

Safeguarding at Plus Staff Recruitment

What is safeguarding

Safeguarding is an encompassing term to describing all aspects of what it takes to ensure that the welfare of children and vulnerable adults is protected from harmful acts.

The term safeguarding describes the steps and considerations that authorities and other public service must take to either promote the welfare of children and vulnerable adults to protect them.

It essential educated and guides people from all walks of life into paying attention to the signs and neglect and abuse. As well as what to look out for and how to report concerns – even if they could be wrong.

When working for Plus Staff Recruitment and with children in general it is everyone's responsibility to safeguard all children that you work with.

Whilst working for able staffing it is your responsibility to whistle blow if there is anything you feel uncomfortable with this could be children's behaviour, staff you are working with

You can find out more information here from NSPCC -

<https://learning.nspcc.org.uk/earlyyears/what-is-safeguarding-early-years>

Signs and symptoms

Please be mindful and aware that children may display some of the below signs or symptoms but it is not inclusive to. **Physical abuse**

- unexplained bruises, bites,
- burns or scalds,
- broken or fractured bones.

As well as other injuries and health problems:

- scaring/ effects of poisoning such as vomiting, drowsiness or seizures.
- breathing problems from drowning, suffocation or poisoning.

Head injuries in babies or toddlers can be signs of abuse, please be aware of visible signs:

- swelling
- Bruising
- Fractures
- Being extremely sleepy/ unconscious
- Breathing problems
- Seizures

- Vomiting
- Unusual behaviour not eating or feeding or being irritable

Emotional abuse

- Seem unconfident or lack of self-assurance
- Struggle to control emotions
- Having difficulty making or maintaining relationships
- Acts in a way inappropriate for age
- Babies and toddlers can be overly affection to strangers or people they don't know well
- Seem uncomfortable, wary or anxious
- Not have a close relationship or bond with their parent
- Witnessing or hearing the abuse or ill treatment of others (including domestic violence)
- Be aggressive or cruel towards others
- Sudden speech disorders

Neglect

- Poor hygiene or dental hygiene
- Failure to provide adequate shelter or food
- Failing to protect a child from harm or danger
- Failing to ensure that a child is supervised appropriately
- Failing to access medical care or treatment for child when it is needed
- Excessive hunger
- Inadequate or insufficient clothing
- Untreated medical issues
- Changes in weight excessively under or overweight
- Low self-esteem, attachment issues, depression or self-harm
- Poor relationships with peers
- Self-soothing behaviours that are not age appropriate – rocking, thumb sucking, hair twisting
- Poor relationships with peers
- Changes to school performance/ attendance **Sexual**
- Bruising, particularly to the thighs, buttocks, upper arms and marks on the neck

- Bleeding, pain or itching in the genital area
- Difficulty in walking/ sitting
- Sudden change in behaviour
- Displays of affection that are sexual or not age-appropriate
- Use of sexually explicit language that is not age appropriate
- Alluding to a secret that cannot be revealed
- Bedwetting or incontinence
- Relucted to undress around others for Pe lessons etc
- Infections, unexplained genital discharge or sexually transmitted diseases
- Unexplained gifts or money
- Self-harming
- Poor concentration, withdrawal sleep disturbance
- Reluctant to be alone with a particular person

If you have observed any of the above or have concerns, please disclose to the designated safeguarding lead within the nursery.

What is child protection?

Child protection is a process

It's a process in place to ensure that children who are suffering from harm, neglect or abuse are protected.

Child protection is in place to:

- Support both the child and provide a process for reporting concerns
- Ensure that authorities take the correct action which meets with the child's needs
- Ensure that no stone is left unturned The consequences of overlooking abuse are tragic.

When thinking about who can abuse, neglect or harm a child, you should have no preconceived ideas. It can be anybody from any walk of life, rich, poor male or female, kind & charismatic, aloof, or creepy.

Safeguarding procedures

If you have concerns about a child or vulnerable adult whilst working within in a nursery you must disclose this to the nurseries DSL (Designated Safeguarding Lead). This is the person that is responsible for taking the lead in safeguarding reporting. They then will evaluate your concerns and escalate subject to the borough they live in. They will usually repost this to the local authority designated officer – LADO.

If you raise concerns and you find that the DSL does not take it seriously or does not report it, you can report it to the LADO yourself.

If a child discloses to you, something that has happened to them. You must note down everything they say and give this to the DSL when reporting your concern.

Safeguarding terminology - you may hear or witness, please use the links to find out more

- FGM – female genital mutilation: <https://learning.nspcc.org.uk/child-abuse-and-neglect/fgm>
- Radicalisation & Prevent duty: <https://learning.nspcc.org.uk/safeguarding-child-protection/radicalisation>
- Grooming: <https://learning.nspcc.org.uk/safeguarding-child-protection/grooming>
- Modern Slavery: <https://learning.nspcc.org.uk/child-abuse-and-neglect/child-trafficking-andmodern-slavery>
- County Lines: <https://learning.nspcc.org.uk/child-abuse-and-neglect/county-lines>
- Fabricated illness: <https://www.nhs.uk/mental-health/conditions/fabricated-or-inducedillness/signs/>

Myths and truths about safeguarding

61. Myth – Women do not harm, neglect or sexually abuse children

The reality – women are more likely to neglect, harm or emotionally abuse their children than sexually abuse them. However, they are frequently an accomplice for sexual abuse and in around 5-10% of women, the sexual abuser is female.

2. Myth – it is usually stranger who abuse children

The reality – The majority of abused or neglected children are abused or neglected by people they know or trust

3. Myth – There is usually only one abuser

The reality – There are many cases where children are abused at the hands of multiple people. It doesn't have to be just one person.

Facts about safeguarding children

- 62. Most child abusers are never convicted for their crimes because children have a hard time standing up against their abuser's ion court and slow frequently mix up their timelines and facts
- 63. Some parents will never know that their child is being abused, and it could be their friend or relative that is doing the abuse
- 64. Neglect is one of the hardest forms of abuse for a child because the child's development become severely impaired
- 65. Paedophiles can spend years grooming their victims

Key Words / abbreviations

- **DSL** – Designated Safeguarding Lead

- **LADO** – Local authority Designated Officer – contact at local council to report concerns to. This is usually the Safeguarding lead but can be yourself if you feel your concerns are not taken seriously
- **Whistle blow** – to report a concern to the DSL