nursery ensures it has a culture in which everyone feels safe about sharing concerns, knows that they will be taken seriously and treated sensitively and confidentially. It has a clear policy on whistle-blowing which explains they have a duty to share concerns about staff members.

Where there is an allegation against an adult in the Nursery the following process is instigated:

- The allegation/concern is reported to the Nursery Manager or the most senior person on duty in the Nursery.
- If the allegation/concern is against the Proprietor /Managers then the allegation/concern must be reported to the other Manager/ Deputy Safeguarding lead.
- The identified person listens to and records concerns and discussion.
- If there are concerns about a child's immediate safety the Police will be contacted on 999 if immediate action is needed, or Children's Services .

- The allegation/concern is reported to the LADO team and Ofsted are informed. All discussions are recorded including the name of person spoken to.
- Consultation/referral takes place with the LADO and all subsequent advice and guidance regarding process is followed.

#### Safer Recruitment

Bumble Bees Nursery is committed to safer recruitment processes and adopts a consistent and thorough process of safer recruitment to ensure those recruited are suitable to work with children.

#### Other Relevant Policies and Documents

Safeguarding children is much broader than child protection. Please see below for a list of other available policies that come under the umbrella of safeguarding for your reference:

- Personal daily needs Policy.
- Behaviour Management.
- Online Safety.
- Mobile phone and Electronic Use.
- Uncollected Child Policy.
- Fire Safety and Emergency Policy.
- Health and Safety.
- Employment and Staff policy
- Access to Information policy.
- Intimate Care.
- Key Person.
- Missing Child Policy.
- Accident / Medicines Policy.
- SEND
- Staff Code of Conduct
- Whistle-blowing

#### Key Legislation and Guidance

This policy has been developed in accordance with the Childrens act 1989 and 2004 and has due regard to the related guidance. This includes:

DFE Keeping Children Safe in Education 2022

Working Together to Safeguarding Children 2018.  
OFSTED: Education Inspection Framework.  
Framework for the Assessment of Children in need and their families 2000  
Kent and Medway Safeguarding Children Procedures (Online.)  
Early years and Foundation Stage Framework 2021.

- Children Act (1989).
- Protection of Children Act (1999).
- The Children Act (2004).
- Protection of Children Act (2004).
- Safeguarding Vulnerable Groups Act (2006).
- Childcare Act (2006).

#### Secondary Legislation

- Sexual Offences Act (2003).
- Criminal Justice and Court Services Act (2000).
- Equality Act (2010).
- Data Protection Act (1998).
- Childcare (Disqualification) Regulations (2009).
- Children and Families Act (2014).
- Care Act (2014).
- Serious Crime Act (2015).
- Counter-Terrorism and Security Act (2015).

#### Further Guidance

- Working Together to Safeguard Children (2022).
- What to do if you're Worried a Child is Being Abused (HMG, 2015).

- Framework for the Assessment of Children in Need and their Families (DoH 2000).
- Early Help Assessment (EHA) replacing The Common Assessment Framework for Children and Young People: A Guide for Practitioners (CWDC 2010).
- Statutory guidance on making arrangements to safeguard and promote the welfare of children under section 11 of the Children Act 2004 (HMG 2008).
- Hidden Harm - Responding to the Needs of Children of Problem Drug Users (ACMD, 2003).
- Information Sharing: Guidance for Practitioners providing Safeguarding Services (DfE 2015, updated July 2018).
- Disclosure and Barring Service: [www.gov.uk/disclosure-barring-service-check](http://www.gov.uk/disclosure-barring-service-check).
- Revised Prevent Duty Guidance for England and Wales (HMG, 2015).
- Inspecting Safeguarding in Early Years, Education and Skills Settings, (Ofsted, 2019 updated August 2021).
- NCC Threshold Guidance

#### Safeguarding Procedures

All adults working in Bumble Bees Nursery should follow the following procedure if they have concerns about a child:

1. Share your concern with Jenny Dicker/Michelle Filkins- the Safeguarding Lead Practitioners (SLP's) or in their absence the deputy Safeguarding Practitioners Emma Taylor, The Deputy Safeguarding lead..
2. Make a clear record on what you have observed, heard or been told on a *Record form for safeguarding concerns*. Blank copies of this form can be found in the safeguarding file in the Nursery Office.
3. Jenny Dicker/Michelle Filkins or in their absence Emma Taylor will make the decision whether to contact/refer to other agencies as appropriate, e.g internal or community services, Early help open access, LADO, Police or make a request for

support via integrated services. If unsure then consult with Area Safe Guarding Advisor on 03000412284 or Local Authority Social Worker at the Front Door.

