



Child protection policy

It is the responsibility of **all** staff to familiarize themselves with the 'North Somerset Safeguarding Procedure' booklet, and 'What to do if you're worried a child is being abused' (summary) booklet.

Staff need to recognize indications of abuse, handle disclosure from children sensitively allowing time. If a child discloses information, the child must not be made to feel guilty by being questioned by a number of adults, **never** put words into a child's mouth, listen and accept what is being said, reassure and comfort the child, never promise to keep a secret.

Any suspicions should be discussed privately out of the child's earshot, observe and monitor situations, record findings accurately for referral to professionals and report to senior member of staff on duty.

If you notice an injury which you have suspicions about or you have concerns about a child's welfare you should ask the parent for an explanation, if it is appropriate and safe to do so. If your concerns remain after an explanation is offered you should contact North Somerset Social Care team on 01275 888808 (out of hours 01454 615165) and ask for the duty social worker, telling the parent that you are going to report your concern [or in an emergency that you have reported your concern to the social services department].

If necessary seek medical help either from the child's GP or hospital.

Staff are made fully aware of their responsibility to inform the nursery Manager if their suitability to work with children changes. Staff are asked to sign at supervisions and appraisals, held each term, to indicate that they are still suitable to work with children. Suitability means each staff member is allowed to work with children in accordance with the Disclosure and Barring Service and is not taking medication that could have adverse effect on them.