

1.1 Safeguarding children, young people and vulnerable adults



'Every child deserves the best possible start in life and the support that enables them to fulfil their potential. A secure, safe and happy childhood is important in its own right.'

New Ark Play Association's safeguarding policy is intended to provide a secure framework in safeguarding and promoting the welfare of those children, young people and vulnerable adults who attend our setting by building a 'culture of safety'. The policy aims to ensure that:

- Staff, children, committee, visitors, volunteers and parents are aware of the expected behaviours' and the settings legal responsibilities in relation to the safeguarding and promoting the welfare of all of our children.
- Awareness of safeguarding is promoted throughout our training and learning programmes for staff and volunteers. We are also committed to empowering children through our early childhood curriculum, promoting their right to be strong, resilient and listened to.
- We respond promptly and appropriately to all incidents, allegations or concerns of abuse that may occur and to work with statutory agencies in accordance with the procedures that are set down in legislation and within Cambridgeshire and Peterborough Safeguarding Children Partnership Board guidance.

Cambridgeshire and Peterborough Safeguarding Children's Partnership Board:

01733 864180 (Mon- Fri 9am-5pm)

01733 234724 (outside office hours/ Emergency Duty Team)

Email: referralcentre.children@cambridgeshire.gov.uk

Safeguarding is everyone's responsibility and as such New Ark Play Association (New Ark) aims to create the safest environment within which everyone who attends has the opportunity to achieve their full potential. New Ark recognises the contribution it can make in ensuring that all children registered or who use our setting feel that they will be listened to and appropriate action taken. We encourage and support our children to develop essential life skills and a positive sense of self, within safe and trusted relationships in the setting and beyond. We understand the importance of working in partnership with other agencies in accordance with **Working Together to Safeguard Children** and seeking to establish effective working relationships with parents, carers and other colleagues to develop a holistic approach to safeguarding.

Copies of HM Government papers 'What to do if you're worried a child is being abused' and 'Working Together to Safeguard Children (2018)' are kept within our Safeguarding file and the staff room, these set out Government guidelines on dealing with incidents, disclosures and the procedures that must be followed.

Our safeguarding arrangements are reported on an annual basis to our committee and our Safeguarding policy is reviewed annually, in order to keep it updated in line with local and national guidance/legislation.

Our Designated Safeguarding Lead (DSL) who co-ordinates child, young person and vulnerable adult protection issues are: **Sam Brown (Manager) and Denise Jinks (Pre-school)**

When the setting is open, but the Designated Safeguarding Lead is not on site, a suitably trained deputy is available at all times for staff to discuss safeguarding concerns. **Our Safeguarding deputy (to be confirmed once appropriate training in place).**

Our designated officer for the committee who oversees this work is: **Ruth Scotten**

The Designated Safeguarding Lead, the Safeguarding Deputy and the designated officer ensure they have relevant links with statutory and voluntary organisations with regards to safeguarding. The designated person (and the person who deputises for them) understands Cambridgeshire and Peterborough Safeguarding Children Partnership Board safeguarding procedures, attends relevant training at least every two years and refreshes their knowledge of safeguarding at least annually.

The designated officer on the committee will support the Designated Safeguarding Lead to undertake their role adequately and offer advice, guidance, supervision and support. The Designated Safeguarding Lead will inform the committee designated officer at the first opportunity of every significant safeguarding concern, however this should not delay any referrals being made to children's social care, or where appropriate, the LADO, Ofsted or RIDDOR.

We ensure that staff and volunteers are supported to understand our safeguarding policies and procedures and that parents are made aware of them too. All staff understand that safeguarding is their responsibility and have an up-to-date knowledge of safeguarding issues, are alert to potential indicators and signs of abuse and neglect and understand their professional duty to ensure safeguarding and child protection concerns are reported to the local authority children's social care team. Staff attend training at least every three years and receive updates on safeguarding through staff briefings and supervision. Staff are encouraged to ask questions in relation to any safeguarding concerns and know not to just take things at face value but can be respectfully sceptical.

