1.2 Safeguarding children, young people and vulnerable adults

Policy statement

Our setting will work with children, parents, carers, staff and the community to ensure the rights and safety of children, young people and vulnerable adults and to give them the very best start in life. Our Safeguarding Policy is based on the three key commitments of the Early Years Alliance Safeguarding Children Policy.

Procedures

St Christopher's Playgroup follow the Local Safeguarding Children Partnerships procedures - this is Gloucestershire Safeguarding Children Partnership - the flowchart for procedures are displayed on the filing cabinet in the main hall, along with important contact information. Important contacts are also documented within this policy.

We carry out the following procedures to ensure we meet the three key commitments of the Alliance Safeguarding Children Policy.

1 *Key commitment 1*

We are committed to building a 'culture of safety' in which children, young people and vulnerable adults are protected from abuse and harm in all areas of our service delivery.

We recognise that adults can become vulnerable both through cognitive understanding, disabilities and mental health challenges both pre-existing & environmental.

1.1 Our designated person who co-ordinates child, young person or vulnerable adult protection issues is:

Karen Cookes – Playgroup Manager

1.2 When the setting is open and the designated person is not on site, a suitably trained deputy is available at all times for staff to discuss safeguarding concerns. The deputy designated persons are;

Karen Nichol – Playgroup Deputy

Helen Collins - SENCO/Senior Practitioner

1.3 There are also representatives on the management committee who have been suitably trained in safeguarding. These people are;

Amy Ryan - Chairperson

Sandy Averiss - Secretary/Nominated Individual

1.4 The designated person and deputies ensure they have relevant links with statutory and voluntary organisations with regard to safeguarding.

1.5 The people named above understand GSCP safeguarding procedures, attend relevant safeguarding training at least every 2 years and refresh their knowledge of safeguarding annually.

1.6 We ensure all staff are trained to understand our safeguarding policies and procedures and that parents/carers/committee are made aware of them too.

1.7 All staff refresh their safeguarding training at least every two years

1.8 All staff have an up-to-date knowledge of safeguarding issues, are alert to the potential indicators of abuse, and neglect and understand their professional duty to ensure safeguarding concerns are reported to MASH (Multi-Agency Safeguarding Hub) in the first instance, the local authority or children's social care team (if the child has a social worker) on the same day as the concern has been noted/raised. All staff receive updates of safeguarding at least annually (you can now get monthly updates through NSPCC). There is a new Professional Advice line which can be accessed for any low level concerns and advice. A MARF (Multi-Agency Referral Form must be completed where there are serious concerns about a child, in a timely manner.

1.9 All staff are confident to ask questions in relation to any safeguarding concerns and know not to just take things at face value but can be respectfully sceptical.

1.10 All staff understand the principles of early help (as defined in Working Together to Safeguard Children, 2026) and are able to identify those children and families who may be in need of early help and enable them to access it.

1.11 All staff understand the thresholds of significant harm and understand how to access services for families, including for those families who are below the threshold for significant harm, according to arrangements published by the LSP

1.12 All staff understand their responsibilities under the General Data Protection Regulation and the Data Protection Act 2018, and understand relevant safeguarding legislation, statutory requirements and local safeguarding partner requirements and ensure that any information they may share about parents and their children with other agencies is shared appropriately and lawfully. The GSCP dictate that child safety and welfare override individual privacy concerns. Practitioners do not need consent to share personal information if there is a legitimate safeguarding risk

1.13 We will support families to receive appropriate early help by sharing information with other agencies in accordance with statutory requirements and legislation.

1.14 Gloucestershire safeguarding policies are governed by the seven golden rules of information sharing. Data sharing must always be; necessary and proportionate, safety over privacy, lawful and recorded, open and transparent. Seek advice from DSL or the Professional Advice line if in any doubt about what information to share.

1.15 Decisions to share or not to share must be clearly recorded with a documented lawful basis (eg legal obligation)

1.16 We will be transparent about how we lawfully process data.

1.17 All staff understand how to escalate their concerns in the event that they feel either the local authority and/or their own organisation has not acted adequately to safeguard.

