Safeguarding & Child Protection Policy

At Little Angels we are committed to the protection and the safety of the children, we do this by safeguarding and promoting the welfare, well-being, life chances and opportunities of children. Child protection is a duty of everyone at Little Angels and aims to create a culture of vigilance.

We implement and maintain rigorous procedures for child protection. Everyone working at Little Angels takes responsibility for following these procedures and complying with the London Wide Area Child Protection and Islington Children Safeguarding Board (ICSB) Procedures and the Early Years Foundation Stage Welfare Requirements. A copy of these procedures are kept in the office. All staff are encouraged to read these guidelines to become more familiar with the procedures to follow.

We are protecting each of our children from any harm or abuse or failing to prevent harm from any person in or outside of the nursery. This is our paramount concern. We ensure that throughout the nursery we have two staff members to supervise the children at all times.

All children have the right to be safe from harm and abuse.

Child Protection Procedures

The Owners, Area Manager and Manager is familiar with and must follow procedures set down in the Islington Children Safeguarding Board (ICSB) and the Early Years Foundation Stage requirements.

The Child Protection Officers within the nurseries are Hayley Maggs, Georgina Trevor and Stephanie Appleby (HG) they are available to give advice and support staff or family members who have concerns in a sensitive and confidential matter.

Responsibilities of the Directors

The Directors are responsible for ensuring that the child protection policy and procedures adopted by the Manager are fully implemented and followed by all staff.

It is the Directors responsibility to allocate sufficient resources and time to enable the responsibilities of the Designated Safeguarding Lead for Child Protection to be discharged fully and to ensure that staff are able to attend conferences, strategy discussions and child protection conferences and other inter-agency meetings and to contribute fully to the assessment of children including writing reports for conferences.

The Director is responsible for ensuring that all staff feel able to raise concerns about poor or unsafe practice regarding children, and that concerns will be addressed sensitively and in a timely manner in accordance with the nursery’s whistle blowing policy. We recognise that it is not the responsibility of children to raise concerns. It is the responsibility of all staff to share concerns about the actions or attitudes of colleagues with the Directors who will deal with the concerns appropriately.
The Role of the Designated Safeguarding Lead

Hayley Maggs - Area Manager and Designated Safeguarding Lead. Hayley has overall responsibilities for safeguarding. All child protection issues in the nursery including allegations made against staff. Hayley is also responsible for inductions and on-going training. To complete the annual safeguarding report and monitor Child Protection cases/referrals and early help.

Stephanie Appleby and Georgina Trevor - Nursery Manager and Designated Safeguarding Lead for Child Protection. Stephanie Appleby is responsible for all child protection issues when Hayley is unavailable. Either Hayley, Morwenna or Georgina will be available at all times to discuss concerns.

Hayley Maggs, Stephanie Appleby and Georgina Trevor

- Are the first point of contact for parents, children, staff and external agencies in all matters of child protection.
- Liaising with the Early Years Safeguarding Officer and Children’s Social Care as appropriate.
- To maintain a training programme for staff. We ensure the designated person receives training every two years (designated person: roles and responsibilities) and annual updates through Designated Safeguarding Forums run through Bright Start (Islington). All staff receives annual updates from the DSL and training every 15 months, with an external consultant. This will enable the staff to respond sensitively and appropriately to any child protection concerns.
- Follow Islington guidelines and procedures to inform parents of any concerns, and the action taken, as well as the situations in which the parents will be informed.
- Ensure all child protection referrals are made using the correct format for Islington Children’s social care or the borough we are making the referral too.
- To keep the child protection and safeguarding policy up to date with current guidelines and ensure all staff receives a copy and adhere to the policy.
- Follow Islington local authority guidelines and procedures for allegations of abuse against a member of staff.
- To complete and update a Single Central Record of staff details and an annual safeguarding report.
- Ensure all new staff at Little Angels receives induction training. This will ensure they are fully aware of the correct procedures to follow.
- Ensuring that there is a robust system in place for monitoring and recording concerns about children at an early stage, which is implemented across the setting and adhered to by all staff.
- Providing a systematic means of monitoring children who are thought to be at risk of harm or who are subject to child protection plans.
- Managing safeguarding and child protection concerns and making referrals to Children’s Social Care for the borough in which the child is resident when it is appropriate to do so, and seeking advice and guidance on these matters when appropriate.
- Ensuring that child protection referrals made to Children’s Social Care are kept confidentially by the setting and are copied to the Early Years Designated Safeguarding Officer, and that Ofsted is made aware that a child protection referral has been made.
- Attending and providing reports to child protection conferences and core group meetings and contributing to child protection plans.
- Monitoring the attendance and progress of children who are the subject of child protection plans and implementing the settings part of the plan.
- Informing Children’s Social Care of any proposed change of provision for a child who is subject to a protection plan and alerting them if a child who is subject to a protection plan is absent for more than one day.
• Ensuring that relevant information about children is shared with staff on a ‘need to know basis’.
• Maintaining accurate child protection records which are held securely and confidentially
• Ensuring that all staff are aware of the need to record concerns about children and the need to ensure that this practice is followed by everyone.
• Ensuring that complete and accurate records are forwarded on to the receiving school or setting when a child leaves.
• Ensuring that parents and carers are given copies of the setting’s child protection policy so that they are aware of the statutory duty to refer child protection concerns and that this is referred to in the setting’s information for parents and carers.
• Ensuring that the setting’s admissions policies and procedures are robust enough to enable staff to identify a child who may be privately fostered or trafficked.
• Ensuring that all staff are aware of safe professional practice when working with children and are adhering to the setting’s codes of professional conduct
• Having a working knowledge of the role and function of the Islington Safeguarding Children’s Board.
• To ensure procedures are in place to meet Childcare (Disqualification) Regulations 2009.
• The safeguarding lead will ensure staff completes an annual declaration to inform us if they disqualified from working with children.

All staff, students and volunteers are trained:

• To ensure they keep themselves and children safe. We never allow any staff member, volunteer or students to have unsupervised access with children.
• The responsibilities of all staff to have up-to-date knowledge of safeguarding issues.
• To recognise signs of abuse and closely monitor and protect the child in your care;
• To raise a concern about any form of abuse or neglect of a child within their care to the designated person.
• To be familiar with and implement “What to do if you’re worried a Child is being abused” and Keeping Children Safe in Education (Part one) this is given to all staff, and others working with the children at Little Angels including students and volunteers.
• To inform parents of our Child Protection Procedures before their child/ren start at Little Angels by sending out our policies and procedures in the child’s induction pack.
• To ensure that all supervisors become familiar with the policy and procedure and continually update their teams
• To ensure any statements about or allegation of abuse or neglect made by children must always be taken seriously and recorded on the nursery concerns form which are kept in the office.