#### 4. The SLP'S DEPUTY WILL

\*Discuss and share information about an identified child. This requires the nursery to inform the family and gain consent. The parent/carers will not be informed if it is felt by doing so will put the child at risk of harm.

\*To talk through a situation/concern about a scenario but without sharing any children's details. Parent/carer consent is NOT required. Please see Appendix Six - CADS Referral flow chart.

The process for the SLP or deputy SLP is:

- Take the name and the contact details of the Social Worker spoken to on the consultation line.
- If discussing an identified child (WHERE PERMISSION HAS BEEN SOUGHT FROM THE PARENTS/CARERS AS THIS CANNOT BE DONE WITHOUT PARENT/CARER PERMISSION) have details available such as name, Nursery's name and contact details, the child's name, date of birth and address and the concerns for consultation.
- Every telephone call will be followed up by the consultant social worker. The SLP making the telephone call will also be expected to make a written record of the contact they have made, the discussion that took place and any decisions made. They will also record whether parental consent was obtained and if not, why not.
- The consultation might result in a formal referral and investigation or advice that supports continued work with the family without a referral. However the consultant social worker and SLP will agree and both record the outcome of any conversation.
- If the SLP or deputy SLP's believe that the response they have received following a conversation with the relevant



professionals is inadequate, or doesn't think the right decision has been made they should follow the local escalation procedures in line with the KSCMP.

- If following a consultation more information comes to light or the situation changes, the SLP or Deputy SLPs can seek further clarity by consulting again.
- A written record of the conversation and advice given should be received within 10 working days of the consultation.
- The SLP or Deputy SLPs must keep a record of the consultation telephone call and its outcome on the child's safeguarding file together with the written record received.

#### List of appendices: Appendix 1: Categories of Abuse

All staff should be aware that abuse, neglect, and safeguarding issues are rarely standalone events that can be covered by one definition or label. In most cases multiple issues will overlap with one another.

**Abuse:** a form of maltreatment of a child. Somebody may abuse or neglect a child by inflicting harm, or by failing to act to prevent harm. They may be abused by an adult or adults or another child or children. It should be noted that abuse can be carried out both on and offline and be perpetrated by men, women, and children.

**Sexual abuse:** involves forcing or enticing a child or young person to take part in sexual activities, not necessarily involving a high level of violence, whether or not the child is aware of what is happening. The activities may involve physical contact, including assault by penetration (for example rape or oral sex) or non-penetrative acts such as masturbation, kissing, rubbing, and touching outside of clothing. They may also include non-contact activities, such as involving children in looking at, or in the production of, sexual images, watching sexual activities, encouraging children to behave in sexually inappropriate ways, or grooming a child in preparation for abuse (including via the internet). Sexual abuse is not solely

perpetrated by adult males. Women can also commit acts of sexual abuse, as can other children.

#### Signs that MAY INDICATE Sexual Abuse

- Sudden changes in behaviour and performance
- Displays of affection which are sexual and age inappropriate
- Self-harm, self-mutilation or attempts at suicide
- Alluding to secrets which they cannot reveal
- Tendency to cling or need constant reassurance
- Regression to younger behaviour for example thumb sucking, playing with discarded toys, acting like a baby
- Distrust of familiar adults, for example, anxiety of being left with relatives, a childminder or lodger
- Unexplained gifts or money
- Depression and withdrawal
- Fear of undressing for PE
- Sexually transmitted disease
- Fire setting

Physical abuse: a form of abuse which may involve hitting, shaking, throwing, poisoning, burning, or scalding, drowning, suffocating or otherwise causing physical harm to a child. Physical harm may also be caused when a parent or carer fabricates the symptoms of, or deliberately induces, illness in a child.