1.18 All staff understand what the organisation expects of them in terms of their required behaviour and conduct and follow our policies and procedures on positive behaviour, online safety, including use of mobile phones, whistleblowing and dignity at work.

1.19 Children have a key worker to build up a relationship with and are supported to articulate any worries, concerns or complaints that they may have in an age appropriate way.

1.20 All staff understand our policy on promoting positive behaviour and follow it in relation to children showing aggression towards other children.

1.21 Adequate and appropriate staffing resources are provided to meet the needs of children.

1.22 Applicants for posts within the setting are clearly informed that the positions are exempt from the Rehabilitation of Offenders Act 1974.

1.23 Staff must subscribe to the DBS update system and the manager will check these on a regular basis to make sure no new information has been recorded. The Committee will check the Manager's DBS.

1.24 Enhanced criminal records and barred lists checks and other suitability checks are carried out for staff and volunteers prior to their post being confirmed, to ensure that no disqualified person or unsuitable person works at the setting or has access to the children.

1.25 Where applications are rejected based on information disclosed, applicants have the right to know and to challenge incorrect information.

1.26 Enhanced criminal records and barred lists checks are carried out on anyone living or working on the premises. Volunteers must

i. Be aged 17 or over
ii. Be considered competent and reliable
iii. Receive a robust induction and regular supervisory meetings
iv. Be familiar with all the setting policies and procedures
v. Be fully checked for suitability if they are to have unsupervised access to the children at any time (enhanced DBS)

1.27 Information is recorded about staff qualifications, and the identity checks and vetting processes that have been completed including:

i. the criminal records disclosure reference number;
ii. certificate of good conduct or equivalent where a UK DBS check is not appropriate,
iii. the date the disclosure was obtained; and
iv. details of who obtained it.

1.28 All staff and volunteers are informed that they are expected to disclose any convictions, cautions, court orders or reprimands and warnings which may affect their suitability to work with children (whether received before or during their employment with us).

1.29 From 31 August 2018, staff and volunteers in childcare settings that are not based on domestic premises are not required to notify their line manager if anyone in their household (including family members, lodgers, partners etc.) has any relevant convictions, cautions, court orders, reprimands or warnings or has been barred from, or had registration refused or cancelled in relation to any childcare provision or have had orders made in relation to care of their children. For childminders and childcare provided from domestic settings they will be required to notify if anyone in their household has any relevant convictions, court orders or reprimands or had registration refused or cancelled in relation to childcare provision or have had certain Orders made in relation to the care of their children in accordance with the Childcare Disqualification and Childcare Regulations 2018, and Disqualification under the Childcare Act guidance effective from 31 August 2018.

1.30 Staff receive regular supervision, which includes discussion of any safeguarding issues, and their performance, learning needs and any other concerns/issues are reviewed

1.31 During these supervision & performance sessions staff are made aware of settings Wellbeing policy to ensure that this policy supports safeguarding for all with early intervention being key.

1.32 In addition to induction and supervision, staff are provided with clear expectations in relation to their behaviour. Safeguarding, wellbeing & lockdown policies are prominent at induction of staff & volunteers.

1.33 We notify the Disclosure and Barring Service of any person who is dismissed from our employment, or resigns in circumstances that would otherwise have led to dismissal for reasons of a child protection concern.

1.34 Procedures are in place to record the details of visitors to the setting.

1.35 Security steps are taken to ensure that we have control over who comes into the setting so that no unauthorised person has unsupervised access to the children.

1.36 We recognise that 'our changing world' requires increased safeguarding methods. As a direct outcome of events in recent months, Two CCTV systems have been put in place. One covering car park & entrance to setting in operation 24 hours. Second system covers small garden operational outside setting hours (parents are made aware of these on induction). No systems are in place within setting.

1.37 Steps are taken to ensure children are not photographed or filmed on video for any other purpose than to record their development or their participation in events organised by us. Parents sign a consent form and have access to records holding visual images of their child. Staff do not use personal cameras or personal filming equipment to record images

1.38 Due to recent events both locally & nationally setting now has a lockdown policy. A practice drill happens once a term to ensure staff & children have both confidence in procedure & familiarity with actions required to keep all as safe as is possible in a variety of scenarios. A review is completed following each drill.