All staff must:

• It is the responsibility of all staff to ensure they have up to date knowledge of safeguarding issues.
• To have police checks (DBS) carried out in their names for their suitability to work with children and join the online update service.
• To check their identity, academic qualifications and work history
• Record any accident or incident that happens to a child during their time at nursery this will be written up in the Accident/Incident Book and countersigned by a senior member of staff, and the parent.
• If a child comes into nursery with any injury or unusual markings, these will be discussed with the parents and parent will be asked to come into the office to complete the ‘out of nursery accident’ form on My Nursery Child.
These records are kept on system and monitored by the Designated Safeguarding lead for Child Protection.

Be alert for significant signs of abuse or neglect of any children

Take action, following Little Angels procedures, if they have any concerns about abuse or neglect of any child.

Carry out further observations within a specified timescale.

If a member of staff notices any unusual behaviour, injury or markings, they should immediately speak to the Designated Safeguarding Lead and Manager.

A record of the marks or the conversation will be recorded

You must record the details of the referral made, including time, date, who you spoken and your agreed action, child’s name, date of birth

Have a clear understanding and implement the nursery Behaviour Management Policy. (Refer to Behaviour Management Policy)

Whistle blowing is the mechanism by which staff can voice their concerns, made in good faith, without fear of repercussion, relating to the Public Interest Disclosure Act 1998. Staff should acknowledge their individual responsibilities to bring matters to the attention of the Senior Management and/or relevant external agencies. This is particularly important where the welfare of the children may be at risk. (Refer to Whistle Blowing Policy 13a).

**If you have a child protection Concern**

If a child makes a disclosure of abuse the following actions are to be taken:

- React calmly so as not to frighten or deter the child
- Listen carefully to what the child tells you without interrupting and take it seriously
- Ask questions for clarification only. Avoid asking questions that suggest a particular answer
- Do not stop a child who is freely recalling significant events. Allow them to continue at their own pace.
- Acknowledge how difficult it might have been for them to share this with you
- Reassure them that they have done the right thing in telling
- Tell the child that they are not to blame
- Never promise a child that what they told you can be kept a secret. Explain to the child that you have a responsibility for their safety and therefore have to tell somebody in authority. Let them know that there are others who can help them and that they are not alone
- Tell them what you will do next and with whom the information will be shared
- Ensure the safety of the child
- As soon as possible take care to record in writing what was said using the child’s own words. Record the date, time, setting, any names mentioned, to whom the information was given and other people present. Sign and date the record.
- Record any subsequent events and actions
- It is not your responsibility to decide if a child has been abused. Any disclosure must be raised with the Designated Safeguarding Lead and followed through appropriately
A child may recall former abuse once in a safe situation. Although they may be under no current threat to their safety, any disclosure must be raised with the Designated Safeguarding Lead and followed through appropriately.

You may also have concerns about a child’s welfare where there has not been any disclosure or allegation. In the best interests of the child/young person, these concerns should be raised with the Designated Safeguarding Lead and followed through appropriately.

**Recording and reporting**

Recording is a tool of professional accountability and is central to safeguarding and protecting children. Concerns about children should be recorded on Little Angels Concern’s Tracking Form which will detail the concerns about a child, discussion with the Designated Safeguarding Lead and parents and any agreed actions and outcomes. Concern tracking sheets will be held confidentially, separately from child’s main records and store in a locked cabinet in the office. (See appendix three, four and five) Records should be signed and dated and kept in chronological order. Child Protection referrals will be made to Children’s Social Care in the child’s home borough. Referrals will be made by telephone in the first instance and a referral form completed and sent to Children’s Social Care within 24 hours. A copy of the referral will be kept confidentially by the setting.

**Escalation Procedures/Managing disagreements.**

If the Designated Safeguarding Lead is not satisfied with the outcome for example Where one professional disagrees with the action of another around a particular course of action, such as closing involvement with a child or family.
- Where one agency considers that the plan is inappropriate and that a child’s needs are not being best met by the current plan.
- Where a member of staff or an agency considers that the child’s safeguarding needs are better met by a Child Protection Plan and have requested that a Child Protection Conference be called and feel that this has been refused.

We will follow the procedure laid out by the ISCB Escalation Policy and Procedure

**Safeguarding disabled children**

Any child with a disability is by definition a ‘child in need’ under s17 of the Children Act 1989. Disabled children can be more vulnerable to significant harm through physical, emotional abuse and/or neglect than children who do not have a disability. The presence of multiple disabilities increases the risk of abuse and neglect.

Safeguards for disabled children are essentially the same as for non-disabled children. Particular attention should be paid to promoting a high level of awareness of the risks of harm, high standards of practice, and awareness of barriers to communication which may make it difficult to tell others what is happening.

Where there are concerns about the welfare of a disabled child, they should be acted upon in accordance with the guidance, in the same way as with any other child. We recognise that children with disabilities are at greater risk of abuse for a number of reasons including increased need for practical assistance and physical dependency, increased need for intimate care provided by a number of different carers, communication difficulties and lack of access to appropriate communication methods. Staff members who work with children will:

- Have important information about individual children’s presentation, needs and preferred methods of communication.
- Be particularly sensitive to changes in children’s behaviour that may indicate possible abuse.
- Will receive appropriate training in order to meet individual children’s needs.
**Working in partnership with parents**

Little Angels are committed to develop and maintain a culture of openness and honesty and to work in partnership with parents to ensure the best interest of children and their families. Parents are provided with a copy of our child protection policy prior to their child joining the nursery as it is included in the induction pack sent out to parents. We feel this is important as it makes parents aware of our statutory duty to safeguard the children in our care and where necessary share concerns about children with Children’s Social Care.

When a practitioner identifies a concern, where possible it is discussed with the parent and parents are informed if a referral to Children’s Social Care is to be made unless this would put a child at further risk of serious harm.

Where there are significant issues around a child’s welfare, wellbeing or protection, these must be passed onto the Designated Safeguarding Lead. It is important that staff do not keep any such matters confidential or just between you and a parent. When there has been an incident or a disclosure, this should be shared with the Designated Safeguarding Lead. It is important that parents do not experience having lots of private and sensitive information passed around.