#### Signs that MAY INDICATE physical abuse

- Bruises and abrasions around the face

- Damage or injury around the mouth
- Bi-lateral injuries such as two bruised eyes
- Bruising to soft area of the face such as the cheeks
- Fingertip bruising to the front or back of torso
- Bite marks
- Burns or scalds (unusual patterns and spread of injuries)
- Deep contact burns such as cigarette burns
- Injuries suggesting beatings (strap marks, welts)
- Covering arms and legs even when hot
- Aggressive behaviour or severe temper outbursts.
- Injuries need to be accounted for. Inadequate, inconsistent, or excessively plausible explanations or a delay in seeking treatment should signal concern.

Emotional abuse: the persistent emotional maltreatment of a child such as to cause severe and adverse effects on the child's emotional development. It may involve conveying to a child that they are worthless or unloved, inadequate, or valued only insofar as they meet the needs of another person. It may include not giving the child opportunities to express their views, deliberately silencing them or 'making fun' of what they say or how they communicate. It may feature age or developmentally inappropriate expectations being imposed on children. These may include interactions that are beyond a child's developmental capability as well as overprotection and limitation of exploration and learning or preventing the child participating in normal social interaction. It may involve seeing or hearing the ill-treatment of another. It may involve serious bullying (including cyberbullying), causing children frequently to feel

frightened or in danger, or the exploitation or corruption of children. Some level of emotional abuse is involved in all types of maltreatment of a child, although it may occur alone.

Signs that MAY INDICATE emotional abuse

- Over reaction to mistakes
- Lack of self-confidence/esteem
- Sudden speech disorders
- Self-harming
- Eating Disorders
- Extremes of passivity and/or aggression
- Compulsive stealing
- Drug, alcohol, solvent abuse
- Fear of parents being contacted
- Unwillingness or inability to play
- Excessive need for approval, attention, and affection

Neglect: the persistent failure to meet a child's basic physical and/or psychological needs, likely to result in the serious impairment of the child's health or development. Neglect may occur during pregnancy as a result of maternal substance abuse. Once a child is born, neglect may involve a parent or carer failing to: provide adequate food, clothing, and shelter (including exclusion from home or abandonment); protect a child from physical and emotional harm or danger; ensure adequate supervision (including the use of inadequate care-givers); or ensure access to appropriate medical care or treatment. It may also include neglect of, or unresponsiveness to, a child's basic emotional needs.

Signs that MAY INDICATE neglect.

- Constant hunger
- Poor personal hygiene
- Constant tiredness
- Inadequate clothing
- Frequent lateness or non-attendance
- Untreated medical problems
- Poor relationship with peers
- Compulsive stealing and scavenging
- Rocking, hair twisting and thumb sucking
- Running away
- Loss of weight or being constantly underweight
- Low self esteem

#### Appendix 2: Support Organisations

Relevant local links should be added; additional links can also be found in Part Two and Annex B KCSIE.

NSPCC 'Report Abuse in Education' Helpline · 0800 136 663 or [help@nspcc.org.uk](mailto:help@nspcc.org.uk)

National Organisations · NSPCC: [www.nspcc.org.uk](http://www.nspcc.org.uk) · Barnardo's: [www.barnardos.org.uk](http://www.barnardos.org.uk) · Action for Children: [www.actionforchildren.org.uk](http://www.actionforchildren.org.uk) · Children's Society: [www.childrenssociety.org.uk](http://www.childrenssociety.org.uk) · Centre of Expertise on Child Sexual Abuse: [www.csacentre.org.uk](http://www.csacentre.org.uk)

Support for Staff · Education Support Partnership:  
[www.educationsupportpartnership.org.uk](http://www.educationsupportpartnership.org.uk) · Professional Online Safety  
Helpline: [www.saferinternet.org.uk/helpline](http://www.saferinternet.org.uk/helpline) · Harmful Sexual  
Behaviour Support Service: [https://swgfl.org.uk/harmful-sexual-  
behaviour-support-service](https://swgfl.org.uk/harmful-sexual-behaviour-support-service)