TRAINING

Regular training is essential to support staff to understand their responsibilities in relations to safeguarding. All members of staff and volunteers will have access to whole setting safeguarding training at least every three years in line with Cambridgeshire and Peterborough Safeguarding Children Partnership Board. We will also, as part of our induction, issue information in relation to our Safeguarding policy and any policy related to safeguarding and promoting our children/young people's welfare to all newly appointed staff and volunteers.

Our Designated Safeguarding Lead (DSL) and deputy will undertake further safeguarding lead training and multi-agency training in addition to the whole setting Safeguarding training, which will be undertaken at least every two years which updates their awareness and understanding of the impact of the wide agenda of safeguarding issues and refresh their knowledge and skills at least annually. This additional training will support the DSL and deputy to be able to better undertake their role and support the setting in ensuring our safeguarding arrangements are robust and achieving better outcomes for the children in our setting.

Our committee will have access to safeguarding training and our named committee member for safeguarding will also undertake additional awareness training at least every three years. Committee and management are also 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.

Training will include, but is not limited to;

- Ensuring staff and volunteers are able to recognise the signs and signals of possible abuse including; physical abuse, emotional abuse, sexual abuse (including child sexual exploitation), neglect, female genital mutilation (FGM), breast ironing, honour based violence and Child Sexual Exploitation (CSE) and county lines.
- Online risks, radicalisation, Prevent Duty and grooming.
- How to identify and respond to families who may be in need of early help, and organisational safeguarding procedures.
- Staff are aware of the local authority guidelines for making referrals.
- Ensure that all staff know the procedures for reporting and recording any concerns they may have about the provision.
- All staff understand the principles of early help (as defined in *Working Together to Safeguard Children*, 2022) and are able to identify those children and families who may be in need of early help and enable them to access it.
- Ensure all staff understand the thresholds of significant harm and understand how to access services for families, including for those families who are below the threshold for significant harm, according to

arrangements published by Cambridgeshire and Peterborough Safeguarding Children Partnership Board.

- Ensuring all staff understand their responsibilities under the General Data Protection Regulation and the Data Protection Act 2018, and understand relevant safeguarding legislation, statutory requirements and local safeguarding partner requirements and ensure that any information they may share about parents and their children with other agencies is shared appropriately and lawfully.

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 New Ark we will ensure that we have a member on every recruitment panel who has received the appropriate safer recruitment and selection training. We ensure 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.

The following are in place to support our safer recruitment.

- Applicants for posts within the setting are clearly informed that the positions are exempt from the Rehabilitation of Offenders Act 2020.
- Enhanced Disclosure and Barring Service checks and other suitability checks are carried out for staff and volunteers prior to their post being confirmed, to ensure that no disqualified person or unsuitable person works at the setting or has access to the children.
- Where applications are rejected based on information disclosed, applicants have the right to know and to challenge incorrect information.
- Enhanced Disclosure and Barring Service checks are updated every three years.
- Information is recorded about staff qualifications, and the identity checks and vetting processes that have been completed including:
 - the Disclosure and Barring Service (DBS) reference number.
 - the date the disclosure was obtained; and
 - details of who obtained it.
- All staff and volunteers are informed that they are expected to disclose any convictions, cautions, court orders or reprimands and warnings which may affect their suitability to work with children (whether received before or during their employment with us).

New staff are subject to a three month probation period which includes an induction process and regular supervision.

PLANNING AND SETTING ARRANGEMENTS

New Ark clearly sets out what is expected of staff in terms of their required behaviour and conduct, and, expects all staff to follow our policies and procedures on positive behaviour, online safety (including use of cameras and mobile phones), whistleblowing and dignity at work.

Children in Pre School have a key person to build a relationship with, and all children and young people are supported and encouraged to articulate any worries, concerns or complaints that they may have in an age appropriate way.

Staff receive regular supervision, which includes discussion of any safeguarding issues, and their performance and learning needs are reviewed regularly.

The layout of the rooms allows for constant supervision.

- No child is left alone with staff or volunteers in a one-to-one situation without being within sight and/or hearing of other staff or volunteers.
- Procedures are in place to record the details of visitors to the setting.
- Security steps are taken to ensure that we have control over who comes into the setting so that no unauthorised person has unsupervised access to the children.
- Volunteers must:
 - be considered competent and responsible;
 - receive a robust induction and regular supervisory meetings;
 - be familiar with all the settings policies and procedures;
 - be fully checked for suitability if they are to have unsupervised access to the children at any time.