**Non-attendance Procedures**

Although attendance is not mandatory at Little Angels we do require parents to notify us in advance or on the morning of any absences their child may have. If we are not notified of a child’s absence the senior administrator will contact both parents to check on the child’s whereabouts. If we are unable to gain contact, we will call the alternative emergency contact numbers on the registration form.

If staff are concerned about the safety and welfare of a child refer to the child protection procedures. If staff are concerned that a child is at risk of significant harm a referral should be made immediately to social care.

**Involving Children’s Services**

- If you are concerned about a child you should discuss with the designated officer when and how this will be shared with a parent. Always keep a record of conversations including date and time.
- Make sure that you have agreed who will meet the parent and what exactly will be said. Focus only on what you have seen. Don’t speculate or use words that are unclear or imply anything.
- Ask the parent about your concern in a straightforward and non-judgmental way.
- If necessary, remind the parent of our duty to ask this type of question.
- Show that you are actively listening to their account. Parents may appear nervous, because it is stressful to be questioned like this. Consider with a designated officer if an explanation seems reasonable and is it consistent with what you have noticed. Make a note of exactly what was said as soon as possible.
- After the meeting – decide with a Designated Safeguarding Lead whether you feel the issue is resolved or needs further action.
- If you judge that it needs further action, then Children’s Social Care will need to be informed and they will advise on next steps.
- In cases of suspected sexual abuse and cases where a child could be in immediate danger, Children’s Social Care are always contacted first, not the parents. They will advise on next steps of action.

*Making a child protection Referral Flow chart (See Appendix One)*
What is Child Abuse?
A child or young person is abused when another individual (adult or child), who is in a position of greater power than the victim (by age, experience and/or emotional maturity and/or gender and/or physical strength), abuses that power/trust and exposes the child or young person to neglect, physical injury, sexual and/or emotional abuse. This definition encompasses all three variations as detailed below:

**Physical Abuse**
Physical abuse may involve hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating, or otherwise causing physical harm to a child. ‘Munchausen Syndrome by Proxy’ may also constitute physical abuse, whereby a parent carer feigns the symptoms of, or deliberately causes ill health in a child often through obtaining unnecessary or even dangerous medical treatment.

**Some possible signs of physical abuse:**
- Unexplained injuries, for example, bruising, bite marks, burns and fractures, particularly if recurrent.
- Improbable explanations given for injuries.
- Several different explanations provided for an injury.
- Refusal to discuss injuries.
- Untreated injuries.
- Withdrawal from physical contact.

**Emotional Abuse**
Emotional Abuse is the persistent emotional maltreatment of a child such as to cause severe and persistent adverse effects on the child’s emotional development.

It may involve conveying to children that they are worthless or unloved, inadequate, or valued only insofar as they meet the needs of another person. It may include not giving the child opportunities to express their views, deliberately silencing them or ‘making fun’ of what they say or how they communicate. It may feature age or developmentally inappropriate expectations being imposed on children. These may include interactions that are beyond the child’s developmental capability, as well as overprotection and limitation of exploration and learning, or preventing the child participating in normal social interaction. It may involve seeing or hearing the ill-treatment of another. It may involve serious bullying (including cyber bullying), causing children frequently to feel frightened or in danger, or the exploitation or corruption of children. Some level of emotional abuse is involved in all types of maltreatment of a child, though it may occur alone. This could involve constant criticism, name-calling, ridicule, sarcasm, bullying, or unrealistic expectations of parents/carers over what a child/young person can achieve.

**Some possible signs of emotional abuse:**
- Withdrawal
- Nervousness
- Aggressive behaviour
- Emotional abuse may be difficult to recognise as the signs are usually behavioural rather than physical. The manifestations of emotional abuse might also indicate the presence of other kinds of abuse.
Sexual Abuse
Sexual Abuse involves forcing or enticing a child or young person to take part in sexual activities, not necessarily involving a high level of violence, whether or not the child is aware of what is happening. The activities may involve physical contact, including assault by penetration (for example rape or oral sex) or non-penetrative acts such as masturbation, kissing, rubbing and touching outside of clothing. They may also include non-contact activities, such as involving children in looking at, or in the production of, sexual images, watching sexual activities, encouraging children to behave in sexually inappropriate ways, or grooming a child in preparation for abuse (including via the internet). Sexual abuse is not solely perpetrated by adult males. Women can also commit acts of sexual abuse, as can other children.

Neglect
Neglect is the persistent failure to meet a child’s basic physical and/or psychological needs, likely to result in the serious impairment of the child’s health or development. Neglect may occur during pregnancy as a result of maternal substance abuse. Once a child is born, neglect may involve a parent or carer failing to: provide adequate food, 11 clothing and shelter (including exclusion from home or abandonment); protect a child from physical and emotional harm or danger; ensure adequate supervision (including the use of inadequate care-givers); or ensure access to appropriate medical care or treatment. It may also include neglect of, or unresponsiveness to, a child’s basic emotional needs.

Bullying
Bullying is the abuse and/or intimidation by a person, people or an organisation against another or others. It may be a specific act or it may be institutional. It is an abuse of a perceived power relationship. Children can also bully other children may include verbal abuse and intimidation, acts of physical or sexual abuse and coercion, e-bullying, through texting, filming on mobiles and posting on social networks. Whatever its form it is unacceptable. It must be challenged and appropriately addressed.

Some possible signs of sexual abuse:
- Acting in a sexual way inappropriate to their age.
- Continual or excessive masturbation.
- Asking if you will keep a secret if they tell you.
- Unexplained sources of money, sweets or presents.
- Reluctance to changing for an activity.
- Chronic ailments such as stomach ache or headaches.
- Involving other children in sexual activity.
- Self-harm.

Some possible signs of neglect:
- Constant hunger
- Poor personal hygiene
- Constant tiredness
- Poor state of clothing
- Untreated medical problems
- Compulsive eating
- Scavenging

Some possible signs of bullying:
- Reluctance to attend activities previously enjoyed.
- Tearfulness, depression, erratic emotions, loss of concentration.
- Stomach aches, headaches, difficulty in sleeping, bed-wetting, bruising, cuts scratches, damaged clothing, bingeing on food, alcohol or cigarettes.
- Shortage of money, frequent loss of possessions.
- Asks for money or starts stealing (to pay bully/ies.
- Drop in performance.
Female Genital Mutilation (FGM)
All procedures which involve partial or total removal of the external female genitalia or injury to the female genital organs whether for cultural or other non-therapeutic reasons. It is illegal in the UK to subject a child to female genital mutilation or to take a child abroad to undergo FGM. A child for whom FGM is planned is at risk of significant harm through physical abuse and emotional abuse, which is categorised by some also as sexual abuse.

