

## Safeguarding

It is our duty to protect and safeguard the interests of all children.

If a member of staff suspects a child is being abused they will need to raise their concerns with the Manager. The manager will always contact the safeguarding officer to decide a course of action. First response or MASH may be contacted. They will advise on what action to take next.

If an allegation is made against a member of staff then we will inform OFSTED and they will advise us on what action to take next. Child abuse can take many forms; professionals often categorise abuse as either emotional, physical, sexual or neglect. Not all types of abuse have visible signs All children have the right to be safeguarded from harm or exploitation whatever their race, religion, first language or ethnicity gender or sexuality age health or disability political or immigration status

We understand the importance of working in partnership with children, their parents/carers and other agencies in order to promote children's welfare.

We will endeavour to safeguard children and young people by: valuing them, listening to and respecting them involving them in decisions which affect them making sure all staff and volunteers are aware of and committed to the safeguarding policy and child protection procedures



sharing information about concerns with agencies who need to know, and involving children and their parents/carers appropriately recruiting staff and volunteers safely, ensuring all necessary checks are made adopting a code of conduct for all staff and volunteers providing effective management through induction, support and training ensuring staff and volunteers understand about 'whistle blowing' dealing appropriately with allegations/concerns about staff or volunteers, in accordance with Government guidance

Both staff and children will be treated fairly and listened to, no judgements will be made.

After reporting the incident, the manager then has a duty of care to the child/member of staff with ongoing support, observation and building/rebuilding trust.