We have clear procedures regarding the use of cameras, mobile devices, smart phones, pens with cameras and other new devices that may be used.. Steps are taken to ensure children are not photographed or filmed on video for any other purpose than to record their development or their participation in events organised by us. Parents sign a consent form and have access to records holding visual images of their child(ren). Staff do not use personal cameras or filming equipment to record images. Personal mobile phones or other personal technology are not used where/when children are present.

We introduce key elements of keeping children safe into our programmes to promote the personal, social and emotional development of all children, so that they may grow to be strong, resilient and listened to, developing an understanding of why and how to keep safe. Within the setting we work to create a culture of value and respect for individuals, having positive regard for children's heritage arising from their colour, ethnicity, languages spoken at home, cultural and social background. We ensure that everything we do is carried out in a way that is developmentally appropriate for the children.

We encourage open communication and believe in building trusting and supportive relationships with children, families, staff and volunteers to support and improve the welfare of everyone who uses New Ark.

We ensure that robust risk assessments are completed, that they are seen and signed by all relevant staff and that they are regularly reviewed and updated, in line with our health and safety policy.

WORKING WITH FAMILIES

We recognise that parenting can be extremely difficult, and at times parents may need some additional support to ensure they are able to meet their child's needs. Providing early help is more effective in promoting the welfare of children than reacting later. Early help means providing support as soon as a problem emerges, at any point in a child's life, from the foundation years through to the teenage years.

If a family require additional support and a child or young person's needs cannot be met by services from within our own agency, or by other professionals already involved with the family, we will follow Cambridgeshire and Peterborough Safeguarding Children Partnership Board early help procedures to offer additional support. The local Partnership Board states that effective early help relies upon local agencies working together to:

- Identify children and families who would benefit from early help;
- Undertake an assessment of the need for early help; and
- Provide targeted early help services to address the assessed needs of a child and their family which focuses on activity to significantly improve the outcomes for the child. Local authorities, under section 10 of the Children Act 2004, have a responsibility to promote inter-agency cooperation to improve the welfare of children.

Early Help Assessments (EHA's) identify what help a child and family require, to prevent needs escalating to a point where intervention would be needed via a statutory assessment under the Children Act 1989 – Single Assessment or Child Protection Enquiries.

We make clear to parents our role and responsibilities in relation to child protection, such as for the reporting of concerns, information sharing, monitoring of the child, and liaising at all times with the local children's social care team as set down in 'Working together to safeguard children: statutory framework 2022'.

RESPONDING TO SUSPICIONS OF ABUSE

We acknowledge that abuse of children can take different forms - physical, emotional, and sexual, as well as neglect. We ensure that all staff have an understanding of the additional vulnerabilities that arise from special educational needs and/or disabilities, plus inequalities of race, gender, language, religion, sexual orientation or culture, and that these receive full consideration in relation to child, young person or vulnerable adult protection.

Children who are suffering from physical, sexual or emotional abuse, or experiencing neglect, may be demonstrated through:

- significant changes in their behaviour;
- deterioration in their general well-being;
- their comments which may give cause for concern, or the things they say (direct or indirect disclosure);
- changes in their appearance, their behaviour, or their play;
- unexplained bruising, marks or signs of possible abuse or neglect; and
- any reason to suspect neglect or abuse outside the setting.

We understand that we should refer a child who meets the s17 Children Act 1989 child in need definition to local authority children's social work services. We understand that we should refer any child who may be at risk of significant harm to local authority children's social work services or/and the police..

We are aware of the 'hidden harm' agenda concerning parents with drug and alcohol problems and consider other factors affecting parental capacity and risk, such as social exclusion, domestic violence, radicalisation, mental or physical illness and parent's learning disability.

We are prepared to take action if we have concerns about the welfare of a child who fails to arrive at a session when expected. The designated person will take immediate action to contact the child's parent to seek an explanation for the child's absence and be assured that the child is safe and well. If no contact is made with the child's parents and the designated person has reason to believe that the child is at risk of significant harm, the relevant professionals are contacted immediately and LSCB procedures are followed. If the child has current involvement with social care the social worker is notified on the day of the unexplained absence.