Implications of FGM for a child’s health and welfare
Short-term health implications can range from severe pain and emotional / psychological trauma to, in some cases, death.

The health problems caused by FGM Type 3 are severe – urinary problems, difficulty with menstruation, pain during sex, lack of pleasurable sensation, psychological problems, infertility, vaginal infections, specific problems during pregnancy and childbirth, including flashbacks.

Where a child is thought to be at risk of FGM, practitioners need to act quickly before the child is abused through the FGM procedure in the UK or taken abroad to undergo the procedure. Any information or concern that a child is at immediate risk of, or has undergone,
Mandatory Reporting
Section 5B of the Female Genital Mutilation Act 2003 places a statutory duty upon teachers along, with regulated health and social care professionals in England and Wales, to report to police where they discover (either through disclosure by the victim or visual evidence) FGM appears to have been carried out on a girl under 18.

Domestic Violence
Domestic violence is defined by the Home Office as:
"Any incident or pattern of incidents of controlling*, coercive** or threatening behaviour, violence or abuse between those aged 16 or over who are, or have been, intimate partners or family members regardless of gender or sexuality. This can encompass, but is not limited to, the following types of abuse:

- psychological
- physical
- sexual
- financial
- emotional

Controlling behaviour is: a range of acts designed to make a person subordinate and/or dependent by isolating them from sources of support, exploiting their resources and capacities for personal gain, depriving them of the means needed for independence, resistance and escape and regulating their everyday behaviour.

Coercive behaviour is: an act or a pattern of acts of assault, threats, humiliation and intimidation or other abuse that is used to harm, punish, or frighten their victim.'
This definition includes so called ‘honour’ based violence, female genital mutilation (FGM) and forced marriage, and is clear that victims are not confined to one gender or ethnic group.
All agencies need to work together to identify and protect these children/young people.
It has been widely understood for some time that coercive control is a core part of domestic violence and it is important to recognise coercive control as a complex pattern of overlapping and repeated abuse perpetrated within a context of power and control.

The main characteristic of domestic violence is that the behaviour is intentional and is calculated to exercise power and control within a relationship. Seeing or overhearing violence to another person in the home has adverse effects on a child’s development and welfare. Unborn children are also at increased risk; domestic violence is a prime cause of miscarriage, still birth, premature birth, foetal psychological damage, foetal physical injury and foetal death.
Children of all ages living with a parent, most often the mother, who is experiencing domestic violence, are vulnerable to significant harm through physical, sexual, emotional abuse and / or neglect.

The legal definition of significant harm includes “the harm that children suffer by seeing or hearing the ill-treatment of another, particularly in the home”.

Professionals should apply the London Safeguarding Children Board guidance to all situations of domestic violence, for example, where it is perpetrated by women or girls against men and boys, within same sex relationships and from a child.

Professionals should be aware of the possibility that teenage girls could be experiencing violence within intimate partner relationship.
**Honour Based Violence**
A child who is at risk of honour based violence is at significant risk of physical harm and/or neglect, and also may suffer emotional harm through the threat of violence or witnessing violence directed towards a sibling or other family member. Any information or concern that a child is at risk of honour based violence’s child protection referral should be made to Children’s social care on 0207-527-7400.

**Forced Marriage**
Forced marriage is a term used when a person is made to marry against their will. Forced marriage takes place when there is an absence of free and full consent of one or both parties, but the parties are forced to get married under duress, including physical and emotional pressure, usually from their families. A child who experiences forced marriage is at risk of significant harm through physical, sexual and emotional abuse.

**Spirit Possession or witchcraft**
Spirit possession is the belief that spirits, gods, or demons can take control of a human body. A child may suffer emotional, physical and sexual abuse and neglect if they are labelled and treated as being possessed with an evil spirit. Significant harm may occur when an attempt is made to ‘exorcise’ or ‘deliver’ the evil spirit from the child.

**Early Help**
Early help will be considered for a child and family as soon as it is identified they would be likely to benefit from support. Early help can mean taking action at an early stage in a child’s life or it can mean taking action at an early stage in the development of a problem. It is about stepping in as early as possible either at the first signs of a problem or before a problem becomes apparent to prevent that problem from getting worse.

Where a child and family would benefit from coordinated support from more than one agency there should be an inter-agency assessment. These early help assessments, should identify what help the child and family require to prevent needs escalating to a point where intervention would be needed via a statutory assessment. A lead professional will be identified from within the agencies engaged in coordinated support for the child and family. This could be a family support worker, families first worker (within a family requiring support at least one child will be over 5), key person, health or other professional.) A range of tools is available.

Good preventative work depends on good communication with parents. Parents under stress need help and support. Islington has family support group’s services which parents can use to support them in caring for their child. Little Angels Staff have an appointed parent liaison officer who is able to sign post parents to access this support.

**Team Around the Child (TAC)**
The TAC is a model of multi-agency service provision. The TAC brings together a range of different practitioners from across the children and young people’s workforce to support an individual child or young person and their family. The members of the TAC develop and deliver a package of solution-focused support to meet the needs identified through the common assessment. (CWDC)

Once consent is sought from parents for agencies to share information relevant professionals will come together to a team around the child meeting (TAC). The professionals will work together to assess the child’s needs and decide with parents/child the services required.

**Children harming other children.**
It is part of our duty of care that we make sure children are protected from harm from other children. In an early years setting with children under five years, biting, pushing, scratching and hitting may occur at times.
Please refer to our ‘Behaviour Management Policy’ for managing these incidents. It is very important that if you think a child is targeting another child, you raise this issue with the nursery manager immediately.

In recording and reporting incidents it is important that the identity of the child who did the hurting is not disclosed.

This is part of our duty of confidentiality to all children and families. If a parent asks who has hurt their child, please refer to our confidentiality policy and inform parents that we are unable to disclose this information.

**Peer on Peer Abuse**

Staff are clear on our policy and procedures with regard to peer on peer abuse. When dealing with abuse by young people on peers, we follow the key safeguarding documents keeping children safe in education (September 2018) Working together to safeguard children. Even when an alleged perpetrator is a child: We continue to ensure that any form of abuse or harmful behaviour is dealt with immediately and consistently to reduce the extent of harm to the young person, with full consideration to impact on that individual child’s emotional and mental health and well-being.

