



Little Tinkers Nursery & Pre-school Child Protection & Safeguarding Policy

KEY CONTACTS

Role	Name	Contact details
Designated Safeguarding Lead	Ellen Hanna (DSL & Owner) Katie Tobutt (deputy DSL) Louisa Wright (deputy DSL) Ella Wright (deputy DSL)	01825 830772
Local Authority Designated Officer (LADO)	Consultation via the online portal https://www.eastsussex.gov.uk/children-families/professional-resources/allegations/referrals/form-lado-referral	
Referrals into Early Help & Social Care	Single Point of Access (SPoA)	01323 464222 0-19.SPoA@eastsussex.gov.uk
	Emergency Duty Service (out of hours)	01273 335905
Ofsted	Contact Ofsted to report a serious childcare incident (report online): https://www.gov.uk/guidance/report-a-serious-childcare-incident	

1.INTRODUCTION

1.1 Safeguarding children is everyone's responsibility. Everyone who has contact with children and families has a role to play. Little Tinkers approach to safeguarding is based upon an understanding of the local context and an attitude of '*it could happen here.*'

This policy applies to all members of staff at Little Tinkers including all:

- **permanent staff**
- **temporary staff**
- **support staff**
- **students**
- **volunteers**
- **contractors**
- **external service activity providers**
- **Other visitors**

The name of the Designated Safeguarding Leads (DSLs) is clearly displayed in each room, along with procedural flowcharts for reporting concerns and key contacts. Staff photographs displayed within the main entrance specify staff roles, including DSL roles.

1.2 Safeguarding and promoting the welfare of children is defined in Keeping Children Safe in Education as:

- **providing help and support to meet the needs of children as soon as problems emerge**
- **protecting children from maltreatment, whether that is within or outside the home, including online**
- **preventing impairment of children's mental and physical health or development**
- **ensuring that children grow up in circumstances consistent with the provision of safe and effective care.**

- **taking action to enable children to have the best outcomes.**

1.3 Child protection is the activity that is undertaken to protect specific children who are suffering, or are likely to suffer, significant harm.

1.4 Our children's welfare is our paramount concern. We always take a child centred approach to our work and ensure that we listen to the voice of the child so that all children feel heard and understood.

1.5 Ellen Hanna, the owner (registered person) will ensure that Little Tinkers' staff will safeguard and promote the welfare of children. We will work together with other agencies to ensure that Little Tinkers has robust arrangements to:

- **identify children who are suffering or likely to suffer harm**
- **assess children who are suffering or likely to suffer harm**
- **support those children who are suffering or likely to suffer harm.**

1.6 The use of technology has become a significant component of many safeguarding issues. We teach children to stay safe online whether they are at Little Tinkers or at home. We have a separate Online Safety Policy which covers this area of work.

1.7 We recognise that abuse may occur in a range of situations:

- **within families or households**
- **within the community**
- **online**
- **face to face**

We also recognise that it is not only adults who may abuse children but also that children can abuse other children as well.

1.8 Little Tinkers is a community and all those directly connected have an essential role to play in making it safe and secure. This includes:

- **staff**
- **volunteers**
- **visitors**
- **parents**
- **families**
- **children**

1.9 Within this document the term 'staff' should be broadly read as any adult working within Little Tinkers. They may be:

- **directly employed**
- **providing a contracted service**
- **providing a one-off service such as a 'bank' worker**
- **a volunteer**

2. OUR ETHOS

2.1 We believe that Little Tinkers should provide a caring, positive, safe, and stimulating environment that promotes the:

- **social**
- **physical**
- **emotional**
- **moral development of the individual child**

2.2 We recognise the importance of providing an environment that will help children feel safe and respected. We also recognise the importance of enabling children to talk openly and to feel confident that they will be listened to.

2.3 We recognise that all adults at Little Tinkers have a full and active part to play in protecting our children from harm. This includes

- **permanent and temporary staff**
- **volunteers**
- **visitors**

2.4 We will work with parents to build an understanding of Little Tinkers' responsibilities to ensure the welfare of all children. This includes the need for referrals to other agencies in some situations.

3. THE LEGAL FRAMEWORK

Under section 10 of the Children Act 2004, there is the requirement to cooperate with the local authority to improve the well-being of children in the local authority area. This includes childcare providers on the Ofsted early years and childcare registers

3.1 Under section 14B of the Children Act 2004, the East Sussex Safeguarding Children Partnership (ESSCP) can require a provider to supply information to perform its functions. This includes early years providers. This request must be complied with.