1.39 Any personal information is held securely and in line with data protection requirements and guidance from the ICO.

1.40 Personal mobile phones are not used where children are present

1.41 No personal cameras or recording devices are permitted whilst the children are present

1.42 Mobile phones can be used away from the children eg, on staff breaks

1.43 Staff have their own designated tablet for taking photos and videos for Tapestry. These are password protected

1.44 We have two laptops for admin purpose which are password protected. These are not used around the children

1.45 The designated person in the setting has responsibility for ensuring that there is an adequate online safety policy in place.

1.46 We have policies on mobile phones and other electronic devices detailing how they are used

1.47 We keep a written record of all complaints and concerns including details of how they were responded to.

1.48 We ensure that robust risk assessments are completed, that they are seen and signed by all relevant staff and that they are regularly reviewed and updated, in line with our health and safety policy.

1.49 The designated officer will support the designated person to undertake their role adequately and offer advice, guidance, supervision and support.

1.50 The designated person will inform the designated officer at the first opportunity of every significant safeguarding concern, however this should not delay any referrals being made to the children's social worker services, the LADO, Ofsted or Riddor.

2 ***Key commitment 2***

We are committed to responding promptly and appropriately to all incidents, allegations or concerns of abuse that may occur and to work with statutory agencies in accordance with the procedures that are set down in 'What to do if you're worried a child is being abused' (HMG 2015) and Care Act 2014

2.1 Responding to suspicions of abuse

2.1.1 We acknowledge that abuse of children can take different forms - physical, emotional, and sexual, as well as neglect.

2.1.2 We ensure that all staff have an understanding of the additional vulnerabilities that arise from inequalities of race, gender, disability, language, religion, sexual orientation or culture and that these receive full consideration in relation to child, young person or vulnerable adult protection.

2.1.3 When children are suffering from physical, sexual or emotional abuse, or experiencing neglect, this may be demonstrated through:

i. significant changes in their behaviour;
ii. deterioration in their general well-being;
iii. their comments which may give cause for concern, or the things they say (direct or indirect
iv. disclosure);
v. changes in their appearance, their behaviour, or their play;
vi. unexplained bruising, marks or signs of possible abuse or neglect; and
vii. any reason to suspect neglect or abuse outside the setting.

2.1.4 We understand how to identify children who may be in need of early help, how to access services for them

2.1.5 We understand that we should refer a child who meets the s17 Children Act 1989 child in need definition to local authority children's social work services

2.1.6 We are aware of the hidden harm agenda concerning parents with drug and alcohol problems and consider other factors affecting parental capacity and risk such as social exclusion, domestic violence, radicalisation, mental or physical illness and parents learning disability.

2.1.7 We are aware that children's vulnerability is potentially increased when they are privately fostered and when we know that a child is being cared for under a private fostering arrangement, we inform our local authority children's social care department.

2.1.8 We are aware of other factors that affect children's vulnerability that may affect, or may have affected, children and young people using our provision, such as abuse of children that have special educational needs and/or disabilities; fabricated or induced illness; child abuse linked to beliefs in spirit possession; sexual exploitation of children, including through internet abuse; Female Genital Mutilation and radicalisation or extremism.

2.1.9 In relation to radicalisation and extremism, we follow the Prevent Duty guidance for England and Wales published by the Home Office and LSP procedures on responding to radicalisation.

2.1.10 The designated person completed relevant training where available to ensure that they are familiar with the local protocol and procedures for concerns about radicalisation.

2.1.11 We are aware of the mandatory duty that applies to teachers and health workers to report cases of FGM to the police

2.1.12 We also make ourselves aware that some children and young people are affected by gang activity, by complex, multiple or organised abuse, through forced marriage or honour based violence or may be victims of child trafficking. While this may be less likely to affect young children in our care, we may become aware of any of these factors affecting older children and young people who we may come into contact with.

2.1.13 Where we believe that a child in our care or that is known to us may be affected by any of these factors, we follow the procedures below for reporting child protection and child in need concerns and we will follow the local procedures as published by the local safeguarding partners.