We are aware of other factors that affect children's vulnerability that may affect, or may have affected, children and young people using our provision, such as abuse of children who have special educational needs and/or disabilities; fabricated or induced illness; child abuse linked to beliefs in spirit possession; sexual exploitation of children, including through internet abuse; Female Genital Mutilation and radicalisation or extremism.

In relation to radicalisation and extremism, we follow the Prevent Duty guidance for England and Wales published by the Home Office and LSCB procedures on responding to radicalisation. The designated safeguarding lead completes online Channel training, online Prevent training and attends local WRAP training where available to ensure they are familiar with the local protocol and procedures for responding to concerns about radicalisation.

We are aware of the mandatory duty that applies to teachers, and health workers to report cases of Female Genital Mutilation to the police. We are also aware that early years practitioners should follow local authority published safeguarding procedures to respond to FGM and other safeguarding issues, which involves contacting police if a crime of FGM has been or may be about to be committed.

We also make ourselves aware that some children and young people are affected by gang activity, by complex, multiple or organised abuse, through forced marriage or honour based violence or may be victims of child trafficking. While this may be less likely to affect the youngest children in our care, we may become aware of any of these factors affecting older children and young people who we may come into contact with or their relatives and friends.

If we become concerned that a child may be a victim of modern slavery or human trafficking we will refer to the National Referral Mechanism, as soon as possible and refer and/or seek advice to the local authority children's social work service and/or police.

We will be alerted to the threats children may face from outside their families, such as that posed by organised crime groups such as county lines and child sexual exploitation, online use and from within peer groups and the wider community.

Where we believe that a child in our care or that is known to us may be affected by any of these factors we follow the procedures below for reporting child protection and child in need concerns and follow the local procedures as published by the local safeguarding partners.

Where such indicators are apparent, the child's key person makes a dated record of the details of the concern and discusses what to do with the member of staff who is acting as the designated person. The information is stored in a separate file in a separate locked cabinet. The child's personal file will indicate a safeguarding file has been set up.

We refer concerns about children's welfare to the local authority children's social care team and co-operate fully in any subsequent investigation. NB In some cases this may mean the police or another agency identified by the local safeguarding partners.

We respond to any disclosures sensitively and appropriately and take care not to influence the outcome either through the way we speak to children or by asking questions of children (although we may check out/clarify the details of what we think they have told us with them).

We take account of the need to protect young people aged 16-19 as defined by the Children Act 1989. This may include students or school children on work placement, young employees or young parents. Where abuse or neglect is suspected we follow the procedure for reporting any other child protection concerns. The views of the young person will always be taken into account in an age appropriate way, but the setting may override the young person's refusal to consent to share information if it feels that it is necessary to prevent a crime from being committed or intervene where one may have been, or to prevent harm to a child or adult. Sharing confidential information without consent is done only where not sharing it could be worse than the outcome of having shared it.

All staff are also aware that adults can also be vulnerable and know how to refer adults who are in need of community care services.

RECORDING SUSPICIONS OF ABUSE AND DISCLOSURES

Where a child makes comments to a member of staff that give cause for concern (disclosure), or a member of staff observes signs or signals that give cause for concern, such as significant changes in behaviour, deterioration in general well-being, unexplained bruising, marks or signs of possible abuse or neglect that member of staff should:

- Stay calm and listen carefully.
- Let the child or young person know that you will need to tell someone else (never agree to keep secrets).
- Offer reassurance and give assurance that you will take action;
- Do not investigate or ask leading questions, although it is OK to ask questions for the purposes of clarification;
- Make a written record that forms an objective record of the observation or disclosure that includes: the date and time of the observation or the disclosure; the exact words spoken by the child as far as possible; the name of the person to whom the concern was reported, with the date and time; and the names of any other person present at the time.

These records are signed and dated and kept in the child's personal file, which is kept securely and confidentially. The Designated Safeguarding Lead is informed of the issue at the earliest opportunity, and always within one working day.

Parents are informed when we make a record of concerns in their child's file and that we also make a note of any discussion we have with them regarding a concern.