3.2 Under section 40 of the Childcare Act 2006, early years providers registered on the Early Years Register must comply with the welfare requirements of the Early Years Foundation Stage.

3.4 This policy and the accompanying procedure have been developed in accordance with the following statutory guidance and local safeguarding procedures:

- **Working Together to Safeguard Children, 2026: A Guide to Inter-Agency Working to Safeguard and Promote the Welfare of Children**
- **Keeping Children Safe in Education 2025: Statutory Guidance for Schools and Colleges**
- **Pan-Sussex Child Protection and Safeguarding Procedures**
- **Information sharing advice for practitioners 2024: Guidance on information sharing for people who provide safeguarding services to children, young people, parents and carers**
- **Early years foundation stage (EYFS) statutory framework 2025**

4. ROLES AND RESPONSIBILITIES

4.1 Little Tinkers' lead person with overall responsibility for child protection and safeguarding is the Designated Safeguarding Lead (DSL). The name of the DSL will be clearly advertised in the nursery with an explanation of their role including referring and monitoring safeguarding concerns.

4.2 The DSL will be a member of our management team. The role of DSL will be explicit in their job description. To carry out their role the DSL will have the appropriate authority and be given sufficient:

- **time**
- **funding**
- **training**
- **resources**
- **support**

The DSL will provide advice and support to:

- **other staff on child welfare and child protection matters,**
- **take part in strategy discussions and inter-agency meetings (and or to support other staff to do so)**
- **contribute to the assessment of children**

The DSL's lead responsibility will not be delegated.

4.3 The owner of Little Tinkers will:

- **champion good practice**
- **provide critical challenge**
- **liaise with the Designated Safeguarding Lead & Deputy Designated Safeguarding Leads**

4.4 The DSL is also the named person for dealing with allegations of abuse made against staff members. If an allegation is made against the DSL/named person, then staff should speak to either the owner or LADO or the NSPCC.

4.5 The owner and manager will ensure that the policies and procedures are fully implemented. Resources and time will be allocated to enable staff to discharge their safeguarding responsibilities.

4.6 All new staff will be provided with a copy of this policy as part of their induction. Existing staff are expected to read the policy at least annually, familiarising themselves with any updated practice. In either circumstance staff are expected to read the document in its entirety to ensure that they are aware of not just their own role and responsibilities but also the role of other key members of staff such as the DSL.

4.7 All staff members, volunteers, and external providers know:

- **how to recognise signs and symptoms of abuse**
- **how to respond to children who disclose abuse**
- **what to do if they are concerned about a child**

5. SUPPORTING CHILDREN

5.1 Little Tinkers will support all children by:

- **assigning a key person to each child to ensure that:**
 - *every child's care is tailored to meet their individual needs*
 - *helps them become familiar with Little Tinkers*
 - *offers a settled relationship for the child*
 - *builds relationships with the parents*
- **ensuring our provision includes social and emotional aspects of learning. This includes ensuring that children's privacy is balanced with safeguarding and support needs when changing nappies and toileting.**
- **ensuring a comprehensive response to online safety, enabling children and parents to learn about the risks of new technologies and social media and to use these responsibly at home and within Little Tinkers.**
- **filtering and monitoring internet use, to safeguard from potentially harmful and inappropriate online material**
- **ensuring that safeguarding is included in daily activities to help children stay safe, and recognise when they do not feel safe**
- **supporting the child's development in ways that will foster security, confidence, and independence**
- **supporting children to enjoy healthy lifestyles and make healthy choices around nutrition and oral hygiene.**
- **developing safe eating practices which are adequately supervised. A paediatric first aid trained member of staff will be present at all mealtimes (a valid current certificate must be held)**
- **obtaining (before a child is admitted to Little Tinkers) information about any special dietary requirements, preferences, food allergies and intolerances that the child has, and any special health requirements. This information will be shared with all staff involved in the preparing and handling of food. At each meal and snack times food will be checked to ensure it meets all the requirements for each child. Dietary information will regularly be updated through ongoing discussions with parents.**
- **always preparing food in a way to prevent choking. (Reference: [Food Safety – learn how hygiene and safe food preparation practices protect children in an early years setting](#))**
- **encouraging development of self-esteem and self-assertiveness**
- **liaising and working together with other support services and those agencies involved in safeguarding children**
- **monitoring children who have been identified as having welfare or safeguarding concerns and providing appropriate support**
- **ensuring that all staff are aware of the early help process, and understand their role in it, including acting as the lead professional where appropriate**
- **ensuring that all staff understand the additional safeguarding vulnerabilities for certain groups of children or children with SEND, and how to address them.**

