

**Child Protection and Safeguarding Policy**  
**Addendum for nursery closure arrangements COVID-19**

All children have the right to a safe and happy childhood.

Wellingtons for Langley Hall's concern for the welfare and safety of children is paramount and works to create a culture of security for the children in its care, to enable them to feel valued, listened to and to know that their wishes and feelings are respected.

**Key document details**

**Date of Policy:** 20/03/2020

**Date shared with staff:** 20/04/2020

**Approved by Sally Eaton, Executive Head Teacher –**  
**Approved by Danni Bachmann, Head of Nursery -**

**Context**

From 20th March 2020 parents were asked to keep their children at home, wherever possible, and for schools and nurseries to remain open only for those children of workers critical to the COVID-19 response who absolutely need to attend. Schools and nurseries were asked to provide care for a limited number of children namely children who are vulnerable, and children whose parents are critical to the COVID-19 response and who cannot be safely cared for at home.

This addendum of the Wellingtons for Langley Hall Child Protection and Safeguarding Policy contains details of our individual safeguarding and child protection arrangements in the following areas:

1. Context
2. Legislation
3. Vulnerable children

4. Attendance monitoring
5. Designated Safeguarding Lead
6. Reporting a concern
7. Safeguarding Training and induction
8. Safer recruitment/volunteers and movement of staff
9. Online safety in schools and colleges
10. Children and online safety away from school and college
11. Supporting children not in school
12. Supporting children in school
13. Peer on Peer Abuse
14. Mental Health

#### Key Contacts

ROLE/ORGANISATION	NAME	CONTACT DETAILS
Designated safeguarding lead (DSL)	Danni Bachmann	
Deputy DSL	Joanne Poole Claire Baldwin	07931934500
Local authority designated officer (LADO)	Nicola Johnstone	01753 474053 07885828387
Slough Children's Services front door		01753 875362 01753477321

#### Legislation

KCSIE is statutory safeguarding guidance that all educational establishments should continue to have regard to as per our legislative duty. Whilst acknowledging the pressure that our schools and nurseries are under, it remains essential that as far as possible we continue

to be able to provide safe places for children and young people, even if this means a remote provision. At Wellingtons for Langley Hall we consider our safeguarding policy, procedure and process differently when compared to business as usual.

The way our nurseries are currently operating in response to coronavirus (COVID-19) is fundamentally different to business as usual, however, a number of important safeguarding principles remain the same:

- with regard to safeguarding, the best interests of children must always continue to come first
- if anyone in a school (or remotely in this context) has a safeguarding concern about any child they should continue to act and act immediately
- a DSL or deputy will be available, including during periods which would otherwise be designated as holidays
- it is essential that unsuitable people are not allowed to enter the children's workforce and/or gain access to children
- children should continue to be protected when they are online

Wellingtons for Langley Hall takes a whole school/nursery approach to safeguarding. This will allow us to satisfy ourselves that any policies and procedures/processes in response to COVID-19 are not weakening in their approach to safeguarding or undermining our child protection policy.

Wellingtons for Langley Hall's policy and procedures will consider and reflect any advice received from our three safeguarding partners or from the local authority regarding children with EHCPs; the local authority designated officer (details below) or children's social care including reporting mechanisms, referral thresholds and children in need.

**Slough** Designated Offer (LADO) details for Slough:

Nicola Johnstone – LADO 0788 5828 387 [nicola.johnstone@scstrust.co.uk](mailto:nicola.johnstone@scstrust.co.uk)

Safeguarding Partner Board <https://www.sloughsafeguardingpartnership.org.uk/scsp>

Front door contact details remain the same for Slough: 01753 875362



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Out of Hours: 01344 786543

[sloughchildren.referrals@scstrust.co.uk](mailto:sloughchildren.referrals@scstrust.co.uk)

SEND Integrated support services: 01753 787660 [ISSadmin@slough.gov.uk](mailto:ISSadmin@slough.gov.uk)

## **RBWM**

Local Safeguarding Children's Board details for RBWM:

Telephone: 01628 683234 Email : [lscb@rbwm.gov.uk](mailto:lscb@rbwm.gov.uk)

Front door contact details:

[MASH@achievingforchildren.org.uk](mailto:MASH@achievingforchildren.org.uk) or phone 01628