- If a suspicion of abuse warrants referral to social care, parents are informed at the same time that the referral will be made, except where the procedures of the local safeguarding partners does not allow this, for example, where it is believed that the child may be placed at risk.
- This will usually be the case where the parent is the likely abuser or where sexual abuse may have occurred.
- If there is a possibility that advising a parent beforehand may place a child at greater risk (or interfere with a police response) the designated person should consider seeking advice from children's social care, about whether or not to advise parents beforehand, and should record and follow the advice given.

We follow Cambridgeshire and Peterborough Safeguarding Children Partnership Board referral processes and this is outlined within our safeguarding folder.

We make clear to parents our role and responsibilities in relation to child protection, such as for the reporting of concerns, information sharing, monitoring of the child, and liaising at all times with the local children's social care team. We will continue to welcome and support the child and the family whilst investigations are being made in relation to any alleged abuse.

Confidential records kept on a child are shared with the child's parents or those who have parental responsibility for the child in accordance with the Confidentiality and Client Access to Records procedure, and only if appropriate under the guidance of the local safeguarding partners.

MANAGING ALLEGATIONS AGAINST STAFF AND PERSONS IN POSITION OF TRUST

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.

Any concerns 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 should be reported to the Manager / Designated Safeguarding Lead. Where those concerns relate to the Manager this should be reported to the Chair of the Committee using the settings 'Whistle blowing' policy.

We ensure that all parents know how to complain about the behaviour or actions of staff or volunteers within the setting, or anyone working on the premises occupied by the setting, which may include an allegation of abuse. We ensure that all staff volunteers and anyone else working in the setting knows how to raise concerns that they may have about the conduct or behaviour of other people including staff/colleagues.

We differentiate between allegations, and concerns about the quality of care or practice and complaints and have a separate process for responding to complaints.

We respond to any inappropriate behaviour displayed by members of staff, volunteer or any other person living or working on the premises, which includes:

- inappropriate sexual comments;
- excessive one-to-one attention beyond the requirements of their usual role and responsibilities, or inappropriate sharing of images

We will recognise and respond to allegations that a person who works with children 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 may pose a risk of harm to children

We respond to any concerns raised by staff and volunteers who know how to escalate their concerns if they are not satisfied with our response.

We respond to any disclosure by children or staff that abuse by a member of staff or volunteer within the setting, or anyone living or working on the premises occupied by the setting, may have taken, or is taking place, by first recording the details of any such alleged incident.

We refer any such complaint immediately to a senior manager within the organisation and the Local Authority Designated Officer (LADO) as necessary to investigate and/or offer advice as soon as possible, (LADO must be notified within 24 hour).

01733 864038 out of hours:01733 864180 Email: LADO@peterborough.gov.uk *(name and phone number)*

We also report any such alleged incident to Ofsted, as well as what measures we have taken. We are aware that it is an offence not to do this.

We co-operate entirely with any investigation carried out by children's social care in conjunction with the police.

Where the management team and children's social care agree it is appropriate in the circumstances, the member of staff or volunteer will be suspended for the duration of the investigation. This is not an indication of admission that the alleged incident has taken place, but is to protect the staff, as well as children and families, throughout the process. Where it is appropriate and practical and agreed with LADO, we will seek to offer an alternative to suspension for the duration of the investigation, if an alternative is available that will safeguard children and not place the affected staff or volunteer at risk.

Where a member of staff or volunteer has been dismissed due to engaging in activities that caused concern for the safeguarding of children or vulnerable adults, we will notify the Disclosure and Barring Service of relevant information, so that individuals who pose a threat to children and vulnerable groups can be identified and barred from working with these groups.

ESCALATION PROCESS

In the event that a staff member or volunteer is unhappy with the decision made of the designated person in relation to whether to make a safeguarding referral they must follow escalation procedures.

All staff know that they can contact the NSPCC whistleblowing helpline if they feel that or organisation and the local authority have not taken appropriate action to safeguard a child and this has not been addressed satisfactorily through organisational escalation and professional challenge procedures.

We have a whistleblowing policy in place which staff are encouraged to follow, staff/volunteers know they can contact the organisation Public Concern at Work for advice relating to whistleblowing dilemmas.

