

Designated Safeguarding Lead- Debbie Franklin
Deputy Designated Safeguarding Lead- Debra Hastings

Safeguarding Policy.

- The protection of children is our first priority, and we intend to create in our pre-school an environment in which children are safe from abuse, and in which any suspicion of abuse is promptly and appropriately responded to. Our main responsibility is to the welfare of the children in our care.

We promote effective multi-agency working in light of the Children Act 2004, and the D of E document 'Working together to Safeguard Children 2018'

We will comply with the local child protection procedures approved by the Surrey Safeguarding Children Board (SSCB) and make sure all adults working with and looking after children are able to put the procedures into place.

Exclude known abusers

- It will be made clear to applicants for posts within the pre-school that the position is exempt from the provisions of the Rehabilitation of Offenders Act 1974
- All applicants who apply for work within the pre-school, whether voluntary or paid, will be interviewed before an appointment is made and will be asked to provide at least two references. All such references will be followed up. In the case of applicants with unexplained gaps in their employment history, or who have moved rapidly from one job to another, explanations will be sought.
- All appointments, both paid and voluntary, will be subject to a probationary period and will not be confirmed unless the pre-school is confident that the applicant can be safely entrusted with children.
- All staff will require a Disclosure and Barring Service check. This must have been applied for before they can begin working with us. All staff will be required to sign up to the Annual Update Service.

Seek and supply training

- To ensure that all adults involved in the group can recognise the symptoms of possible physical abuse, neglect, emotional abuse and sexual abuse.
- To ensure that all staff have attended the 'Working together to Safeguard Children' training within 6 months of their appointment in a job. If this cannot be achieved, we have an action plan detailing how this will be achieved. All staff who work directly with the children will attend a 'Working together to Safeguard Children' update every 3 years.
- We have a designated senior member of staff, our Designated Safeguarding Lead, and at least one deputy, both of whom have undertaken the Modules 1 and 2 Child Protection Foundation Training delivered through the SSCB and who undertake other training as required by the LA, and update their training at least every 2 years.

- All staff, volunteers and students follow an Induction programme which covers Safeguarding Children information. They must all read the Safeguarding Children Policy and procedures and be aware of who the DSL and Deputy DSL are. They must be aware of not making themselves vulnerable.

Designated Safeguarding Lead

The role of the Designated Safeguarding Lead is:

- Sharing information with the staff
- Accessing information and liaising with outside agencies to make sure information is up to date.
- Collating and recording information when there are concerns about a child taking into account the need for confidentiality.
- Contacting the SURREY CHILDREN'S SPA (THE SINGLE POINT OF ACCESS)
- Checking the Operation Encompass email daily preferably around 10am.

The Surrey Children's SPA is the umbrella term for the front door to support, information and advice for residents, families and those who work with Surrey Children. The SPA is the conduit for access to services at levels 3 and 4 of Effective Family Resilience, it also provides direct information, advice and guidance to residents and people who work with children in Surrey about where and how to find the appropriate support for families. We are committed to children and their families receiving the right help at the right time and our SPA will better enable us to fulfil this commitment.

Phone: 0300 470 9100

Out of hours phone: 01483 517898 to speak to our emergency duty team.

For concerns for a child or young person email: csmash@surreycc.gov.uk (Emails are only dealt with during normal office hours)