2.1.14 Where such evidence is apparent, the child's key person makes a dated record of the details of the concern and discusses what to do with the member of staff who is acting as the 'designated person'. The information is stored on the child's personal file.

2.1.15 In the event that a staff member or volunteer is unhappy with the decision made of the designated person in relation to whether to make a safeguarding referral they must follow escalation procedures.

2.1.16 We refer concerns to the local authority children's social care department and co-operate fully in any subsequent investigation. NB In some cases this may mean the police or another agency identified by the Local Safeguarding Partners.

2.1.17 We take care not to influence the outcome either through the way we speak to children or by asking questions of children (although we may check out/clarify the details of what we think they have told us with them).

2.1.18 We take account of the need to protect young people aged 16-19 as defined by the Children Act 1989. This may include students or school children on work placement, young employees or young parents. Where abuse is

suspected we follow the procedure for reporting any other child protection concerns. The views of the young person will always be taken into account, but the setting may override the young person's refusal to consent to share information if it feels that it is necessary to prevent a crime from being committed or intervene where one may have been, or to prevent harm to a child or adult. Sharing confidential information without consent is done only where not sharing it could be worse than the outcome of having shared it.

2.1.19 All staff are also aware that adults can also be vulnerable and know how to refer adults who are in need of community care services.

2.1.20 We have a whistle blowing policy in place.

2.1.21 Staff/volunteers know they can contact the organisation public concern at work for advice relating to whistleblowing. If they feel that the organisation has not acted adequately in relation to safeguarding they can contact the NSPCC whistleblowing helpline.

2.2 Recording suspicions of abuse and disclosures

2.2.1 Where a child makes comments to a member of staff that give cause for concern (disclosure), or a member of staff observes signs or signals that give cause for concern, such as significant changes in behaviour; deterioration in general well-being; unexplained bruising, marks or signs of possible abuse or neglect; that member of staff:

i. listens to the child, offers reassurance and gives assurance that she or he will take action;

ii. does not question the child;

iii. makes a written record that forms an objective record of the observation or disclosure that includes: the date and time of the observation or the disclosure; the exact words spoken by the child as far as possible; the name of the person to whom the concern was reported, with the date and time; and the names of any other person present at the time.

2.2.2 These records are signed and dated and kept in the child's personal file, which is kept securely and confidentially.

2.2.3 The member of staff acting as the 'designated person' is informed of the issue at the earliest opportunity, and within 1 working day.

2.2.4 Where the Local Safeguarding Partners stipulates the process for recording and sharing concerns, we include those procedures alongside this procedure and follow the steps set down by the Local Safeguarding Partners

2.3 Making a referral to the local authority children's social care team

2.3.1 The LSCP (GSCP) have procedures for making a referral to the local social care team. Always check the live version as this is updated regularly. Gloucestershire Safeguarding Children Partnership | Gloucestershire Safeguarding Children's Partnership

2.3.2 We keep a copy of the website address alongside the procedures for recording and reporting set down by our Local Safeguarding Partners, which we follow.

2.4 Escalation process

2.4.1 If we feel that a referral made has not been dealt with properly or that concerns are not being addressed or responded to, we will follow the GSCP escalation process.

2.4.2 We will ensure that staff are aware of how to escalate concerns.GSCP levels of intervention | Gloucestershire County Council

2.4.3 We will follow local procedures published by the GSCP to resolve professional disputes.

2.5 Informing parents

2.5.1 Parents/Carers are normally the first point of contact. Concerns are discussed with parents to gain their view of events, unless it is felt that this may put the child in greater danger.

2.5.2 Parents/Carers are informed when we make a record of concerns in their child's file and that we also make a note of any discussion we have with them regarding a concern.

2.5.3 If a suspicion of abuse warrants referral to social care, parents are informed at the same time that the referral will be made, except where the guidance of the Local Safeguarding Children Partnership does not allow this, for example, where it is believed that the child may be placed in greater danger.

2.5.4 This will usually be the case where the parent is the likely abuser

2.5.5 If there is a possibility that advising a parent beforehand may place a child at greater risk the designated person should seek advice from children's social work services, about whether or not to advise parents beforehand, and should record and follow the advice given.

