

Safeguarding & Child Protection Policy and Procedures

Purpose and Aims

The purpose of Grafton Childcare's Safeguarding and Child Protection Policy and Procedures (SCPPP) are designed to provide a secure framework for the workforce in safeguarding and promoting the welfare of those children who attend our setting. The policy aims to ensure that:

- all our children are safe and protected from harm
- other procedures and policies are in place to enable children to feel safe and adopt safe practices
- Staff, children, the proprietor, visitors, volunteers and parents are aware of the expected behaviours and the setting's legal responsibilities in relation to promoting the safeguarding and welfare of our children.

Ethos

'Every child deserves the best possible start in life and the support that enable them to fulfil their potential. A secure, safe and happy childhood is important in its own right.' Statutory Framework for the Early Years Foundation Stage (EYFS).

Safeguarding and Child Protection at **Grafton Childcare** is considered everyone's responsibility and as such our setting aims to create the safest environment within which every child has the opportunity to achieve their full potential. **Grafton Childcare** recognises the contribution it can make to ensure that all children who use our setting feel that they will be listened to and appropriate action taken. We will do this by working in partnership with other agencies in accordance with '**Working Together to Safeguard Children - March 2013**' and seeking to establish effective working relationships with parents, carers and colleagues to develop and provide activities and opportunities that will help to equip our children with the skills they need. This will include resources and learning experiences that will encourage our children to develop essential life skills and protective behaviours.

Responsibilities and Expectations

Grafton Childcare has a **proprietor** whose legal responsibility it is to make sure that the setting has an effective safeguarding and child protection policy and procedures in place and monitors that the setting complies with them. The **proprietor** should also ensure that the policy is made available to parents and carers if requested. It is the responsibility of the **proprietor** to ensure that all staff and volunteers are properly checked to make sure they are safe to work with the children who attend our setting, that the setting has procedures for handling allegations of abuse made against members of staff, including the Manager or volunteers and ensure the safe and appropriate use of cameras, mobile phones, technology and on line equipment within the setting. **The proprietor** has appointed a Safeguarding Designated Officer (SDO) who has lead responsibility for dealing with all safeguarding issues in our setting.

The **Safeguarding & Child Protection Designated Officer (SCPDO)** is the **Manager & Proprietor, Denise Tupman**. If she is not available then contact the **Deputy Safeguarding**

and Child Protection Designated Officer (DSCPDO), Senior Nursery Nurse Lara Rowe. These persons can also be contacted with any safeguarding and child protection concerns.

It is the responsibility of the SCPDO to ensure that all safeguarding and child protection issues raised in the setting are effectively responded to, recorded and referred to the appropriate agency. They are also responsible for arranging the whole settings safeguarding and child training for all staff and volunteers who work with children and young people in our setting. The SCPDO must ensure that all staff receive annual safeguarding updates. This might include, for example:-

- Checking online for updated safeguarding information from the NSPCC, the Local Authority or the Local Safeguarding Board, which they can deliver within setting the provided they are linked in to the support and quality assurance process offered by the Local Safeguarding Board.
- Ensuring an updated copy of 'Working Together to Safeguard Children' is in the settings Safeguarding and Child Protection files.
- Providing and recording the provision of in-house training and staff supervision.
- Making use of suitable online courses to 'top up' SCPDO, DSCPDO and all other staffs skills and knowledge. Provided by the Local Authority and membership and profession organisations to which Grafton Childcare subscribes.
- Reading and reflecting on new documentation such as the new 'Keeping Children Safe in Education' guidance (Sept 2016).

The SCPDO is required to attend or ensure that a senior member of staff who has the relevant training and access to appropriate supervision, attends where appropriate, all child protection case conferences, reviews, core groups or meetings where it concerns a child at our setting and to contribute to multi-agency discussions to safeguard and promote the child's welfare.

The SCPDO is responsible for ensuring the acceptable, safe use and storage of all camera technology, images, and mobile phones through the implementation, monitoring and reviewing of the appropriate policies and procedures. This includes the Communications Policy which includes Camera & Image Policy, Mobile Phone Policy, and Acceptable Use Policy.