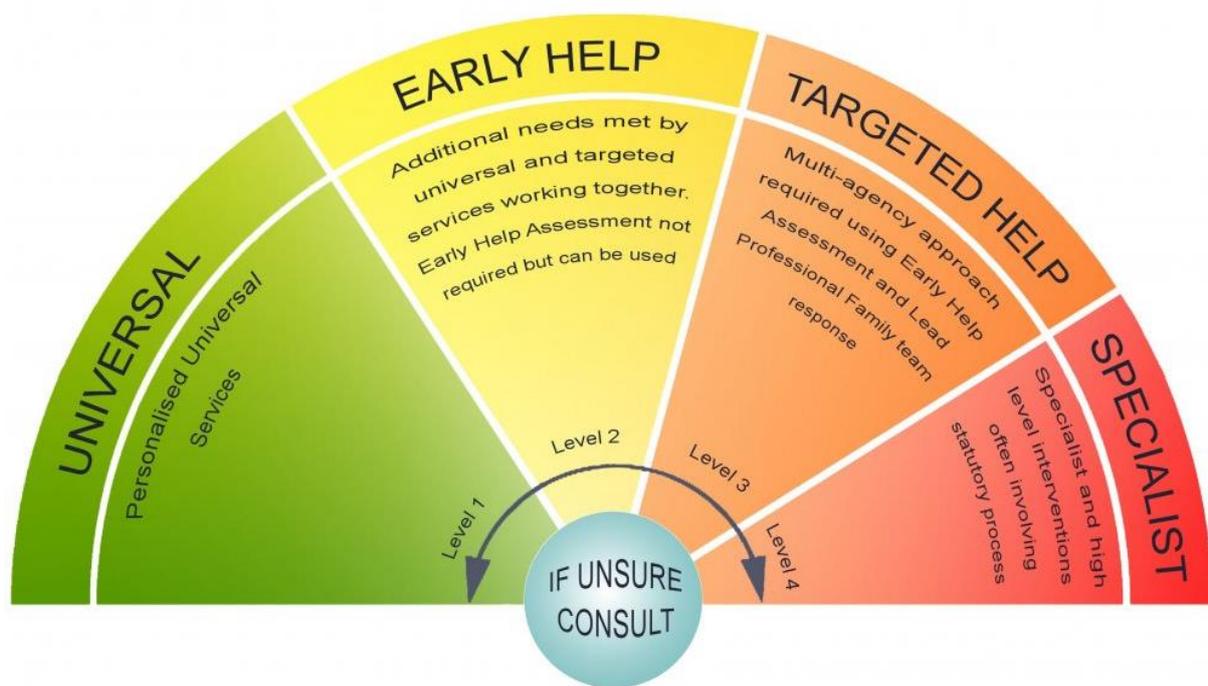
- Specifically to check the Surrey Safeguarding children website once a month www.surreycc.gov.uk/safeguarding and cascade any changes to other staff.

Referral

- **The first concern will be the child.** Children whose condition or behaviour has given cause for concern will be listened to, reassured and helped to understand that they themselves are valued and respected and have not been at fault.
- Keeping written records of concerns about a child even if there is no need to make an immediate referral. Changes in children's behaviour/appearance will be investigated and recorded.
- A child will be referred to CHILDREN'S SPA (THE SINGLE POINT OF ACCESS) via **0300 470 9100** or at csmash@surreycc.gov.uk (Open Mon -Fri 9am -5pm) if there are concerns about possible abuse. Outside of office hours referral can be made via emergency duty team on **Tel: 01483 517898**. If it is an emergency the Police may be contacted as well. Referrals will be made via the 'Request for support' form. When people request support it is implicit that the family is not being handed over but that the request is for children's services to join the existing network around the family.

Download at: <https://www.surreyscb.org.uk/resources-category/sscbmultiagencyforms/>

- If we have a concern about a child we will share these concerns with parents/carers. All requests for support and contacts with the **C-SPA** will be directed through the contact centre to the **Children's Request for Support team**.
- Suspicions and investigations will be kept confidential, shared only with those who need to know. The people most commonly involved will be the member of staff/key person, the pre-school leader and the management committee chair.
- Staff will use the **Surrey Effective Support Windscreen** to assist when deciding on the level of need and when to refer.



<https://eyfs.info/applications/core/interface/file/attachment.php?id=71716>

- Requests for support that reach **level 4 of Effective Family Resilience** will be sent straight to the Quadrant Assessment Teams. The duty manager will assess and record whether the needs of the child require assessment under s.17 Children Act 1989 or if a strategy meeting is required to determine whether the assessment should be under s.47.
- Requests for support up to **Level 3 of Effective Family Resilience** will be directed to the Early Help Hub. The Early Help Hub is staffed by advisors from early years, family information service, SEND, youth homeless, education, Surrey Police and early help. The Early Help Hub will offer information advice and guidance to residents and those working with children in Surrey. All of the Early Help Hub staff will be trained in motivational interviewing and they will assist families to seek help using the online **Family Information Service (FIS)**, will offer advice to those working with families about how best to support them and connect them to other people or services who can join them to support a family.
- The Early Help Hub will act as the main conduit for support for families at Level 3 of Effective Family Resilience. Family Centres will offer a range of evidence based interventions for children at levels 2 and 3 of Effective Family Resilience.