683150 or 01344 786543 (out of hours)

Achieving for Children - Providing children's services for the Royal Borough of Windsor and Maidenhead - Phone: 01628 796960 Mobile: 0782 586 2200 Email:

[Clive.Haines@Achievingforchildren.org.uk](mailto:Clive.Haines@Achievingforchildren.org.uk)

Virtual School Head:

Primary Suzanne Parrott /Secondary Schools Clare Farley Phone: 01628 683675

E-mail: [suzanne.parrott@achievingforchildren.org.uk](mailto:suzanne.parrott@achievingforchildren.org.uk) or

[clare.farley@achievingforchildren.org.uk](mailto:clare.farley@achievingforchildren.org.uk)

Children and Young People Disability service: 01628 685878

## **Vulnerable children**

Vulnerable children include those who have a social worker and those children and young people with education, health and care (EHC) plans. Those who have a social worker include children who have a Child Protection Plan and those who are looked after by the Local Authority. A child is also deemed to be vulnerable if they have been assessed as

being in need or otherwise meet the definition in section 17 of the Children Act 1989 and are currently supported on a Child-In-Need Plan.

Those children and young people with an EHC plan have been risk-assessed in consultation with the Local Authority and parents/carers, to decide whether they need to be offered a school/nursery place in order to meet their needs, or whether they can safely have their needs met at home. This has, where appropriate included, carers, therapists or clinicians visiting the home to provide any essential services. Most of our children and young people with EHC plans can safely remain at home.

Wellingtons for Langley Hall will continue to work with and support children's social workers to help protect vulnerable children. This also includes working with the local authority virtual school head (VSH) for looked after and previously looked-after children.

As per the most recent guidance for Early Years setting, Wellingtons for Langley Remains open for all children.

There was an expectation that vulnerable children who have a social worker would attend an education setting so long as they do not have underlying health conditions that put them at risk. In circumstances where a parent has expressed the desire that they not want to bring their child to an education setting and their child is considered vulnerable, the social worker and school/nursery will explore the reasons for this directly with the parent.

Where parents are concerned about the risk of the child contracting COVID19, the school/nursery and/or the social worker will talk through these anxieties with the parent/carer following the advice set out by Public Health England. Wellingtons for Langley Hall has encouraged our vulnerable children and young people to attend school/nursery if possible.

### **Reporting a concern**

Where Wellingtons for Langley Hall staff have a concern about a child, they should continue to follow the process outlined in our nursery's Child Protection and Safeguarding Policy, this includes making a report via CPOMS, which can be done remotely. In the unlikely event that a member of staff cannot access their CPOMS from home, they should email the Designated Safeguarding Lead or Deputy's. This will ensure that the concern is received and actioned.

Wellingtons for Langley Hall staff are reminded of the need to report any concern immediately and without delay. Where staff are concerned about an adult working with children in the nursery, they should report the concern to the head of nursery directly and Wellingtons for Langley Hall Whistle Blowing Policy. If there is a requirement to make a notification to the head of nursery whilst away from nursery, this should be done verbally and followed up with an email to the head of nursery.

Concerns around the Head of nursery should be directed to the Executive Head.

Concerns around the Executive should be directed to the Chair of the Governors.

The Executive head will continue to offer support in the process of managing allegations.

### **Safeguarding Training and induction**

DSL training is very unlikely to take place whilst there remains a threat of the COVID 19 virus however, this can be provided remotely should this become necessary. For the period COVID-19 measures are in place, a DSL (or deputy) who has been trained will continue to be classed as a trained DSL (or deputy) even if they miss their refresher training.

All existing nursery staff have had annual safeguarding training and have read Part 1 and Annex A of Keeping Children Safe in Education (2019). Each member of staff has also had updates and further training through the year.

The DSL/DDSL will communicate with staff any new local arrangements so they know what to do if they are worried about a child.

Where new staff are recruited, they will continue to be provided with a safeguarding training and induction and will undergo all necessary and relevant checks.

If a member of staff comes to our nursery from another education or children's workforce setting, we will consider the DfE supplementary guidance on safeguarding children during the COVID-19 pandemic and will accept portability as long as the current employer confirms in writing that: -

- the individual has been subject to an enhanced DBS and children's barred list check
- there are no known concerns about the individual's suitability to work with children

- there is no ongoing disciplinary investigation relating to that individual

All members of staff will be given a copy of the receiving setting's child protection policy, confirmation of local processes and confirmation of DSL arrangements.