Children and young people may be harmful to one another in a number of ways which would be classified as peer on peer abuse. The purpose of this policy is to explore the many forms of peer on peer abuse and include a planned and supportive response to the issues.

At Little Angels we have the following policies in place that should be read in conjunction with this policy:
- E-safety policy
- Behaviour management policy

Abusive behaviour can happen to children in settings and it is necessary to consider what abuse is and looks like, how it can be managed and what appropriate support and intervention can be put in place to meet the needs of the individual and what preventative strategies may be put in place to reduce further risk of harm.

- effective implementation of the nursery safeguarding policy
- seeking advice from statutory agencies, as appropriate and aware of the procedure to follow if a referral needs to be made.
- if a child is in immediate danger a referral to CSC/and or the police
- awareness of the advice ‘What to do if you’re worried a child is being abused’
- effective information sharing with other agencies and professionals
- good record keeping.

**Private fostered or trafficked children.**

Private fostering is when a child under the age of 16 (under 18 if disabled) is cared for by someone who is not their parent or a 'close relative'. This is a private arrangement made between a parent and a carer, for 28 days or more. Close relatives are defined as step-parents, grandparents, brothers, sisters, uncles or aunts (whether of full blood, half blood or marriage/affinity).

There is a duty on the part of parents and prospective carers entering into private fostering arrangements to notify their local authority. This is in order to safeguard and protect the child’s welfare as well as ensuring that the child, carer and parent are receiving appropriate support and help. If Little Angels believe a child is being privately fostered a referral will be made to Children’s Social Care.

Children are trafficked into and around the country for many purposes including sexual exploitation, fraud and for domestic servitude. If we have a concern that is child has been a victim of trafficking a referral will be made to Children Social Care.
“Child sexual exploitation is a form of child sexual abuse. It occurs where an individual or group takes advantage of an imbalance of power to coerce, manipulate or deceive a child or young person under the age of 18 into sexual activity (a) in exchange for something the victim needs or wants, and/or (b) for the financial advantage or increased status of the perpetrator or facilitator. The victim may have been sexually exploited even if the sexual activity appears consensual. Child sexual exploitation does not always involve physical contact; it can also occur through the use of technology.”

(Department for Education, 2017)

Use of mobile Phones and Camera

The use of mobile phones and personal cameras are not allowed within Little Angels. Please refer to our Mobile Phone Policy 13b.

E-Safety

It is vital that staff/students/volunteers and children ensure proper practice when using the internet. This is to protect children, parents and other staff in the Nursery, following guidance from the Islington E-safety policy. We are aware of the benefits of these technologies; however, we also need to be aware of the potential dangers. Our online tracking system ‘My Nursery Child’, is a secure cloud based system which parents require log in details to gain access. Please see the settings E-Safety Policy for further information.

Promoting Values

At Little Angels we promote values of democracy, rule of law, individual liberty, mutual respect and tolerance of those with different faiths and beliefs. This is promoted through the management and implementation of the Early Years Foundation Stage and through our policies and procedures.

Democracy: making decisions together as part of the focus on self-confidence and self-awareness as cited in Personal, Social and Emotional Development:

Managers and staff can encourage children to see their role in the bigger picture, encouraging children to know their views count, value others’ views and values and talk about their feelings, for example when they do or do not need help. When appropriate demonstrate democracy in action, for example, children sharing views on what the theme of their role play area could be with a show of hands. Staff can support the decisions that children make and provide activities that involve turn-taking, sharing and collaboration. Children should be given opportunities to develop enquiring minds in an atmosphere where questions are valued.

Rule of law: understanding rules matter as cited in Personal Social and Emotional development. As part of the focus on managing feelings and behaviour:

Staff ensure children understand their own and others’ behaviour and its consequences, and learn to distinguish right from wrong. Staff collaborates with children to create the rules and the codes of behaviour, for example, to agree the rules about tidying up and ensure that all children understand rules apply to everyone.

Individual liberty: freedom for all As part of the focus on self-confidence & self-awareness and people & communities as cited in Personal Social and Emotional Development and Understanding the World:
Children should develop a positive sense of themselves. Staff provide opportunities for children to develop their self-knowledge, self-esteem and increase their confidence in their own abilities, for example through allowing children to take risks on an obstacle course, mixing colours, talking about their experiences and learning. Staff should encourage a range of experiences that allow children to explore the language of feelings and responsibility, reflect on their differences and understand we are free to have different opinions.

**Mutual respect and tolerance: treat others as you want to be treated** As part of the focus on people & communities, managing feelings & behaviour and making relationships as cited in Personal Social and Emotional Development and Understanding the World:

Managers and leaders should create an ethos of inclusivity and tolerance where views, faiths, cultures and races are valued and children are engaged with the wider community. Children should acquire a tolerance and appreciation of and respect for their own and other cultures; know about similarities and differences between themselves and others and among families, faiths, communities, cultures and traditions and share and discuss practices, celebrations and experiences. Staff should encourage and explain the importance of tolerant behaviours such as sharing and respecting others’ opinions. Staff should promote diverse attitudes and challenge stereotypes, for example, sharing stories that reflect and value the diversity of children’s experiences and providing resources and activities that challenge gender, cultural and racial stereotyping. A minimum approach, for example having notices on the walls or multi-faith books on the shelves will fall short of ‘actively promoting’.

All staff has undertaken training to assess how we can use the EYFS to actively promote the fundamental British values of democracy, the rule of law, individual liberty, and mutual respect and tolerance of those with different faiths and beliefs.

**Prevent Duty July 2015**

Little Angels takes prevent duty seriously. Through training we have:

- Endeavoured to understand the prevent duty in general and in the particular context of our local community.
- Staff have completed online training this supports staff understanding of identify children who may be at risk and the procedure to follow.
- Addressed the ways in which we can identify evidence of vulnerably to radicalisation in the nursery.

Staff will be alert to harmful behaviours by influential adults in the child’s life. This may include discriminatory and/or extremist discussions between parents, family and/ or staff members. Where staff identify children who may be vulnerable to radicalisation or observe behaviour of concern they should refer to the normal safeguarding procedures and report to the DSL. The DSL will assess the risk of children and work in partnership with local partners such as the police, prevent co-ordinators, channel police practitioners and their LSCB, to take account of local risks and respond appropriately.