- The **Family Support Programme (FSP)** will also support families with children aged 5 - 18 and is delivered by 6 teams covering the 11 Districts and Boroughs.
- **CAMHS and SEND** will be co-located in the **Early Help Hub**. Both services will have their front door triage co-located with partners in the Hub.
- For advice for Early Years Professionals use the **Child Protection Consultation Line** which is operational between Monday and Friday, 9am to 5pm on **0300 470 9100** and select the consultation line option. The Consultation line staff will give advice only. If they advise a request for support is required, they will record this on the child's record and the referrers call will be forwarded to the Contact Centre. If they advise Early Help support, they will note the same on the child's record and forward to Early Help Services. The referrer should note on the Request for Support form that a consultation has taken place with the Consultation Line and that they were advised to make a child protection request for support. This will enable the appropriate support to be given to the child and family in a timely manner.

Disguised Compliance

"Disguised compliance involves a parent or carer giving the appearance of cooperating with child welfare agencies to avoid raising suspicions, to allay professional concerns and ultimately to diffuse professional interventions" (Reder et al 1993)

SSCB definition - "Involves clients not admitting to their lack of commitment to change but working subversively to undermine the process"

We will be alert to disguised compliance.

Recognition of disguised compliance:

- No significant change at reviews despite significant input
- Parents/carers agree with professionals but put in little effort into making changes
- Change occurs as a result of external agencies/resources, not the parents/carers efforts
- Parents/carers engage with certain aspects of plan only
- Parents/carers align themselves with certain professionals
- Child's report of matters is in conflict with parents' report

Not Independently Mobile Children

- Current guidance on children who are Not Independently Mobile (NIM) who present with bruising or otherwise suspicious marks **will** be followed.
- Children with disabilities who are not mobile should also be considered within this guidance.
- Bruising is the commonest presenting feature of physical abuse in children.
- The younger the child, the greater the risk that bruising is non-accidental.
- Any bruising or mark that might be bruising, in a child of any age, should be taken as a matter for inquiry and concern.
- Bruising in a child not independently mobile (any child who is not yet crawling, bottom shuffling, pulling to stand, cruising or walking independently):

- Includes all children under 6 months even if they are rolling, or children with significant
- Disabilities resulting in immobility should raise suspicion of maltreatment and should result in an immediate referral to the Surrey Children's Spa (C-SPA).
- It is the responsibility of the examining paediatrician to decide whether bruising is consistent with an innocent cause or not, even if a plausible explanation is given by the carer.

Procedure for allegation of abuse made against a Staff Member

- If a volunteer or member of staff is accused of any form of child abuse, the person in charge of the group will interview her/him immediately. The person accused may choose to attend the interview accompanied by a friend or colleague and to seek advice from a legal source.
- Allegations against adults working in Pre-school will be referred to the LADO (Local Authority Designated Officer) for advice. Contact Duty LADO via 0300 123 1650 (option 3)
- For further advice contact The Early Years Educational Effectiveness Team named officer on 01372 833826/07800 622005 or email on education.safeguarding@surreycc.gov.uk The interview will usually be with the pre-school supervisor. (If the allegation is against the supervisor, the DSL will conduct the interview.) The accused person will be informed of the allegation, and may be suspended on full pay while an investigation is made.
- Investigations will be in line with SSCB procedures, and conducted in conjunction with the SSCB. Ofsted will be notified as soon as possible but at the latest within 14 days.
- Confidential records will be kept of the allegation, and of all subsequent proceedings. OFSTED will be informed at all stages of the enquiry.
- The Chair person will be responsible for giving support to the staff member who has had the allegation made against them unless the Chair is personally involved in the allegation (ie/ their child). Contact details will be available for the NSPCC or Samaritans to provide support to the staff member.
- Any staff who's employment is terminated as a result of a safeguarding issue will be referred to the DBS: <https://www.gov.uk/government/organisations/disclosure-and-barring-service>

Keep records

- Whenever worrying changes are observed in a child's behaviour, physical condition or appearance, a specific and confidential record will be set up, quite separate from the usual on-going observations of children's progress and development.
- The record will include, in addition to the name, address and age of the child, timed and dated observations describing objectively the child's behaviour/appearance; without comment or interpretation where possible the exact words spoken by the child; the dated name and signature of the recorder.
- Such records will be kept in the Confidential Incident Record Book, and will not be accessible to people other than the pre-school leader, DSL, chair and Key Person, or other member of staff as appropriate.
- The Supervisor is responsible for checking the Confidential Incident Record Book and Accident Record termly to monitor/identify possible safeguarding children issues.