### **Safer recruitment/volunteers and movement of staff**

It remains essential that people who are unsuitable are not allowed to enter the children's workforce or gain access to children. When recruiting new staff, Wellingtons for Langley Hall will continue to follow the relevant safer recruitment processes including, as appropriate, relevant sections in part 3 of Keeping Children Safe in Education (2019) (KCSIE).

### **DBS**

In response to COVID-19, the Disclosure and Barring Service (DBS) has made changes to its guidance on standard and enhanced DBS ID checking to minimise the need for face-to-face contact.

Wellingtons for Langley Hall will continue to follow the legal duty to refer to the DBS anyone who has harmed or poses a risk of harm to a child or vulnerable adult. Full details can be found at paragraph 163 of KCSIE. Wellingtons for Langley Hall will continue to consider and make referrals to the Teaching Regulation Agency (TRA) as per paragraph 166 of KCSIE and the TRA's 'Teacher misconduct advice for making a referral. During the COVID-19 period all referrals will be made by emailing [Misconduct.Teacher@education.gov.uk](mailto:Misconduct.Teacher@education.gov.uk)

DBS processes will be followed for any new staff appointed and evidence will be requested electronically or seen by video and the original documents will be seen at the earliest opportunity when schools and nurseries reopen.

Whilst acknowledging the challenge of the current national emergency, it is essential from a safeguarding perspective that any nursery is aware, on any given day, which staff will be in the nursery, and that appropriate checks have been carried out, especially for anyone engaging in regulated activity. As such the nursery will continue to keep the single central record (SCR) up to date as outlined in paragraphs 148 to 156 in KCSIE.

## **Online safety**

Wellingtons for Langley Hall will continue to provide a safe environment, including online. This includes the use of an online filtering system. Where students are using computers in nursery, appropriate supervision will be in place.

## **Children and online safety away from nursery**

It is important that all staff who interact with children, including online, continue to look out for signs a child may be at risk. Any such concerns should be dealt with as per the Child Protection Policy and where appropriate referrals should still be made to children's social care and as required, the police.

Online teaching should follow the same principles as set out in Wellingtons for Langley Hall code of conduct.

Wellingtons for Langley Hall will ensure any use of online learning tools and systems is in line with privacy and data protection/GDPR requirements.

When teaching virtual lessons for children, staff should:

- Not have any 1:1s set up, groups only available to access learning on the nursery/ school's virtual platform
- Staff must wear suitable clothing when recording lessons and learning activities.
- Any computers used should be in appropriate areas, for example, not in bedrooms; and the background should be blurred.
- Any recorded teaching and learning should be shared on the nursery/school's virtual platform
- Recorded lessons and learning should be kept to a reasonable length of time, no longer than a 'normal' lesson time.
- Language must be professional and appropriate, including any family members in the background.

- Staff must only use platforms provided by Pioneer Educational Trust to communicate with children/pupils/students
- Staff should record, the length, time and date of any record sessions.

**Staff must ensure that if they are recording lessons that they do so on a clear screen to ensure that no sensitive data or information can be seen at any point during this time.**

The UK Council for Internet Safety provides information to help governing boards and proprietors assure themselves that any new arrangements continue to effectively safeguard children online. The UK Safer Internet Centre's professional online safety helpline also provides support for the children's workforce with any online safety issues they face. Recently published guidance from the UK Safer Internet Centre on safe remote learning and from the London Grid for Learning on the use of videos and livestreaming could help plan online lessons and/or activities and plan them safely.

### **Supporting children not in nursery**

Wellingtons for Langley Hall is committed to ensuring the safety and wellbeing of all its children and young people. Where the DSL/DDSL has identified a child to be on the edge of social care support, or who would normally receive pastoral or additional support in nursery, a robust communication plan is in place for each vulnerable child or young person.

Details of this has been planned and a record of contacts are made. The communication plans can include: remote contact via email or phone contact or door-step visits in extreme circumstances.

Other individualised contact methods will be considered where appropriate and recorded. Where concerns arise, the DSL/DDSL will consider any referrals as appropriate.