All Child Protection concerns need to be acted on **immediately**. If you are concerned that a child may be at risk or is actually suffering abuse, you must tell the SCPDO.

All Adults, including the SCPDO, have a duty to refer all known or suspected cases of abuse to the relevant agency including MASH (Multi Agency Safeguarding Hub), Children and Young Peoples Service (CYPS) – Social Care, or the Police. Where a disclosure is made to a visiting staff member from a different agency, e.g. Early Years Consultants, Health Visitors, it is the responsibility of that agency staff to formally report the referral to the Setting's Designated Person in the first instance. Any records made should be kept securely in the Child's Protection file.

Recognising Concerns, Signs and Indicators of Abuse

Safeguarding and Child Protection is not just about protecting children from deliberate harm. For our setting it includes such things as child safety, bullying, racist abuse and harassment,

visits, intimate care and internet safety etc. However it must be acknowledged that technology itself will not present the greatest risk, but the behaviours of individuals using such equipment will. The witnessing of abuse can have a damaging affect on those who are party to it, as well as the child subjected to the actual abuse, and in itself will have a significant impact on the health and emotional well-being of the child. Abuse can take place in any family, institution or community setting, by telephone or on the internet. Abuse can often be difficult to recognise as children may behave differently or seem unhappy for many reasons, as they move through the stages of childhood or their family circumstances change. However, it is important to know the indicators of abuse and to be alert to the **need to consult further.**

Physical Abuse

This can involve hitting, shaking, throwing, poisoning, punching, kicking, scalding, burning, drowning and suffocating. It can also result when a parent or carer deliberately causes the ill health of a child in order to seek attention through fabricated or induced illness. This was previously known as Munchausen's Syndrome by Proxy.

Emotional Abuse

Emotional Abuse is where a child's need for love, security, recognition and praise is not met. It may involve seeing or hearing the ill-treatment of someone else such as in Domestic Violence or Domestic Abuse. A parent, carer or authority figure is considered emotionally abusive when they are consistently hostile, rejecting, threatening or undermining toward a child or other family member. It can also occur when children are prevented from having social contact with others or if inappropriate expectations are placed upon them. Symptoms that indicate emotional abuse include:

- Excessively clingy or attention seeking.
- Very low self-esteem or excessive self-criticism.
- Withdrawn behaviour or fearfulness.
- Lack of appropriate boundaries with strangers; too eager to please.
- Eating disorders or self-harm

Sexual Abuse

Sexual abuse involves forcing or enticing a child or young person to take part in sexual activities, whether or not the child is aware of what is happening. This may include physical contact both penetrative and non-penetrative, or viewing pornographic material including through the use of the internet. Indicators of sexual abuse include: allegations or disclosures, genital soreness, injuries or disclosure, sexually transmitted diseases, inappropriate sexualised behaviour including words, play or drawing.

Neglect

Neglect is the persistent failure to meet a child's basic physical and/or psychological needs which can significantly harm their health and development. Neglect can include inadequate supervision (being left alone for long periods of time), lack of stimulation, social contact or

education, lack of appropriate food, shelter, appropriate clothing for conditions and medical attention and treatment when necessary.

Current Safeguarding Issues

Some members of our communities hold beliefs that may be common within particular cultures but which are against the law of England. Grafton Childcare does not condone practices that are illegal and which are harmful to children. Examples of particular practices are:

Child Exploitation and E-Safety - Keeping Children Safe Online

Children and young people can be exploited and suffer bullying through their use of modern technology such as the internet, mobile phones and social networking sites. In order to minimise the risks to our children and young people Grafton Childcare will ensure that we have in place appropriate measures such as security filtering, and an acceptable use policy linked to our Communications policy. We will ensure that staff are aware of how not to compromise their position of trust in or outside of the setting and are aware of the dangers associated with social networking sites.

Our Communications policy will clearly state that mobile phone, camera or electronic communications with a child at our setting is not acceptable other than for approved setting business. Where it is suspected that a child is at risk from internet abuse or cyber bullying we will report our concerns to the appropriate agency.