Support for Children and Young People · ChildLine:  
[www.childline.org.uk](http://www.childline.org.uk) · Papyrus: [www.papyrus-uk.org](http://www.papyrus-uk.org) · The Mix:  
[www.themix.org.uk](http://www.themix.org.uk) · Shout: [www.giveusashout.org](http://www.giveusashout.org) · Fearless:  
[www.fearless.org](http://www.fearless.org) · Victim Support: [www.victimsupport.org.uk](http://www.victimsupport.org.uk)

Support for Adults · Family Lives: [www.familylives.org.uk](http://www.familylives.org.uk) · Crime  
Stoppers: [www.crimestoppers-uk.org](http://www.crimestoppers-uk.org) · Victim Support:  
[www.victimsupport.org.uk](http://www.victimsupport.org.uk) · The Samaritans: [www.samaritans.org](http://www.samaritans.org) ·  
NAPAC (National Association for People Abused in Childhood):  
[www.napac.org.uk](http://www.napac.org.uk) · MOSAC: [www.mosac.org.uk](http://www.mosac.org.uk) · Action Fraud:  
[www.actionfraud.police.uk](http://www.actionfraud.police.uk) · Shout: [www.giveusashout.org](http://www.giveusashout.org)

· Advice now: [www.advicenow.org.uk](http://www.advicenow.org.uk)

Support for Learning Disabilities · Respond: [www.respond.org.uk](http://www.respond.org.uk) ·  
Mencap: [www.mencap.org.uk](http://www.mencap.org.uk) · Council for Disabled Children:  
<https://councilfordisabledchildren.org.uk>

Contextual Safeguarding Network ·  
<https://contextualsafeguarding.org.uk/>

Kent Resilience Hub · <https://kentresiliencehub.org.uk/>

Substance Misuse · We are with you (formerly Addaction):  
[www.wearewithyou.org.uk/services/kent-for-young-people/](http://www.wearewithyou.org.uk/services/kent-for-young-people/) · Talk to  
Frank: [www.talktofrank.com](http://www.talktofrank.com)

Domestic Abuse · Domestic abuse services:  
[www.domesticabuseservices.org.uk](http://www.domesticabuseservices.org.uk) · Refuge: [www.refuge.org.uk](http://www.refuge.org.uk) ·  
Women's Aid: [www.womensaid.org.uk](http://www.womensaid.org.uk) · Men's Advice Line:  
[www.mensadvice.org.uk](http://www.mensadvice.org.uk) · Mankind: [www.mankindcounselling.org.uk](http://www.mankindcounselling.org.uk)

· National Domestic Abuse Helpline: [www.nationaldahelpline.org.uk](http://www.nationaldahelpline.org.uk) ·  
Respect Phonenumber: <https://respectphonenumber.org.uk>

Criminal and Sexual Exploitation · National Crime Agency:  
[www.nationalcrimeagency.gov.uk/who-we-are](http://www.nationalcrimeagency.gov.uk/who-we-are) · It's not okay:  
[www.itsnotokay.co.uk](http://www.itsnotokay.co.uk) · NWG Network: [www.nwgnetwork.org](http://www.nwgnetwork.org)

· County Lines Toolkit for Professionals:  
[www.childrenssociety.org.uk/information/professionals/resources/county-lines-toolkit](http://www.childrenssociety.org.uk/information/professionals/resources/county-lines-toolkit)

Honour Based Abuse · Karma Nirvana: <https://karmanirvana.org.uk> ·  
Forced Marriage Unit: [www.gov.uk/guidance/forced-marriage](http://www.gov.uk/guidance/forced-marriage)

· FGM Factsheet:  
[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/496415/6\\_1639\\_HO\\_SP\\_FGM\\_mandatory\\_reporting\\_Fact\\_sheet\\_Web.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/496415/6_1639_HO_SP_FGM_mandatory_reporting_Fact_sheet_Web.pdf)

· Mandatory reporting of female genital mutilation: procedural information: [www.gov.uk/government/publications/mandatory-reporting-of-female-genital-mutilation-proced](http://www.gov.uk/government/publications/mandatory-reporting-of-female-genital-mutilation-proced)