Liaise with other professionals

- The pre-school operates in accordance with guidelines laid down by the Surrey Safeguarding Children's Board (SSCB). Confidential records kept on children about whom the pre-school is anxious will be shared with the Surrey Safeguarding Children's Board (SSCB) if the pre-school feels that adequate explanations for changes in the child's condition have not been provided.
- We will maintain ongoing contact with SSCB, together with names, addresses and telephone numbers of individual social workers, to ensure that it would be easy, in any emergency, for the pre-school and the SSCB to work well together.
- Records will also be kept of the local NSPCC contact, or other contact(s) as appropriate.
- Information of child protection concerns/cases will be shared with the child's new setting/school, with permission from the child's parents/carers.

Support families

- The pre-school will take every step in its power to build up trusting and supportive relationships between families and staff and volunteers in the group
- Where abuse at home is suspected, the pre-school will continue to welcome the child and family while investigations proceed
- Confidential records kept on a child will be shared with parents. However, if sharing information may put the child at risk of significant harm, we will seek advice from the Duty Team at **The Surrey Children's SPA** on Tel: 0300 470 9100
- With the proviso that the care and safety of the child must always be paramount, the pre-school will do everything in its power to support and work with the child's family.

Photographs

- Parents and carers are requested to complete a parental consent form regarding the taking of photographs. This includes taking of pictures in pre-school, taking photos for the website and also for photographs to be used by outside agencies.
- Taking photographs is a means of recording a child's progress alongside other means of record keeping [written observations, the child's Record of Learning, samples of work etc].
- **Any photos taken at Pre-school by parents/carers can only be used for the parent/carers personal use and any photos with other children in **cannot** be posted on any social networking sites or shared via the Internet. This is to protect all the children in our care.**

Non-attendance of children and Students

- Parents/Carers are asked to telephone Pre-school to inform us of any child sickness, holidays and absence by 9.15am.
- If a child doesn't arrive for their regular session and we haven't been informed why, the child's Key Person will call the parent/carer to find out why. (We will start calling at 10am) Contact will be attempted with the child's emergency contact and the parent/carer will be asked to make verbal contact with the Pre-school. If contact is not made with the parent/carer a request will be made to the Police for a welfare visit.

A record will be kept of all contact made in the child's records.

- In the case of students attending for placement or work experience, the student will be responsible for notifying Pre-school and their College Tutor of any absence. If the student fails to attend for a sessions we will contact them and then the College Tutor.

Prevent abuse by means of good practice

- Adults will not be left alone for long periods with individual children or with small groups. An adult who needs to take a child aside - for example changing a child's clothes or nappy - will inform another member of staff of their actions.
- Any allegations of abuse in any member of staff's personal life must be reported to the Supervisor.
- As part of our ongoing Safeguarding procedure staff will be asked to disclose any convictions, cautions, reprimands or warnings which may affect their suitability to work with children, which have occurred in the past year, at their Annual Appraisal and will have the opportunity to discuss any concerns about Safeguarding at their 1:1 supervisions throughout the year.
- Adults who have not had a DBS (Disclosure and Barring Service) check will not take children unaccompanied to the cloakrooms.
- Parents will be requested to encourage their children to become independent when using the toilet.
- Pre-existing injuries will be recorded on a 'Pre-existing injuries form' or body map.
- Children will be encouraged to develop a sense of self-governance and independence through adult support in making choices and in finding names for their own feelings and acceptable ways to express them. This will enable children to have the self-confidence and the vocabulary to resist inappropriate approaches.
- The layout of the hall will permit constant supervision of all the children.
- The DSL will check the Surrey Safeguarding children website once a month www.surreycc.gov.uk/safeguarding and cascade any changes to other staff
- Any concerns regarding children or young people under the age of 18 living in Surrey, should be reported to The Surrey Children's SPA 0300 470 9100.

