

**HACKENTHORPE HALL NURSERY –
POLICY - Recognising and Responding to Child Abuse and Neglect (September 2022)**

What are Child 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 act to prevent harm
- Children may be abused in a family or in an institutional or community setting by those known to them or by others (e.g., online)
- Abuse can be perpetrated by an adult or adults of any gender, or another child or children (this is called child-on-child abuse, or peer-on-peer abuse)
- Abuse, neglect and safeguarding issues are rarely stand-alone events, and, in most cases, multiple issues will overlap with one another.

Types of Child Abuse

PHYSICAL ABUSE	EMOTIONAL ABUSE	SEXUAL ABUSE	NEGLECT
<ul style="list-style-type: none"> • More than one form of abuse can take place at the same time. • Emotional abuse is involved in all forms of abuse, or it may occur alone. • All staff are aware that child sexual exploitation (CSE) and child criminal exploitation (CCE) are forms of child abuse. 			

What are the Signs of Child Abuse and Neglect?

These signs can be indicators of abuse or neglect.

This list is not exhaustive:

- Children whose behaviour changes, e.g., they might become aggressive, challenging, withdrawn or clingy
- Children with ill-fitting or dirty clothes
- Children with consistently poor hygiene
- Children having problems in the nursery e.g., a sudden lack of concentration and learning or appearing tired or hungry
- Children who talk about being left home alone or with inappropriate carers or strangers
- Children who make strong efforts to avoid specific family members or friends without an obvious reason
- Children who do not want to change clothes in front of others or join in physical activities
- Children with unexplained marks or bruises, or where the explanation is not consistent with the injury Children who are late to meet developmental milestones e.g., learning to speak or walk with no medical reason
- Children who are regularly missing from the nursery
- Children who are reluctant to go home after the session
- Children with poor attendance and punctuality, or who are consistently late being picked up
- Parents/carers who are dismissive or non-responsive to practitioners' concerns
- Parents/carers who collect their children when drunk or under the influence of drugs
- Children who are concerned for younger siblings without explaining why
- Children who talk about running away
- Children who shy away from being touched or flinch at sudden movements

The Procedure if we Suspect or Discover Child Abuse and Neglect

If a child, parent or carer tells us something that concerns us, or we notice changes in a child:

- we allow them to speak without interruption and remember what they said
- we never agree to keep information confidential/ “secret”; it is certain that we will have to share this information with other professionals in order for intervention and support to happen.
- we Talk to the Designated Safeguarding Lead or Designated Safeguarding Deputy about our concerns without delay
- as soon as possible, we make a record of what we have heard or saw (a ‘disclosure’), the explanations given, and any action we have taken At any time if the child or anyone else is in immediate danger, we would call 999 for South Yorkshire Police and an ambulance if necessary

List of Follow up Actions when we Take a Disclosure

We make a written record of:

- what we saw
- who said what
- what action we took
- the date, time and location of the incident
- name of the child and any adults involved
- we sign and date the record
- we give a copy of our written record to the Designated Safeguarding Lead and keep a copy for the child’s record.

Recognising Inappropriate Behaviour by Adults in the Nursery

Child abuse and neglect can also take place within a registered Early Years setting.

We can recognise the signs and know what action to take if:

- a staff member is using offensive language or making inappropriate sexual comments
- a staff member is giving particular children excessive one-to one attention beyond the usual requirements of their role
- the inappropriate sharing of photos of the children takes place
- staff feel intimidated by other members of staff but do not know where to raise concerns about this

What we will do if we are Concerned by the Behaviour of an Adult in the Nursery

If we are concerned about the behaviour of any adult in the nursery or receive an allegation that someone involved with another organisation that works with children may have harmed a child, we take the following action:

- Talk to the Senior Manager of the Nursery immediately
- In an emergency, where there is immediate danger to a child or adult, we call the Police

The Role of the Senior Manager;

- The Senior Manager will make a referral to the Local Authority Designated Officer (LADO) within 24 hours
- The Senior Manager will reassure the person who reported the concern that it is being dealt with
- The Senior Manager will follow HR and LADO advice.

Whistleblowing;

- If the concern is about the behaviour of the Senior Manager, then staff follow the actions in the Whistleblowing Policy so that the concerns are raised and addressed.
- If concerns are not being taken seriously or being ignored, or we have concerns about safeguarding practice and or wrong doing in the nursery then staff use the Whistleblowing Policy and follow the appropriate actions to raise the concern.