Here at Grafton Childcare we are aware of the requirement to **keep children safe online** and here at Grafton Childcare this means, for example:-

- Using a child-safe internet search engine such as Kiddle from Google should we be using the settings iPads and Mac Books during any online activities with the children. www.kiddle.co
- Stopping children from accessing unsuitable sites, parents might wish to think about installing free software such as K9 Web Protection that can be installed for this purpose - www1.k9webprotection.com
- Talking to our pre-school children about staying safe online. There is age appropriate advice here for parents to share with their children <https://www.internetmatters.org/advice/0-5/>
- Monitoring the children's online use the NSPCC provide information about online safety which is also very useful for both staff and parents to view. www.nspcc.org/preventing-abuse/keeping-children-safe and then search online safety.

Forced Marriage

Grafton Childcare does not support the idea of forcing someone to marry without their consent.

Under-age Marriage

In England, a young person cannot legally marry until they are 16 years old (without the consent of their parents or carers) nor have sexual relationships

Genital Mutilation/Female Circumcision

This is against the law, yet for some communities it is considered a religious act and cultural requirement. It is illegal for someone to arrange for a child to go abroad with the intention of having her circumcised. If any of the above areas of concern is brought to the attention of **Grafton Childcare** we will report those concerns to the appropriate agency in order to prevent this form of abuse taking place as part of our mandatory duty to do so.

Ritualistic Abuse

Some faiths believe that spirits and demons can possess people (including children). What should never be considered is the use of any physical or psychological violence to get rid of the possessing spirit. This is abusive and will result in the criminal conviction of those using this form of abuse even if the intention is to help the child.

Sexually Active Under Eighteen Years Old

It is acknowledged by those working with young people that most young people under the age of 18 will have an interest in sex and sexual relationships. The Protocol for Sexually Active Young People under 18 years old has been designed to assist those working with children and young people to identify where these relationships may be abusive, and the children and young people may need the provision of protection or additional services.

Safeguarding Disabled Children

Disabled children have exactly the same human rights to be safe from abuse and neglect, to be protected from harm and achieve the Every Child Matters outcomes as non-disabled children.

Disabled children do however require additional action. This is because they experience greater risks and 'created vulnerability' as a result of negative attitudes about disabled children and unequal access to services and resources, and because they may have additional needs relating to physical, sensory, cognitive and/ or communication impairment (Safeguarding Children, DCSF, July 2009) **Grafton Childcare** will ensure that our disabled children are listened to and responded to appropriately where they have concerns regarding abuse. In order to do this we will ensure that our staff and volunteers receive the relevant training to raise awareness and have access to specialist staff in the event they have concerns regarding abuse of a child.

Honour Based Violence

Honour based violence' is a crime or incident, which has or may have been committed to protect or defend the honour of the family and/or community'. It is important to be alert to signs of distress and indications such as self-harm, absence from setting, infections resulting from female genital mutilation, isolation from peers, being monitored by family, not participating in setting activities, unreasonable restrictions at home. Where it is suspected that a child/young person is at risk from Honour based violence Grafton Childcare will report those concerns to the appropriate agency in order to prevent this form of abuse taking place.

Trafficked Children

Child trafficking involves moving children across or within national or international borders for the purposes of exploitation. Exploitation includes children being used for sex work, domestic work, restaurant/ sweatshop, drug dealing, shoplifting and benefit fraud. Where Grafton Childcare is made aware of a child is suspected of or actually being trafficked/ exploited we will report our concerns to the appropriate agency.

Domestic Abuse

The Government defines domestic abuse as **"Any incident of threatening behaviour, violence or abuse (psychological, physical, sexual, financial or emotional) between adults who are or have been intimate partners or family members regardless of gender or sexuality"**.

Staff need to understand what is required of them if children are members of the household where domestic abuse is known or suspected to be taking place. Our policy includes action to be taken regarding referrals to the Police and Children and Young People's Services and any action to be taken where a member of staff is the alleged perpetrator or victim of domestic abuse. At Grafton Childcare we will follow our safeguarding policy and report any suspected concerns regarding Domestic Abuse to the relevant agency.