2.6 Liaison with other agencies

2.6.1 We work within the Local Safeguarding Children Partnership guidelines (GSCP)

2.6.2 The current version of 'What to do if you're worried a child is being abused' is available for parents and staff and all staff are familiar with what they need to do if they have concerns.

2.6.3 We have procedures for contacting the local authority regarding child protection issues, including maintaining a list of names, addresses and telephone numbers of social workers, to ensure that it is easy, in any emergency, for the setting and children's social care to work well together.

2.6.4 We notify Ofsted of any incident or accident and any changes in our arrangements which may affect the well-being of children or where an allegation of abuse is made against a member of staff, and any specific procedures such as responding to concerns about radicalisation or extremism (whether the allegations relate to harm or abuse committed on our premises or elsewhere). Notifications to Ofsted are made as soon as is reasonably practicable, but at the latest within 14 days of the allegations being made.

2.6.5 Contact details for the local National Society for the Prevention of Cruelty to Children (NSPCC) are also kept.

2.7 Allegations against staff

2.7.1 We ensure that all parents know how to complain about the behaviour or actions of staff or volunteers within the setting, or anyone living or working on the premises occupied by the setting, which may include an allegation of abuse.

2.7.2 We ensure that all staff volunteers and anyone else working in the setting knows how to raise concerns that they may have about the conduct or behaviour of other people including staff/colleagues.

2.7.3 We differentiate between allegations, and concerns about the quality of care or practice and complaints and have a separate process for responding to complaints

2.7.4 We respond to any inappropriate behaviour displayed by members of staff, volunteer or any other person living or working on the premises, which includes:

- **i.** inappropriate sexual comments;
- **ii.** excessive one-to-one attention beyond the requirements of their usual role and responsibilities, or inappropriate sharing of images.

2.7.5 We follow the guidance of the Local Safeguarding Children Partnership when responding to any complaint that a member of staff or volunteer within the setting, or anyone living or working on the premises occupied by the setting, has abused a child.

2.7.6 We ensure that all staff or volunteers know how to raise concerns about a member of staff or volunteer within the setting. We respond to any concerns raised by staff and volunteers who know how to escalate their concerns if they are not satisfied with our response

2.7.7 We respond to any disclosure by children or staff that abuse by a member of staff or volunteer within the setting, or anyone living or working on the premises occupied by the setting, may have taken, or is taking place, by first recording the details of any such alleged incident.

2.7.8 We refer any such complaint immediately to the Local Authority Designated Officer (LADO) to investigate:

Gloucestershire LADO Allegation Management Service 01452 426994 *(name and phone number)*

2.7.9 We also report any such alleged incident to Ofsted, (unless advised by LADO that this is unnecessary due to the incident not meeting the threshold), as well as what measures we have taken. We are aware that it is an offence not to do this.

2.7.10 We co-operate entirely with any investigation carried out by children's social care in conjunction with the police.

2.7.11 Where the management team and children's social care agree it is appropriate in the circumstances, the member of staff or volunteer will be suspended for the duration of the investigation. This is not an indication of admission that the alleged incident has taken place, but is to protect the staff, as well as children and families throughout the process.

2.8 Disciplinary action

2.8.1 Where a member of staff or volunteer has been dismissed due to engaging in activities that caused concern for the safeguarding of children or vulnerable adults, we will notify the Disclosure and Barring Service of relevant information, so that individuals who pose a threat to children and vulnerable groups can be identified and barred from working with these groups.

3 Key commitment 3

We are committed to promoting awareness of child abuse issues throughout our training and learning programmes for adults. We are also committed to empowering children through our early childhood curriculum, promoting their right to be strong, resilient and listened to.

3.1 Training

3.1.1 Training opportunities are sought for all adults involved in the setting, including both staff and committee members, to ensure that they are able to recognise the signs and signals of possible physical abuse, emotional abuse, sexual abuse (including child sexual exploitation) and neglect and that they are aware of the local authority guidelines for making referrals. This is completed on the Gloucestershire Safeguarding Board Me Learning platform.