Wellingtons for Langley Hall will share safeguarding messages eg online safety for parents on its intranet, the Laser and social media pages.



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AT Wellingtons for Langley Hall we recognise that nursery is a protective factor for children and young people, and the current circumstances can affect the mental health of pupils and their parents/carers. Teachers need to be aware of this in setting expectations of pupils' work when they are at home.

Wellingtons for Langley Hall will ensure that where we care for children of critical workers and vulnerable children on site, we provide appropriate support for them. Where this is bespoke, it will be recorded on CPOMS.

### **Supporting children in nursery**

Wellingtons for Langley Hall is committed to ensuring the safety and wellbeing of all its children and young people. We will continue to be a safe space for relevant children to attend and flourish. The executive head along with Head of nursery and core team will ensure that appropriate staff are on site and staff to pupil ratio numbers are appropriate, to maximise safety.

We will refer to the Government guidance for education and childcare settings on how to implement social distancing and continue to follow the advice from Public Health England on handwashing and other measures to limit the risk of spread of COVID19.

We will ensure that where we care for children of critical workers and vulnerable children on site, we ensure appropriate support is in place for them. If there are any concerns at Wellingtons for Langley Hall due to the impact of staff absence in person or remotely – such as our Designated Safeguarding Lead, SENDCo or first aiders on a particular day – then this will be discussed with the SLT immediately.

<https://www.gov.uk/government/publications/coronavirus-covid-19-implementing-socialdistancing-in-education-and-childcare-settings/coronavirus-covid-19-implementing-socialdistancing-in-education-and-childcare-settings>

## Peer on Peer Abuse

Wellingtons for Langley Hall recognises that during the closure a revised process may be required for managing any report of such abuse and supporting victims. Where a nursery receives a report of peer on peer abuse, they will follow the principles as set out in part 5 of KCSIE and of those outlined within of the Child Protection and Safeguarding Policy. The nursery will listen and work with the young person, parents/carers and any multiagency partner required to ensure the safety and security of that young person. Concerns and actions must be recorded on CPOMS and appropriate referrals made.

Support from SLT will provide support and guidance as appropriate to enable the DSL/DDSL to carry out their role effectively.

As well as reporting routes back to nursery we will also signpost children to age appropriate practical support from the likes of:

- [Childline](#) - for support
- [UK Safer Internet Centre](#) - to report and remove harmful online content
- [CEOP](#) - for advice on making a report about online abuse

Support for parents and carers to keep their children safe online includes:

- [Internet matters](#) - for support for parents and carers to keep their children safe online
- [London Grid for Learning](#) - for support for parents and carers to keep their children safe online
- [Net-aware](#) - for support for parents and carers from the NSPCC
- [Parent info](#) - for support for parents and carers to keep their children safe online
- [Thinkuknow](#) - for advice from the National Crime Agency to stay safe online
- [UK Safer Internet Centre](#) - advice for parents and carers

## Mental Health

The fast pace of the changes may well have an impact on our mental health as a staff body and that of the children and young people that we work with and support. Susan Dyer will be circulating briefings weekly to all of our schools and colleges about safe tips, guidance and good practice to share with our school and nursery communities [susan.dyer@slough.gov.uk](mailto:susan.dyer@slough.gov.uk)

Included here is a list of support available for children, young people and families as well as for staff:

**Anxiety UK** Telephone: 03444 775 774 Email: [support@anxietyuk.org.uk](mailto:support@anxietyuk.org.uk)

Live Chat Advisory Service is available during office hours, via the website.

Text: 07537 416 905 Services are available Monday – Friday 9.30am – 5.30pm (excluding bank holidays)

**Education Support** - Providing mental health and wellbeing support service to all educational staff <https://www.educationsupport.org.uk/>

Helpline 08000 562 561 **Mental Health Foundation**

<https://www.mentalhealth.org.uk/publications/make-it-count-guide-for-teachers> Including the five ways to wellbeing **Anna Freud**

<https://www.annafreud.org/what-we-do/schools-in-mind/resources-for-schools/we-all-have-mental-health-animation-teacher-toolkit/>

### **Calm**

Campaign against living miserably for men aged 15 – 35

Phone – 0800 58 58 58 daily 5pm – midnight [www.thecalmzone.net](http://www.thecalmzone.net)