Whistle blowing Policy

Public Interest Disclosure Act 1998 protects workers who 'blow the whistle' about wrong doing. It applies where a worker has a reasonable belief that their disclosure tends to show one or more of the following offences or breaches:

- a criminal offence;
- the breach of a legal obligation;
- a miscarriage of justice;
- a danger to the health and safety of any individual;
- damage to the environment; or
- deliberate covering up of information tending to show any of the above.

Frimley Green Pre-school strongly supports measures which protect whistle blowers from any form of victimisation. Frimley Green Pre-school has a procedure to ensure that concerns are dealt with effectively and efficiently and will do all that they can to preserve the confidentiality of workers who raise such concerns.

Staff who genuinely believe that people they work with are behaving in a way that seems wrong or have a serious concern about an aspect of service will be doing their duty and acting in the public interest by speaking out.

How to raise a concern

The procedure seeks to encourage and enable individuals to disclose information through appropriate channels first, rather than going directly to an outside person or body.

- As a first step, concerns should normally be raised with the Supervisor. This depends, however, on the seriousness and sensitivity of the issues involved and who is suspected of any wrong doing. Staff can raise concerns through Ofsted's dedicated Whistle blower hotline (Tel: 0300 1233155) the local authority, The Early Years Educational Effectiveness Team or the Pre-school Committee. Whistle blowing disclosures can also be made to Ofsted via email whistleblowing@ofsted.gov.uk
- Concerns may be raised verbally or in writing. Staff who wish to make a written report are advised to set out the background and history of the concern, giving names, dates and places, where possible, and the reasons for making the disclosure. This will make the investigation easier to complete.
- Although a member of staff is not expected to prove beyond doubt the truth of the allegation, they will need to demonstrate that they have an honest and reasonable suspicion that malpractice has occurred, is occurring or is likely to occur.
- The Pre-school will respond to any concerns raised. In order to protect a member of staff who raises a concern and those accused of wrong-doing, initial enquiries will be made to decide whether an investigation is appropriate and, if so, what form it should take.
- Concerns or allegations which fall within the scope of specific procedures (for example, conduct or discrimination issues) will normally be referred for consideration under those procedures. Some concerns may be resolved by agreed action without the need for investigation. If urgent action is required this will be taken before any investigation is conducted. Staff will be told how the Pre-school proposes to deal with a concern within ten working days of the concern being brought to the Pre-school's attention.

Confidentiality

All concerns will be treated with confidence and every effort will be made not to reveal a staff member's identity, if they so wish. However, while making all reasonable efforts to maintain the confidentiality of the matter as a whole, at a certain stage in the investigation it will be necessary to make the origin of the complaint known to the person or persons the allegations concern. All concerns raised within the remit of this procedure will be assessed to determine if the confidentiality extends to withholding the name of the complainant. There shall be a substantial reason for doing so, such as a real risk of personal harm. Complainants should be aware however, that their identity may be revealed by inference.

Untrue allegations

The Pre-school accepts that deciding to report a concern can be very difficult and uncomfortable.

If a member of staff makes an allegation in good faith, but it is not confirmed by the investigation, no action will be taken against him/her. If, however, a member of staff makes an allegation frivolously, maliciously or for personal gain, disciplinary action may be taken against them.

Ofsted Whistle blowing Hotline 0300 123 3155 email: whistleblowing@ofsted.gov.uk

Mobile Phone Policy

- Mobile phones may not be used in the setting by staff, parents or visitors when children are on the premises.

- The Pre-school's mobile phone should be taken on outings along with contact numbers.
- All mobile phones should either be stored in staff handbags in the cupboard, placed in the designated box or left at home.
- Staff may make a call from their mobile in an emergency situation.
- Staff should give the Pre-school landline number as an emergency contact in the first instance.
- This policy is essential to protect staff from allegations and to ensure staff attention is always focused on the children in our care.