Peer on Peer Abuse

We recognise that children and young people are capable of abusing their peers. Peer on peer abuse relates to situations such as sexual exploitation, gang violence, financial abuse, coercive control and exploitative relationships. We want all children to feel safe here and, as part of our commitment to keep them safe, we regularly observe children's interactions and aim to be approachable so they will speak to us if they are concerned about any aspects of their relationships with others. Parents know they can contact us at any mutually convenient time to discuss concerns children might raise at home.

Private Fostering

Private fostering is an arrangement made between the parent and the private foster carer, who then becomes responsible for caring for the child in such a way as to safeguard and promote his/her welfare.

A privately fostered child means a child under the age of 16 (18 if a disabled child) who is cared for and provided with accommodation by someone other than:

- A parent.
- A person who is not a parent but has parental responsibility.
- A close relative.
- A Local Authority.

for more than 28 days and where the care is intended to continue. It is a statutory duty for us at **Grafton Childcare** to inform the Local Authority via MASH where we are made aware of a child or young person who may be subject to private fostering arrangement.

Safer Recruitment and Selection

It is a requirement for all agencies to ensure that all staff recruited to work with children and young people are properly selected and checked. At Grafton Childcare we will ensure that we have a member on every recruitment panel who has received the appropriate recruitment and selection training. That all of our staff are appropriately qualified and have the relevant employment history and checks to ensure they are safe to work with children in compliance with the Key Safeguarding Employment Standards.

What to Do if You are Concerned

If a child makes a disclosure or allegation of abuse against an adult or other child or young person, it is important that you:

- Stay calm and listen carefully.
- Reassure them that they have done the right thing in telling you.
- Do not investigate or ask leading questions.
- Let them know that you will need to tell someone else.
- Do not promise to keep what they have told you a secret.
- Inform your Safeguarding & Child Protection Designated Officer as soon as possible.
- Make a written record of the allegation, disclosure or incident which you must sign, date and record your position using the setting safeguarding and child protection record log forms.

If you are concerned that a member of staff or adult in a position of trust poses a danger to a child or young person or that they might be abusing a child or young person you should report your concerns to the Safeguarding and Child Protection Designated Officer (SCPDO). Where those concerns relate to the (SCPDO) however, this should be reported to the **Local Authority Designated Officer (LADO)** using the settings **Whistle Blowing Policy**.

Managing Allegations

We are aware of the possibility of allegations being made against members of staff or volunteers that are working or may come into contact with children and young people whilst in our setting. Allegations will usually be that some kind of abuse has taken place. This could include inappropriate behaviour displayed by members of staff or other persons working with the children such as inappropriate sexual comments, excessive one to one attention beyond

the requirements their role and responsibilities, inappropriate sharing or images. They can be made by children and young people or other concerned adults. Allegations are made for a variety of reasons:

- Abuse has actually taken place.
- Something has happened to the child that reminds them of a past event - the child is unable to recognise that the situation and people are different; Children can misinterpret your language or your actions.
- Some children recognise that allegations can be powerful and if they are angry with you about something they can make an allegation as a way of hitting out.
- An allegation can be a way of seeking attention.

If an allegation is made against an adult in a position of trust whether they be members of staff or volunteers this should be brought to the immediate attention of the SCPDO. In the case of the allegation being made against the SCPDO this will be brought to the immediate attention of the Local Authority Designated Officer (LADO) the nature of the allegations made against the adult, in order for the appropriate action to be taken. This may constitute an initial evaluation meeting or strategy discussion depending on the allegation being made.

The Proprietor will need to:

- Refer to the Local Authority Designated Officer (LADO) immediately and follow up in writing within 48 hours. Consider safeguarding arrangements of the child or young person to ensure they are away from the alleged abuser.
- Contact the parents or carers of the child/young person if advised to do so by the LADO.
- Consider the rights of the staff member for a fair and equal process of investigation.
- Advise Ofsted of allegation within 14 days of the allegation
- Ensure that the appropriate disciplinary procedures are followed including whether suspending a member of staff from work until the outcome of any investigation if this is deemed necessary.
- Act on any decision made in any strategy meeting.
- Advise the Independent Safeguarding Authority where a member of staff has been disciplined or dismissed as a result of the allegations being founded.