3.1.2 Designated persons receive training in accordance with that recommended by the Local Safeguarding Children Partnership

3.1.3 We ensure that all staff know the procedures for reporting and recording any concerns they may have about the provision.

3.1.4 We ensure that all staff receive updates on safeguarding via emails, newsletters, online training and/or discussion at staff meetings at least once a year.

3.2 Planning

3.2.1 The layout of the rooms allows for constant supervision. No child is left alone with staff or volunteers in a 1:1 situation without being within sight and/or hearing of other staff and volunteers.

3.2.2 Staff that take children to toilet are regularly checked on should they be longer than the expected time it should take to change a nappy etc.

3.3 Curriculum

3.3.1 We introduce key elements of keeping children safe into our programme to promote the personal, social and emotional development of all children, so that they may grow to be strong, resilient and listened to and so that they develop an understanding of why and how to keep safe.

3.3.2 We create within the setting a culture of value and respect for individuals, having positive regard for children's heritage arising from their colour, ethnicity, languages spoken at home, cultural and social background.

3.3.3 We ensure that this is carried out in a way that is developmentally appropriate for the children.

3.4 Confidentiality

3.4.1 All suspicions and investigations are kept confidential and shared only with those who need to know. Any information is shared under the guidance of the Local Safeguarding Partners and in line with the GDPR, Data Protection Act 2018, and Working Together 2023.

3.5 Support to families

3.5.1 We believe in building trusting and supportive relationships with families, staff and volunteers.

3.5.2 We make clear to parents our role and responsibilities in relation to child protection, such as for the reporting of concerns, information sharing, monitoring of the child, and liaising at all times with the local children's social care team.

3.5.3 We will continue to welcome the child and the family whilst investigations are being made in relation to any alleged abuse.

3.5.4 We follow the Child Protection Plan as set by the child's social care worker in relation to the setting's designated role and tasks in supporting that child and their family, subsequent to any investigation.

3.5.5 Confidential records kept on a child are shared with the child's parents or those who have parental responsibility for the child in accordance with the Confidentiality and Client Access to Records procedure and only if appropriate under the guidance of the Local Safeguarding Children Partnership.

4 Safer Recruitment

We are committed to ensuring that we only employ new recruits who are suitable to work with children. From the advertising stage across the whole recruitment process we follow the requirements set out in the EYFS framework

4.1 Our commitment to safeguarding is included in any job advertisement for a position at Playgroup

4.2 Our commitment to safeguarding is included in our Application form along with a declaration for applicants to sign to comply that they have not been barred from working with children

4.3 We ask all applicants about their knowledge of Safeguarding procedures during the interview process

4.4 Job offers to the successful candidate are conditional upon satisfactory references and DBS vetting checks

4.5 We require 2 references, one being the most recent employer, unless the employment was not where the candidate was working with children, then we will ask for the last employer where they worked with children

4.6 References must not be family members

4.7 We will not accept any open references eg, to whom it may concern

4.8 Referees will be sent a form to complete and return electronically

4.9 We will contact referees if we need to clarify any information or discrepancies

4.10 If a successful candidate is on the DBS update service we can run a check on their certificate to make sure no new information has been recorded. If the candidate does not have a certificate or is not subscribed to the update service we will ensure they apply for a new enhanced DBS. New staff will not start employment until a satisfactory check is returned.

4.11 We have a Safer Recruit policy in place which goes into more detail

4.12 Staff responsible for Safer Recruitment must update training every 2 years

4.13 At least one member on the interview panel must hold a valid Safer Recruitment certificate.

5 Attendance Policy

We understand that attendance at a pre-school setting is not mandatory, however we feel that children who attend a setting regularly are more likely to be better equipped for school by having access to the EYFS curriculum. We do have an attendance policy in place as required by the EYFS framework which details the procedures to follow if we are concerned about a child's absence.