If we feel that a safeguarding referral made to another agency has not been dealt with properly or that concerns are not being addressed or responded to, we will follow Cambridgeshire and Peterborough Safeguarding Children Partnership Board escalation process.

We will also follow local procedures published by Cambridgeshire and Peterborough Safeguarding Children Partnership Board to resolve professional disputes that may arise with other agencies.

LIAISON WITH OTHER AGENCIES AND MULTI-AGENCY WORKING

We work within the local safeguarding partners guidelines. The current versions of 'What to do if you're worried a child is being abused' and 'Working together to safeguard children' is available for parents and staff and all staff are familiar with what they need to do if they have concerns.

We have procedures for contacting the local authority regarding child protection issues and concerns about children's welfare, including maintaining a list of names, addresses and telephone numbers of social workers, to ensure that it is easy, in any emergency, for the setting and children's social care to work well together.

We notify Ofsted of any incident or accident and any changes in our arrangements which may affect the well-being of children or where an allegation of abuse is made against a member of staff (whether the allegations relate to harm or abuse committed on our premises or elsewhere). Notifications to Ofsted are made as soon as is reasonably practicable, but at the latest within 14 days of the allegations being made.

CONFIDENTIALITY

All suspicions and investigations are kept confidential and shared only with those who need to know. Any information is shared under the guidance of the local safeguarding partners and in line with the GDPR, Data Protection Act 2018, and Working Together 2018.

We will share information lawfully with safeguarding partners and other agencies where there are safeguarding concerns.

We will be transparent about how we lawfully process data.

PRIVATE FOSTERING

We are aware that children's vulnerability is potentially increased when they are privately fostered. 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 New Ark to inform the Local Authority via the Multi Agency Safeguarding Hub (MASH) where we are made aware of a child or young person who may be subject to private fostering arrangements.

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 should be read alongside the following policies:

Behaviour (Including guidance on positive-handling)

Bullying

Confidentiality

Registration

Online and ICT Policy including:

- Camera & Image Policy
- Mobile Phone Policy
- Acceptable Use Policy

Health and Safety

Equality and Diversity

Outings and visits

Code of Conduct

Whistle Blowing

Visitors

Recruitment

Information Sharing

Legal framework

Primary legislation

- Children Act (1989 s47)
- Protection of Children Act (1999)
- The Children Act (2004 s11)
- Children and Social Work Act 2017
- Safeguarding Vulnerable Groups Act (2017)
- Childcare Act (2016)
- Child Safeguarding Practice Review and Relevant Agency (England) Regulations 2018

Secondary legislation

- Sexual Offences Act (2017)
- Criminal Justice and Court Services Act (2015)
- Equality Act (2010)
- General Data Protection Regulations (GDPR) (2018)
- Childcare (Disqualification) Regulations (2009)
- Children and Families Act (2014)
- Care Act (2014)
- Serious Crime Act (2015)
- Counter-Terrorism and Security Act (2015)

Further guidance

- Working Together to Safeguard Children and Keeping children safe in education (Sept 2022)
- What to do if you're Worried a Child is Being Abused (HMG, 2015)
- Framework for the Assessment of Children in Need and their Families (DoH 2000)
- Hidden Harm – Responding to the Needs of Children of Problem Drug Users (ACMD, 2003)
- Information Sharing: Advice for Practitioners providing Safeguarding Services (DfE 2018)
- Disclosure and Barring Service: www.gov.uk/disclosure-barring-service-check
- Revised Prevent Duty Guidance for schools and childcare providers (updated April 2021) England and Wales
- Multi agency Statutory Guidance on Female Genital Mutilation (FGM) (HM Government, July 2020)
- Child Sexual Exploitation, Definition and Guidance (DFE 2017)
- Inspecting Safeguarding in Early Years, Education and Skills Settings, (Updated Sept 2022)

This policy was adopted by

New Ark Play Association

On

18/3/2023 (date)

Date to be reviewed

June 2023 (date)

Signed on behalf of the provider

R. Brown

Name of signatory

ROBERT BROWN

Role of signatory (e.g., chair, director, or owner)

Treasurer

*A 'young person' is defined as 16 to 19 years old – in our setting they may be a student, worker, volunteer or parent.