A copy of "What to do if you're worried a child is being abused" booklet is kept with this policy. This sets out the guidelines on dealing with incidents, disclosures and the procedures that must be followed.

Whistle Blowing

The statutory guidance 'Working together to safeguard children', updated in 2010, makes clear that all organisations that provide services for, or work with, children, must have appropriate whistle-blowing procedures, and a culture that enables issues about safeguarding and promoting the welfare of children to be addressed by the organisation.

What is whistle-blowing?

Whistle-blowing is the term used when someone who works with or for an organisation, wishes to raise concerns about malpractice in the organisation (for example, crimes, civil offences,

miscarriages of justice, dangers to health and safety or the environment), and the cover up of any of these.

Whistleblowing is very different from a complaint or a grievance. It only applies when you have no vested interest and are acting as a witness to misconduct or malpractice that you have observed.

What Does the Law Say?

The Public Interest Disclosure Act (PIDA) 1998, known as the Whistleblowing Act, is intended to promote internal and regulatory disclosures and encourage workplace accountability and self-regulation. The Act protects the public interest by providing a remedy for individuals who suffer workplace reprisal for raising a genuine concern, whether it is a concern about child **safeguarding** and welfare systems, financial malpractice, danger, illegality, or other wrongdoing.

The concern may relate to something that is happening or has happened in the past. Under the Public Interest Disclosure Act, individuals are protected from reprisals for reasonably raising an honest and genuine concern internally, but you must be acting in the public interest and not for personal gain to be given this protection.

The Public Interest Disclosure Act covers all workers, including temporary agency staff. It does not cover the self-employed or volunteers. The Act also provides protection should individuals have difficulty gaining a reference from an employer because they have raised a concern. It makes it clear that any clause in a contract that purports to gag an individual from raising a concern that would be protected under the Act is void.

For more information on the law visit: www.pcaw.co.uk/law/uklegislation.htm

Responsibilities and Expectations

All Grafton Childcare staff should adhere to the settings Whistle-blowing Policy and protocol set out as required. Normally, they should first raise their concern internally, for example with the setting proprietor.

If they feel unable to do this (perhaps because their concern relates to them), they should raise their concern with one of the Senior Nursery Nurses.

If a member of Grafton Childcare staff or visiting practitioner is worried at any stage about how to raise their concern, they should always seek independent advice at the earliest opportunity. This may be to check who may be best placed to deal with their concern or simply to talk the matter through in confidence first and discuss how to raise their concern. If your concern is about an immediate or current risk to an individual child or children, it is important that you follow Devon Safeguarding Boards (DSCB) Child protection procedures which are clearly set out in **Grafton Childcare's full Safeguarding Policy**.

Who to Contact

To raise concerns about failures in practices and procedures for the safeguarding and child protection of children in early years settings in Devon, the member of staff, volunteer or

student should contact: Multi Agency Safeguarding Hub (MASH) on 0345 155 1071 or email: mashsecure@devon.gcsx.gov.uk Ofsted - contact can be made as follows:

- A dedicated whistleblowing hotline - 0300 123 3155 (Monday to Friday from 8am to 6pm).
- By email to the whistleblowing team - whistleblowing@ofsted.gov.uk.
- By post: WBHL, Ofsted, Piccadilly Gate, Store Street, Manchester M1 2WD
- The hotline can be used by anybody who has a whistleblowing concern about services or practice in any local authority, or in a care or educational setting regulated and inspected by Ofsted, including:
 - employees and former employees
 - agency staff currently and formerly working within care or educational settings
 - voluntary workers in care or educational settings

Confidentiality

Ofsted encourage either open or confidential whistleblowing as the best means for protecting Staff, volunteers and students and for the concern to be addressed. Ofsted will ensure that their work in the handling of all concerns, complaints and safeguarding issues complies with the requirements of the Data Protection Act 1998 and the Freedom of Information Act 2000. Under the Freedom of Information Act, Ofsted has the legal obligation to provide information in response to a request unless the information is available by other means; it would not be reasonably practicable to supply it; or the information falls within the exemptions of the Act. If we receive requests for disclosure of information obtained under the whistleblowing procedure, we will always seek to maintain confidentiality where this has been requested. However, Ofsted cannot guarantee confidentiality in every case.