Early Help Assessment

- The Early Help Assessment can be used effectively to holistically assess the whole family as part of the Team around the Family Approach.
- It is used to identify those children and families who may have additional needs or needs that mean they have been or are likely to be significantly harmed. The needs of children will be responded to appropriately by a range of agencies who work with them.
- Follow the procedure at Early Help Partnership Service on 0208 541 9282 or email earlyhelp@surreycc.gov.uk

Prevent Duty

The Prevent Duty Guidance came into force on 1 July 2015.

It places duties on schools and registered childcare providers around keeping children safe and promoting their welfare.

Providers are required to **'have due regard to prevent people from being drawn into terrorism'**. To be both effective and lawful, early years providers must meet specific legal duties including those arising from the Prevent Duty. This sets out the need for 'British Values' to help everyone live in safe and welcoming communities where they feel they belong. These British Values are defined as:

- democracy
- the rule of law
- individual liberty and mutual respect
- tolerance of those with different faiths and beliefs

Not unique to Britain, these values are universal aspirations for equality. As such they are fundamental to helping all children become compassionate, considerate adults who form part of a fair and equal society.

As a provider we will demonstrate these values through the management and implementation of the EYFS, and through policies and procedures relating to equality, behaviour, safeguarding and British values, with which the Prevent Duty is consistent.

We will ensure that we share these values, and that they are understood and applied by all staff, volunteers, and where appropriate, parents. Failure on our part to do so may result in funding being withdrawn by the local authority.

To fulfil the Prevent Duty, we will ensure

- we focus on children's personal, social and emotional development, ensuring children learn right from wrong, mix and share with other children, value other's views, know about similarities and differences between themselves and others, and challenge negative attitudes and stereotypes

- that staff are 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
- that we take action when we observe behaviour of concern
- that staff are able to identify children who may be vulnerable to radicalization, and know what to do when they are identified
- that we assess the risk of children being drawn into terrorism, 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
- that we make referrals to local Channel Panels, Channel Police Practitioners or the LSCB, if there are concerns that an individual may be vulnerable to being drawn into terrorism or extremism
- that staff will assess their training needs in the light of their assessment of the risk

Female Genital Mutilation (FGM)

This is illegal in the UK, yet for some communities it is considered a religious act and cultural requirement. It is illegal for someone to arrange for a child to go abroad with the intention of having her circumcised. If any of the above areas of concern is brought to the attention of Frimley Green Pre-school we will report those concerns to the appropriate agency in order to prevent this form of abuse taking place.

FGM is medically unnecessary, extremely painful and has serious health consequences, both at the time when the mutilation is carried out and in later life. The age at which girls undergo FGM varies enormously according to the community. The procedure may be carried out when the girl is new born, during childhood or adolescence, just before marriage or during the first pregnancy.

Some warning signs that **MAY** indicate a girl is at risk of FGM include:

- Parents requesting an extended leave from school on top of school holidays
- If a girl comes from a country that has high prevalence of FGM
- Mother and other siblings have already undergone FGM
- Child may indicate that they are going for a special event

Action to be taken

If a woman is at imminent risk of FGM, the police should be notified by phoning 999, or in person at a police station. If the risk is not imminent then phone 101.

If the woman is an 'adult at risk' as set out in the Care Act than you should also contact Adult Social Care under the usual safeguarding adults arrangements.

If you have concerns a child is at risk of, or experienced FGM, this must be reported immediately to the police. It is important to also follow the procedures that are available on the Surrey Safeguarding Children's Board website.

Always consider whether there are other members of the family (adults or children) at risk and if so, report it.

Honour Based Violence

Honour based violence is a 'crime or incident, which has or may have been committed to protect or defend the honour of the family and/or community'. It is important to be alert to signs of

distress and indications such as self-harm, absence from setting, infections resulting from female genital mutilation, isolation from peers, being monitored by family, not participating in setting activities, unreasonable restrictions at home. Where it is suspected that a child/young person is at risk from Honour based violence we will report those concerns to the appropriate agency in order to prevent this form of abuse taking place.

In all cases, the police should be notified either by phoning 101 or 999 (in cases of emergency) or in person at a police station.

If it involves an 'adult at risk' as set out in the Care Act than you should also contact Adult Social Care under the usual safeguarding adults arrangements.

Always consider whether there are other members of the family at risk and if so report it.