5.1 We will follow up any absences in a timely manner
5.2 We expect a notification from a parent or carer in the event of their child being absent from the setting
5.3 If we do not receive any notification from the parent or carer we will seek to contact them if we have any concerns or the child has been off for a prolonged period.
5.4 If we can not reach the parent or carer then we will contact the emergency contacts on the child's registration forms.
5.5 Staff will use their professional judgement as to what a prolonged absence is or a pattern of absence.
5.6 We will take into consideration the vulnerability of the child
5.7 In the event of a prolonged period we will refer to our Safeguarding policy if we have any concerns eg; making a referral to children's social care services

6. ***Use of IT Equipment - Acceptable User***

At St Christopher's Playgroup, keeping children safe when using IT equipment is a key part of our safeguarding responsibility. For this reason children do not use ipads or other online enabled devices whilst in our care.
We support parents and families by sharing regular information and updates on E-Safety through emails, social media etc. These resources help families stay informed about current risks and how to support safe online practices at home.
All staff are expected to model safe and responsible use of technology. Staff online activity must be professional, appropriate and in line with safeguarding expectations. They remain vigilant to the potential risks associated with the digital world including online grooming, bullying and exposure to harmful and inappropriate content.

7. *Important Telephone Numbers, Emails, Websites*

Gloucestershire Safeguarding Children Partnership Gloucestershire Safeguarding Children Partnership | Gloucestershire Safeguarding Children's Partnership
MASH (for urgent concerns) 01452 426565 (Mon - Fri 9am-5pm) Option 3 for professionals
Email helpdesk childhelp@gloucestershire.gov.uk
MASH Professional Advice Line- 01452 427070 (new extended hours Mon - Fri 8.30am- 4.30pm)
Emergency Duty Team (out of hours for serious concerns) 01452 614194
LADO - 01452 426994 or email: amadmin@gloucestershire.gov.uk
Police- 999
OFSTED- 0300 123 1231 (to report any concerns or complaints)
Ofsted Whistleblowing Advice Line- 0300 123 3155 (Mon- Fri 9am-5pm) email: whistleblowing@ofsted.gov.uk
NSPCC Whistleblowing Advice Line- 0800 0280285 email: help@nspcc.org.uk
Gloucestershire Social Worker (Cheltenham) 01452 328160

Gloucestershire Family Information Service 0800 5420202/01452 427362 email: familyinfo@gloucestershire.gov.uk

CYPS Practitioner Advice Line 01452 894272

Legal framework

Primary legislation ▪

- Children Act (1989 s47)
- Protection of Children Act (1999)
- The Children Act (2004 s11)
- Children and Social Work Act 2017
- Safeguarding Vulnerable Groups Act (2006)
- Childcare Act (2006)
- Child Safeguarding Practice Review and Relevant Agency (England) Regulations 2018

Secondary legislation

- Sexual Offences Act (2003)
- Criminal Justice and Court Services Act (2000)
- Equality Act (2010)
- General Data Protection Regulations (GDPR) (2018)
- 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 (HMG, 2026)
- Early years foundation stage statutory framework For group and school-based providers (HMG,2026)
- 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)
- 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: Advice for Practitioners providing Safeguarding Services (DfE 2018)
- Disclosure and Barring Service: www.gov.uk/disclosure-barring-service-check
- Revised Prevent Duty Guidance for England and Wales (HMG, 2023)
- Early Years Inspection Toolkit, (Ofsted, 2026)
- Safeguarding Children (Early Years Alliance 2026)
- Safeguarding through Effective Supervision (Early Years Alliance 2026)

- The New Early Years Employee Handbook (Early Years Alliance 2026)
- People Management in the Early Years (Early Years Alliance 2026)
- Multi-agency statutory guidance on female genital mutilation (HMG, 2020)

This policy was adopted by	St Christopher's Playgroup	*(name of provider)*
On	October 2026	*(date)*
Date to be reviewed	October 2027	*(date)*
Signed on behalf of the provider		
Name of signatory	Karen Cookes	
Role of signatory (e.g. chair, director or owner)	Playgroup Manager	

*A 'young person' is defined as 16 to 19 years old – in our setting they may be a student, worker, volunteer or parent. A 'vulnerable adult' is defined as a person 'who is or may be in need of community care services by reason of mental or other disability, age or illness; and who is or may be unable to take care of him or herself, or unable to protect him or herself against significant harm or exploitation' (No Secrets DoH 2015).