Safeguarding and Child Protection Training

All members of staff and volunteers will have access to whole setting safeguarding and child protection training and updates annually as part of our usual half-termly full staff meetings in line with Devon Safeguarding Children's Board (DSCB). We will also, as part of our induction, issue information in relation to our Safeguarding and Child Protection Policy and Procedures and any policy related to safeguarding and child protection and promoting our children/young people's welfare to all newly appointed staff and volunteers.

Our Safeguarding and Child Protection Designated Officer (SCPDO) will undertake further safeguarding training, Group 3 DSCB Multi-agency Safeguarding course or Group 3 Refresher Courses, in addition to the whole setting training. This will be undertaken at least every three years which updates their awareness and understanding of the impact of the wide agenda of safeguarding and child protection issues. This will support both the SCPDO to be able to better undertake their role and support the setting in ensuring our safeguarding and child protection arrangements are robust and achieving better outcomes for the children in our setting. This includes taking part in multi-agency training in addition to safeguarding and child protection training.

Our **Proprietor** will have access to safeguarding and child protection training and our SCPDO & DSCPDO for Safeguarding and Child Protection will also undertake additional awareness

training at least every three years. They will also be advised to undertake additional training to support their employers' role in Handling Allegations against adults who work with children and young people, including our staff and volunteers.

Our safeguarding and child protection arrangements are reported on a annual basis at a full staff meeting and our Safeguarding and Child Protection policy and procedures are reviewed annually, in order to keep them updated in line with local and national guidance/legislation. This is normally timetabled around the time of our Devon County Council Safeguarding Audit.

We will include our Safeguarding and Child Protection Policy and Procedures on our settings website and blog and will make available printed copies upon request. We are also able to arrange for our policy to be made available to parents whose first language is not English, on request.

Mobile Phones and Cameras taken from our full Communications Policy

Grafton Childcare has policies and procedures in place with regard to the use of mobile phones and cameras in the setting and on visits etc. Here at Grafton Childcare the making and receiving of private calls or texting on mobile telephones or using users' telephones or cameras to take photographs of any child at Grafton Childcare may not be undertaken whilst working. Users' may use their mobile telephones during designated breaks away from any child for essential personal telephone calls regarding users' domestic arrangements.

At all other times all employees', students, volunteers and visitors mobile telephones and cameras must be kept in staff bags in the designated cloakroom areas and may not be checked for messages or texts without prior consent of the Proprietor. In order to avoid disruption to others, mobile phones should be set to silent during normal working hours.

Disciplinary action will be taken against anyone disregarding these rules. Where necessary, emergency calls may be received via Grafton Childcare's landline.

Related Setting Policies

Safeguarding covers more than the contribution made to child protection in relation to individual children. It also encompasses issues such as child health and safety, bullying and a range of other issues, for example, arrangements for meeting the medical needs of children, providing first aid, setting security, drugs and substance misuse, etc.

This policy will cross reference to related setting policies and other protocol:

Behaviour	Adopted January 2014
Manual Handling	Adopted March 2012
Anti-bullying Confidentiality	Adopted September 2008
Drugs and substances	Adopted August 2011
Attendance	Adopted October 2008
Communications Policy	Adopted March 2012
• Camera & Image Policy	Adopted March 2012
• Mobile Phone Policy	Adopted March 2012
• Acceptable Use Policy	Adopted March 2012

Health and Safety	Adopted: September 2008
Racial Discrimination	Adopted: April 2014
Equality and Diversity	Adopted: April 2014
Educational Visits	Adopted: September 2011
Code of Conduct	Adopted: September 2008
Whistle Blowing	Adopted: August 2014
Managing Allegations	Adopted: August 2014
Physical Restraint	Adopted: January 2014
Safe Recruitment	Adopted: April 2014
Information Sharing	Adopted: August 2011
Staff Behaviour Policy	Adopted: October 2016