**Information sharing Data**

Little Angels has record keeping systems in place that meet legal requirements; the means we use to store and share that information takes place within the framework of the General Data Protection Regulations (GDPR) (2018) and the Human Rights Act (1998).

Confidential records are shared where there have been child protection concerns according to the process required by Islington’s Safeguarding Children Board. Their procedure guides this process and determines what information Little Angels can and cannot share with a receiving school or setting. Prior to transferring information, we will establish the lawful basis for doing so Please refer to our information sharing and privacy notice policy.
Safer Recruitment
Safe recruitment and selection practice is vital in safeguarding and protecting children. Little Angels recognises and takes seriously its responsibility to adopt practice which minimises risk to the children in the nursery by ensuring that measures are in place through this practice to deter, reject or identify people who might abuse children or who are unsuitable to work with them. The Directors is committed to evidencing this practice in relation to all staff working with children in the nursery. The safety and well-being of children is borne in mind at all times throughout the recruitment and selection process. The nursery follows guidance issued by the national guidance ‘Keeping Children Safe in Education’ 2018
In accordance with this, Little Angels makes sure that appropriate checks are carried out on new staff and volunteers and bears in mind the safety of children when drawing up job descriptions and person specifications, advertising posts, calling for and scrutinising references and picking up on gaps in employment history through to the interview process and carrying out enhanced Disclosure and Barring Service (DBS) and professional checks and verifications of qualifications and identity.
(Please refer to Safer Recruitment Policy 10)
The nursery holds information on a Single Central Register which includes information such as identity checks, DBS disclosure dates, qualifications, a declaration regarding the disqualification requirement and the right to work in the UK. The member of staff responsible for keeping the Single Central Record is Hayley Maggs
All new members of staff will undergo an induction that includes familiarisation with the
- Staff Code of Conduct (to include acceptable use policy, staff/pupil relationships and communications including the use of social media and other related matters)
- Safeguarding and child protection policy
- Part 1 of Keeping Children Safe in Education 2018
- Information regarding the role of the designated safeguarding lead.

Volunteers
Volunteers including directors will undergo checks commensurate with their work in the nursery and contact with children.

Supervised Volunteers
Volunteers who work only in a supervised capacity and are not in regulated activity will undergo safe recruitment checks appropriate to their role, in accordance with the nursery’s risk assessment process and statutory guidance.
**Allegations made against a member of staff**

It is essential that any allegation of abuse made against a member of staff or volunteer in our education setting is dealt with fairly, quickly, and consistently, in a way that provides effective protection for the child and at the same time supports the person who is the subject of the allegation. The procedures outlined in this policy will be followed alongside the Nursery’s complaints procedure and child protection policy. See Appendix Five for concerns form.

The following procedures should be applied when there is an allegation or concern that any person who works with children, in connection with their employment or voluntary activity has:

- Behaved in a way that has harmed a child, or may have harmed a child.
- Possibly committed a criminal offence against or related to a child.
- Behaved towards a child or children in a way that indicates they are unsuitable to work with children.

In the event that an allegation of abuse is made against a member of staff or volunteer, the nominated person Hayley Maggs will assess whether the allegation reaches the threshold for a referral to Police/children’s social care and advice accordingly regarding further action to be taken in respect of the child and the member of staff. Hayley will seek advice from the Local Authority Designated Officer (LADO) 0207-527-8102 and inform them of any allegations made against staff and an online referral will be completed. Where an allegation has been made, and initial considerations suggest that the incident is likely to have occurred but the behaviour complained of does not reach the threshold for referral to social care and police, Little Angels will investigate the matter internally to determine whether there is need to undertake disciplinary action, or to cease to use the services of the individual, and/or refer to individual’s name to the ISA for possible inclusion on the appropriate barring list. We will also inform Ofsted of any allegations made. Any staff disclosing information regarding inappropriate behaviour by colleges will be listened to and supported by Early Years Professional or Employer Assistance Programme (EAP).

Parents of a child allegedly abused by a member of staff or other adult will be kept informed of the progress and outcome of any investigation.

Any member of staff facing investigation into an allegation of abuse will be subject to the procedures laid down by LSCB, will be offered appropriate access and outcome of any investigation.

The possible risk of harm to children posed by an accused person needs to be evaluated and managed effectively, in respect of the children involved. In some cases, this requires the employer to consider suspending the person. Suspension should be considered in any case where there is cause to suspect a child is at risk of significant harm, or the allegation warrants investigation by the police or is so serious that it might be grounds for dismissal. Staff must not be suspended automatically or without careful thought.

Abuse of children arouses strong emotions in all. It is imperative that you share these feelings with the appropriate person, Designated Safeguarding Lead, in a confidential manner.

*Flowchart: Allegations Made Against A Member of Staff. (See Appendix Two)*
All staff have a duty to protect children from abuse and keep children safe. Wanting to support a colleague or finding it difficult to believe what you have seen or heard must come second to that.

- If any practitioner is concerned that no action is being taken, it is their responsibility to report the matter directly to the LADO
- The flowchart ‘Allegations Made Against a Member of Staff’ is displayed in the playroom and attached to this policy
- It is the responsibility of all staff to share concerns about the actions or attitudes of colleagues with the DSL or DDSL who will deal with the concerns appropriately
- This often difficult issue should be discussed at staff meetings so that all staff understand what is meant by the term ‘whistle-blowing’ and their responsibilities with regards to it, and are able to raise concerns with the DSL
- Staff must give management details of any incident, order, determination, conviction or any other possible issue which may impact on their suitability to work with children.
- If any such event should lead to disqualification appropriate action will be taken to ensure the safety and well-being of children in the setting.
- Details will be forwarded to OFSTED who, in certain circumstances, may consider a waiver of the disqualification in line with relevant legislation.
- Little Angels has a legal responsibility to refer any staff member who is dismissed as a result of a child protection concern to the DBS (Disclosure and Barring Service).
Appendix One

Making a child protection Referral Flow chart

[Diagram of the referral flow chart is shown here]