### **Mind**

Phone 0300 123 3393 Monday to Friday 9am to 6pm

[www.mind.org.uk](http://www.mind.org.uk)

### **Samaritans**

[www.samaritans.org.uk](http://www.samaritans.org.uk)

### **Sane**

0300304 7000 4.30 – 10.30pm

[Sane.org.uk](http://Sane.org.uk)

### **YoungMinds**

Parents helpline 0808 802 5544 Mon-Fri 9.30am – 4pm

[www.youngminds.org.uk](http://www.youngminds.org.uk)

### **NSPCC**

0808 800 5000 for

adults

[www.nspcc.org.uk](http://www.nspcc.org.uk)

### **Parental support**

[https://number22.org/info-for-](https://number22.org/info-for-parents/)

[parents/](https://number22.org/info-for-parents/) **No Panic**

<https://nopanic.org.uk/resources/>

### **NHS support**

[https://www.nhs.uk/oneyou/every-mind-matters/your-mind-plan-](https://www.nhs.uk/oneyou/every-mind-matters/your-mind-plan-quiz/?WT.tsrc=Search&WT.mc_id=MentalHealthGeneric&qclid=EAlaIqobChMI06DN1Y2z6)

[quiz/?WT.tsrc=Search&WT.mc\\_id=MentalHealthGeneric&qclid=EAlaIqobChMI06DN1Y2z6](https://www.nhs.uk/oneyou/every-mind-matters/your-mind-plan-quiz/?WT.tsrc=Search&WT.mc_id=MentalHealthGeneric&qclid=EAlaIqobChMI06DN1Y2z6)

[AIVFuDtCh](https://www.nhs.uk/oneyou/every-mind-matters/your-mind-plan-quiz/?WT.tsrc=Search&WT.mc_id=MentalHealthGeneric&qclid=EAlaIqobChMI06DN1Y2z6)

[2J3wdCEAAYASAAEgIDzvD\\_BwE](https://www.nhs.uk/oneyou/every-mind-matters/your-mind-plan-quiz/?WT.tsrc=Search&WT.mc_id=MentalHealthGeneric&qclid=EAlaIqobChMI06DN1Y2z6)

<https://www.nhs.uk/using-the-nhs/nhs-services/mental-health-services/camhs->

[information-forchildren-and-young-people/](https://www.nhs.uk/using-the-nhs/nhs-services/mental-health-services/camhs-information-forchildren-and-young-people/) <https://www.nhs.uk/conditions/stress-anxiety->

[depression/](https://www.nhs.uk/conditions/stress-anxiety-depression/)

<https://www.nhs.uk/conditions/stress-anxiety-depression/moodzone-mental-wellbeing->

[audioguides/](https://www.nhs.uk/conditions/stress-anxiety-depression/moodzone-mental-wellbeing-audioguides/)

### **Big White Wall**

Big White Wall is a unique online mental health and wellbeing service offering self-help programmes and creative outlets. **MindEd**

MindEd for Families give safe and reliable advice to parents and carers about young people's mental health.

### **Moodscope**

[Moodscope](#) exist in order to help people to positively manage their moods.

## **Papyrus**

Papyrus gives non-judgemental support, advice and information for those dealing with suicide, depression or emotional distress.

**Tel: 08000 68 41 41**

Whilst schools and colleges must continue to have appropriate regard to data protection and GDPR they do not prevent the sharing of information for the purposes of keeping children safe. Further advice about information sharing can be found at paragraphs 76-83 of KCSIE.

Any exchanges of information will ideally happen at DSL (or deputy) level, and with the special educational needs co-ordinator re provision for children with EHC plans., it is acknowledged this may not always be possible. Where this is the case the SENDco should take responsibility.

**Advice for the education sector** is being updated daily.

The Department for Education COVID-19 helpline, is available to answer questions.

**DfE coronavirus helpline** email [DfE.coronavirushelpline@education.gov.uk](mailto:DfE.coronavirushelpline@education.gov.uk) Telephone 0800 046 8687

If you have a query about coronavirus (COVID-19), relating to schools and other educational establishments in England contact our nursery for help and support from the SLT.

**All staff will be sent this additional policy to read and to will sign to say they have read and understood the content.**

**All staff who are working from home will be asked to email confirming the above.**