Legislation Relating to this Policy

Children Act 1989, 2004
 Education Act 1996, 2002 (Section 175)
 School Standards and Framework act 1998
 Safeguarding Children and Safer Recruitment in Education Guidance DfES 2007
 Every Child Matters
 Statutory Framework for the Early Years Foundation Stage 2014
 Working Together to Safeguard Children 2013

Manuals Kept in Setting

What to do if you're worried a child is being abused 2006
 Working Together to Safeguard Children 2013
 Staffing Matters a guide to recruitment and retention 2013
 Ofsted Disclosure & Barring Service checks for those providers who register with Ofsted 2013
 Using existing Criminal Records Bureau checks and whether to employ a person before a check 2010
 The Children Act 1989 Guidance and Regulations
 Safeguarding Children and Safer Recruitment in Education 2007
 Devon Multi-Agency Safeguarding Hub Information Leaflet for Parents and Carers 2014
 Devon Multi-Agency Safeguarding Hub Information Leaflet

Useful Contacts

Devon Safeguarding Children Board www.devonsafeguarding.org
 South West Child Protection Procedures www.swcpp.org.uk
 Devon Early Years and Childcare Service www.devon.gov.uk/eys
 Child Exploitation and Online Protection Agency www.ceop.org.uk
 NSPCC Safe (Safe Activities for Everyone) Network www.safenetwork.org.uk
 To access free Female Genital Mutilation training go to www.fgmelearning.co.uk

You can find the child-safe internet search engine Kiddle here www.kiddle.co

To access free online training on our Prevent Duty and how to protect children from radicalisation and extremism follow this link -

http://course.ncalt.com/Channel_General_Awareness/01/index.html

For further information regarding any child protection procedure, please consult www.swcpp.org.uk

CYPS area contact numbers:

(9am - 5pm Monday to Thursday, 9am - 4pm Friday)

Multi-agency Safeguarding Hub (MASH) 0345 155 1071
email: mashsecure@devon.gcsx.gov.uk

MASH Consultation Line 01392 388361/2

North Devon CYPS 01271 388 660
Exeter and East CYPS 01392 384 444
Mid Devon CYPS 08448 805 838
Teignbridge, South & West Devon CYPS 01392 386 000

Out of hours for CYPS (Social Care):

5pm -9am and at weekends and public holidays, please contact
Emergency Duty Service (low-rate call)

0845 6000 388

Police Central Referral Unit 0845 605 116

EYCS Consultation Service:

If you have concerns about a child but are unsure whether to make a Social Care referral.
The numbers are:

Nikki Phillips - Locality Manager for Exeter, East and Mid Devon 01392 385394
Melissa Filby - Locality Manager for Northern Devon 01271 388901
Susan Bolt - Locality Manager for South West Devon 01626 324982

DSCB

Head of Safeguarding: 01392 386091
DSCB Office: Christina Ashforth 01392 386067

Child Protection Chairs and Local Authority Designated Officers for managing allegations
against staff

Allegations against staff Referral Co-ordinator 01392 384964
Multi-Agency Safeguarding Hub - MASH

- Manages contacts and referrals received from any source (usually CYPS and Police 121A reports)

- Develops a document recording the concern information and all other available information in the Hubs within agreed timescales and an Early Years and Families manager makes an informed decision using all of the available information.
- Develops concern information into an Early Years and Families referral if services are required under section 17 or section 47 of The Children Act 1989
- Liaises with the Early Response Service for children and young people who need services but do not meet The Children Act 1989 threshold
- Provides consultation to agency referrers about thresholds, appropriate action to be undertaken and services.

The Hub contributes to improved outcomes for safeguarding children because it has the ability to swiftly collate and share information held by the various agencies and to provide a multi-agency risk assessment of each case for 'actual or likely harm'.

A copy of the MASH (Multi Agency Safeguarding Hub) Factsheet for Parents available for you to look at OR please go to <http://www.devon.gov.uk/mashparentsfactsheet.pdf> for a copy of the MASH Factsheet for Parents'

The above list is not exhaustive and as new policy guidance and legislation develops within the remit of Safeguarding and Child Protection we will review and update our policies and procedures as appropriate and in line with the Devon Safeguarding Children Board and Local Authority.