Forced Marriage

Forced marriage is illegal and a form of child abuse. A marriage entered into without the full and free consent of one or both parties, where violence threats or coercion is used. Frimley Green Pre-school does not support forced marriage.

Breast Ironing

Breast Ironing also known as "Breast Flattening" is the process whereby young pubescent girls breasts are ironed, massaged and/or pounded down through the use of hard or heated objects in order for the breasts to disappear or delay the development of the breasts entirely. It is believed that by carrying out this act, young girls will be protected from harassment, rape, abduction and early forced marriage and therefore be kept in education.

Much like Female Genital Mutilation (FGM), Breast Ironing is a harmful cultural practice and is child abuse. Professionals working with children and young people must be able to identify the signs and symptoms of girls who are at risk of or have undergone breast ironing.

There is no specific law within the UK around Breast Ironing, however it is a form of physical abuse and if professionals are concerned a child may be at risk of or suffering significant harm they must refer to their Local Safeguarding Children's Board Procedures.

Child Sexual Exploitation

Child sexual exploitation is a form of sexual abuse where children are sexually exploited for money, power or status. It can involve violent, humiliating and degrading sexual assaults. In some cases, young people are persuaded or forced into exchanging sexual activity for money, drugs, gifts, affection or status. Consent cannot be given, even where a child may believe they are voluntarily engaging in sexual activity with the person who is exploiting them. Child sexual exploitation doesn't always involve physical contact and can happen online. A significant number of children who are victims of sexual exploitation go missing from home, care and education at some point.

Some of the following signs may be indicators of sexual exploitation:

- Children who appear with unexplained gifts or new possessions;
- Children who associate with other young people involved in exploitation;
- Children who have older boyfriends or girlfriends;
- Children who suffer from sexually transmitted infections or become pregnant;
- Children who suffer from changes in emotional well-being;
- Children who misuse drugs and alcohol;
- Children who go missing for periods of time or regularly come home late; and
- Children who regularly miss school or education or don't take part in education.

Staff at Frimley Green Pre-school will report any concerns regarding child sexual exploitation.

See also E-safety Policy and Acceptable Use Policy

Contact Details

Surrey Children's SPA

Telephone: 0300 470 9100

Email: csmash@surreycc.gov.uk

Secure email: csmash@surreycc.gcsx.gov.uk or Egress

Or the Emergency Duty Team - Out of hours 5pm -9am 01483 517898

Surrey Safeguarding Children Board

- SSCB Support Team: 01372 833330
- SSCB Chair: 01372 833378
- SSCB Training: 01372 833330 or sscb.training@surreycc.gov.uk

Local Authority Child Protection Designated Officer

(LADO) Tel No: 0300 123 1650 (option 3)

Emergency Duty Desk - 01372 833321

Email:

NSPCC

Tel No: 0808 800 5000

www.nspcc.org.uk

Ofsted

Piccadilly Gate, Store Street, Manchester M1 2WD

Tel: 0300 1231231

www.ofsted.gov.uk

Ofsted Whistle blowing Hotline 0300 123 3155

whistleblowing@ofsted.gov.uk

Disclosure & Barring Service

DBS barring

PO Box 3963

Royal Wootton Bassett

SN4 4HH

United Kingdom

Tel: 03000 200 190

<https://www.gov.uk/government/organisations/disclosure-and-barring-service>

Early Help

Early Help Partnership Service on 0208 541 9282 or

Email: earlyhelp@surreycc.gov.uk

Prevent

Police 101 or 999 if an immediate risk is identified

For Advice only

Early Years and Childcare Service

North West Area

01382 833826

Honour Based Violence/Forced Marriage

Home Office Forced Marriage Unit - tel: 020 7008 0151

Karma Nirvana - tel: 0800 5999 247

True Honour - www.truehonour.org.uk email: contact@truehonour.org.uk

Freedom Charity - tel: 0845 607 0133

Female Genital Mutilation

NSPCC FGM 24 hour helpline 0800 028 3550 / fgmhelp@nspcc.org.uk

Forward - 0208 960 4000 / support@forwarduk.org.uk

Daughters of Eve www.dofeve.org

This policy was updated on

Signed on behalf of the pre-school by

Review Date.....Signed.....

Review Date.....Signed.....