- Practitioner has concerns about a child’s welfare.
- Practitioner discusses with designated safeguarding lead (or deputy designated lead in their absence. Practitioner completes the incident record and gives it to the designated safeguarding lead.
- Designated safeguarding lead starts chronology. Any concerns and your intention to refer to CSCT should be discussed with parents unless doing so would place the child at further risk of harm.
- Designated safeguarding lead contacts children’s service contact team (CSCT) within one working day. Tel: 020 7527 7400. After 5 pm during the week, at weekends or during public holidays call the Emergency Duty Team on 020 7228 0992.
- If the child lives outside the borough check the safeguarding board website of that borough for relevant contact details.
- No longer have a Child Protection concern? Discuss with safeguarding lead or person in charge whether Early Help is appropriate, if so, offer to parents and start an Early Help Assessment with their consent.
- Update the concerns tracking form with decision/outcome. This must be kept confidential and placed in the child’s secure individual file.
- Follow the referral up in writing within 24 hours as required by CSCT online CSCT REFERRAL.
- Send a copy of the referral form to Gwen Fitzpatrick, Early Years Safeguarding Lead: gwen.fitzpatrick@islington.gov.uk Tel 020 7527 5629.
- CSCT will decide what course of action to follow and inform the referrer.
- Maintain chronology and keep records as required.
Appendix Two

Flowchart: Allegations Made Against A Member of Staff

If an allegation is made that a member of staff has harmed a child or is alleged to have behaved in a way that may suggest they are unsuitable to work with children and young people the head or manager (__________) or in their absence the most senior member of staff, must be informed immediately. If the allegation concerns the manager/head, the chair of the board of governors/management committee/proprietor must be informed.

To assess the most appropriate course of action, the following initial information must be collated:
- the date and time of the observation or the disclosure
- the exact words spoken by the child/staff/member/parent/volunteer as far as possible
- the name of the person to whom the concern was reported (with date and time)
- the names of any other person present at the time
- wider relevant knowledge or background information

(Note: it is not appropriate at this stage to conduct formal interviews or take written statements from staff as this could compromise an investigation)

The Local Authority designated officer (LADO) must be informed within one working day on Tel: 020 7527 8102.

LADO referral

The LADO will clarify if and how the matter will be taken forward and what appropriate course of action should be taken. In serious situations the LADO will advise whether a suspension should take place immediately and/or whether a strategy meeting is required.

After discussing the situation with the LADO it may become clear that a referral to Children’s Services Contact Team (CSCT) is required.

Refer the allegation to Children’s Services
Contact Team: 020 7527 7400
Follow the referral up in writing within 24 hours as required by CSCT online

The incident should be documented
Safeguarding Lead Gwen Fitzpatrick 0207 527 5629 must be informed of this outcome in writing where applicable.

Children’s Social Care will contact the setting as to how to proceed. A formal strategy meeting will take place between Children’s Social Care, the setting’s representative and the police (as appropriate). This meeting will agree what action is required immediately to safeguard and promote the welfare of the child, and/or provide interim services and support.

The member(s) of staff may be suspended on full pay (in line with your HR procedures. This overall decision to suspend is vested in the chair of the board of Governors/management committee/proprietor. Suspension is a neutral act and allows a full investigation of facts to take place.

Ofsted must be informed within 24 hours on (0300 123 1231) of any allegation or concerns made against a member of staff. Complete the safeguarding and child protection concerns form and send this to Ofsted: fax 08456 49 40 49 or email: enquiries@ofsted.gov.uk.

Once the investigation is complete, Ofsted may visit to discuss the implications of the investigation. It may be necessary to implement the setting’s disciplinary, grievance or complaints procedure. DBS (Disclosure and Barring Service) must be informed if a staff member has been dismissed as a result of the allegation.
Appendix Three

Concerns Tracking Form

Name of setting:
All staff/volunteers should use this form to report concerns/incidents relating to children and young people to the Designated Safeguarding Lead without delay. (NB. there is a separate form for concerns/incidents relating to babies and toddlers)

<table>
<thead>
<tr>
<th>To be completed by member of staff/volunteer reporting concern/incident</th>
</tr>
</thead>
<tbody>
<tr>
<td>Child’s Name:</td>
</tr>
<tr>
<td>Name of person completing form:</td>
</tr>
</tbody>
</table>

**Date of concern/incident:** (factual information only)
Who, what, where, when, witnesses? Include immediate response by member of staff/volunteer.
Describe any injury and account given by child/parent (if appropriate at time of incident). Use body map overleaf to record any injury clearly.

<table>
<thead>
<tr>
<th>Reported to: (name of the DSL on duty at time)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Signed:</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>To be completed by Designated Safeguarding Lead or Deputy Designated Safeguarding Lead</th>
</tr>
</thead>
<tbody>
<tr>
<td>Print name:</td>
</tr>
</tbody>
</table>

**Immediate action taken** (e.g. discussion with parents/carers, logged on chronology, advice sought and/or referral to statutory or early help services)

<table>
<thead>
<tr>
<th>Parent response to concern/incident? <em>(if discussed with parents/carers, note discussion and include on chronology; if not, state reasons why. If referring to other agencies, note whether consent is sought and given)</em></th>
</tr>
</thead>
<tbody>
<tr>
<td>Signed:</td>
</tr>
</tbody>
</table>
Appendix Four
To report concerns – for ANY staff member to complete (BABY/TODDLER)

Name of setting:

<table>
<thead>
<tr>
<th>INCIDENT RECORD to record single concerns /incidents</th>
</tr>
</thead>
<tbody>
<tr>
<td>Child’s Name:</td>
</tr>
<tr>
<td>Shared with: (only identify who this single incident record is shared with at the time of recording)</td>
</tr>
<tr>
<td>☐ Setting’s Designated Safeguarding Lead</td>
</tr>
<tr>
<td>☐ Parent</td>
</tr>
<tr>
<td>☐ Children’s Services Contact Team (CSCT) or named SW if one already allocated</td>
</tr>
<tr>
<td>☐ Early Years Safeguarding Advisor or Principal Officer – Safeguarding in Education</td>
</tr>
</tbody>
</table>

Details of concern/incident (include detailed factual information only)
What have you noticed? Describe any injury and account given by child/parent (if appropriate at time of incident). Use body map overleaf to record injury clearly

Parents comments (if present at time of incident/observation/disclosure, any follow up discussions with parent should be recorded on a separate document and logged accordingly on your chronology)

Immediate action to be Taken (e.g. logged on chronology, reported to manager, referral to other services)

Name of the DSL on duty at time of incident

Person completing the incident record

<table>
<thead>
<tr>
<th>Print name:</th>
<th>Designation:</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Signed: Date:

1) All incidents should be recorded and shared with the settings designated officer for safeguarding & child protection (or identified designated person) without delay
2) Incidents can be shared or further advice sought with the EY Safeguarding Advisor or Principal Officer – Safeguarding in Education, including in the absence of the setting’s DSL or when there is disagreement.
3) Incidents can be shared directly with CSCT in the absence of the settings identified designated officer to ensure there is no delay or when there is disagreement
When you notice an injury to a child, try to record the following information in respect of each mark:

- Exact site of injury on the body, e.g. upper outer arm/left cheek
- Size of injury - in appropriate metres or inches
- Is there a scab? / any blistering? / any bleeding?
- Approximate shape of injury, e.g. round/square or straight line
- Colour of injury - if more than one colour, say so - is the skin broken?
- Is there any swelling at the site of the injury, or elsewhere? Does the child say they are, or appear to be, in pain?
- Does the child feel hot?
- Is the injury clean? or is there grit/fluff etc? Does the site of the injury feel hot?
- Is mobility restricted as a result of the injury? Did the parent/carer inform the centre at time of arrival?
## Allegations made against a member of staff

<table>
<thead>
<tr>
<th>SAFEGUARDING AND CHILD PROTECTION CONCERNS FORM</th>
</tr>
</thead>
<tbody>
<tr>
<td>To record information about an allegation made against a member of staff</td>
</tr>
</tbody>
</table>

### INFORMATION ABOUT THE SETTING

**Name of Setting**

**Ofsted Registration Number:**

**Address of Setting:**

### INFORMATION ABOUT THE ALLEGATION OR CONCERN

**Date of allegation or concern received:**

**Date of alleged incident:**

<table>
<thead>
<tr>
<th>Nature of allegation</th>
<th>Sexual</th>
<th>Physical</th>
<th>Emotional</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Neglect</td>
<td></td>
<td>Inappropriate Language</td>
<td>Inappropriate Behaviour</td>
</tr>
</tbody>
</table>

**Brief description of allegation or concern raised:**

### INFORMATION ABOUT THE CHILD/YOUNG PERSON

**Child’s Name:**

**Gender:**

- Male:  | Female:  |

**Date of Birth**

### INFORMATION ABOUT THE MEMBER OF STAFF INVOLVED IN THE CONCERN

**Initials:**

**Job Title:**

**Gender:**

- Male:  | Female:  |

### DETAILS OF THE PERSON COMPLETING THE FORM

**Name:**

**Designation:**

**Date:**

**Contact Details:**
When you notice an injury to a child, try to record the following information in respect of each mark:

- Exact site of injury on the body, e.g. upper outer arm/left cheek
- Size of injury - in appropriate centimetres or inches
- Is there a scab? / any blistering? / any bleeding?
- Approximate shape of injury, e.g. round/square or straight line
- Colour of injury - if more than one colour, say so - Is the skin broken?
- Is there any swelling at the site of the injury, or elsewhere? Does the child feel pain?
- Does the child feel hot?
- Is the injury clean? or is there grit/fluff etc? Does the site of the injury feel hot?
- Is mobility restricted as a result of the injury? Did the parent/carer inform the centre at time of arrival?

Signed:  
Dated:
**Legal Framework**
- Children Act (1989 s47)
- Protection of Children Act (1999)
- Data Protection Act (2018)
- Criminal Justice and Court Services Act (2000)
- Equalities Act (2010)
- Data Protection Act (1998) Non Statutory Guidance
- EYFS 2017
- Prevent Duty Guidance, HM Government 2015
- Working Together to Safeguard Children, 2018
- Inspecting Safeguarding in education: statutory guidance for schools and colleges, August 2016
- Inspecting safeguarding in education, skills and early years settings, (Guidance for inspectors) 2016

**Further Guidance**
- Islington Safeguarding Children’s board (ISCB)
  [http://www.islingtonscb.org.uk/Pages/default.aspx](http://www.islingtonscb.org.uk/Pages/default.aspx)
- Common Inspection Framework: education, skills and early years, Ofsted August 2015
- Safeguarding children and young people and young vulnerable adults policy, Ofsted 2015
- Keeping Children Safe in Education, DfE 2018
- Islington Early Years Safeguarding and child protection guidance (see website)
- Working Together to Safeguard Children
- What to do if you are Worried a Child is Being Abused (HMG 2006)
- 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 2007)
- Information Sharing: Guidance for Practitioners and Managers (HMG 2008)
- Childcare disqualification requirements
- Prevent Duty Departmental Guidance, DfE 2015

We refer to the London Child Protection Procedures book for guidance at all times.
Who to Contact

Key telephone contact numbers and addresses to contact when making a child referral:
To make a referral or if you want advice on how to deal with a child protection concern

**Police**

999

Islington **Children’s Services – Telephone**

Children Service Contact Team (CSCT)
Telephone 7527 7400

Email: cs creferrals@islington.gov.uk

https://csa.islington.gov.uk/fwlive/

Emergency Out of Hours Duty Social Worker
Telephone 7226 0992

To inform **Islington Early Years Services**

Gwen Fitzpatrick **Early Years Lead** – Bright Start and Safeguarding
To seek advice or support

**Telephone:** 020 7527 5629
**e-mail:** gwen.fitzpatrick@islington.gov.uk

**Local Authority Designated Officer (LADO)**-To report staff acting inappropriately or any allegation made against a staff member

**Telephone:** 0207-527-8102
**e-mail:** LADO@islington.gov.uk

Disabled Children’s Team **Telephone 0207-527-3366**

To inform **Ofsted Enforcement Team** (by telephone only unless Ofsted ask for a written referral)

Ofsted Help line: 0300 123 1231
Email: enquiries@ofsted.gov.uk

To inform the Education Welfare Services
ews@islington
1st Floor
222 Upper Street
N1 1XR
Telephone 7527 5833
Hackney Social Care
Telephone 8356 5500
Out of hours telephone 8356 2710

Email: cscreferrals@hackney.gov.uk

Haringey Social Care
Telephone 8489 1472/3145/4514
Out of hours telephone 8349 0000

Camden Social Care
Telephone 7974 3317
Out of hours telephone 7974 4444

Holloway Police Station
Non emergency Number 101
Or dial 999 in the event of an emergency

Child Abuse Investigation Team (CAIT)
0208 733 6495 or 0208 733 6500

Islington Safeguarding Children Board
020 7527 4209/4234

Islington Women’s Aid (Solace)
0808 802 5565

Domestic Violence National Helpline
0808 200247

Forced Marriage Unit
020 7008 0151

Karma Nirvana Honour Network Helpline
0800 5999 247

NSPCC
0808 800 500

ChildLine
0800 1111

Revised and amended January 2019
Next review date January 2020