5.2 Additional vulnerabilities and characteristics can include:

- **children who are looked after**
- **children who were previously looked after**

- **care leavers**
- **children with special educational needs or disabilities**
- **children with certain health conditions**
- **young carers**
- **children showing signs of being drawn in to anti-social or criminal behaviour, including gang involvement and association with organised crime groups or county lines**
- **children frequently go missing from care or from home**
- **children at risk of modern slavery, trafficking, or exploitation, sexual or criminal exploitation**
- **children in a family circumstance presenting challenges for the child, such as drug and alcohol misuse, adult mental health issues or domestic abuse**
- **children with a parent or carer in custody, or who is affected by parental offending**
- **children at risk of 'honour'-based abuse such as female genital mutilation**
- **children misusing drugs or alcohol themselves**
- **children who have returned home to their family from care**
- **children showing early signs of abuse and, or neglect**
- **children at risk of being radicalised or exploited**
- **privately fostered children**
- **children who are persistently absent from Little Tinkers.**

5.3 Children with special educational needs and disabilities (SEND) or certain health conditions can face additional safeguarding challenges and additional barriers can exist when recognising abuse and neglect in this group of children. These can include:

- **assumptions that indicators of possible abuse such as behaviour, mood and injury relate to the child's condition without further exploration**
- **being more prone to peer group isolation than other children**
- **the potential for children with SEND or certain medical conditions being disproportionately impacted by behaviours such as bullying, without outwardly showing any signs**
- **communication barriers and difficulties in managing these barriers**

To address these additional challenges, Little Tinkers will ensure these children receive additional monitoring and support.

5.4 Children who have a social worker due to safeguarding or welfare needs may be vulnerable to further harm due to experiences of adversity and trauma, as well as educationally disadvantaged in facing barriers to:

- **attendance**
- **learning**
- **behaviour**
- **positive mental health**

Little Tinkers will identify the additional needs of these children and provide extra monitoring and support to mitigate these additional barriers. We recognise that even when social care intervention has ended, these additional barriers may persist, therefore so too will our additional monitoring and support.

5.5 Mental health problems can, in some cases, be an indicator that a child has suffered or is at risk of suffering:

- **abuse**
- **neglect**
- **exploitation**

Where it is known that children have suffered abuse and neglect, or other potentially traumatic adverse childhood experiences, Little Tinkers will:

- **identify the additional needs of these children**
- **provide extra monitoring and support to mitigate these additional barriers**

Where necessary, referrals will be made to mental health professionals for further support.

Little Tinkers takes a trauma informed approach to supporting children, considering their lived experience, and factoring this into how we can best support them with their welfare and engage them with their learning.

6. CATEGORIES OF ABUSE

6.1 Abuse: a form of maltreatment of a child. Somebody may abuse or neglect a child by inflicting harm or by failing to act to prevent harm. Harm can include ill treatment that is not physical as well as the impact of witnessing ill treatment of others. This can be particularly relevant, for example, in relation to the impact on children of all forms of domestic abuse, including where they see, hear or experience its effects. Children may be abused in a family or in an institutional or community setting by those known to them or, more rarely, by others. Abuse can take place wholly online, or technology may be used to facilitate offline abuse. Children may be abused by an adult or adults or by another child or children.

6.2 **Physical abuse:** a form of abuse which may involve:

- **hitting**
- **shaking**
- **throwing**
- **poisoning**
- **burning or scalding**
- **drowning**
- **suffocating**
- **otherwise causing physical harm to a child**

Physical harm may also be caused when a parent or carer fabricates the symptoms of, or deliberately induces, illness in a child.

6.3 **Emotional abuse:** the persistent emotional maltreatment of a child such as to cause severe and adverse effects on the child's emotional development. It may involve conveying to a child that they are:

- **worthless or unloved**
- **inadequate**
- **valued only as far as they meet the needs of another person**

It may include:

- **not giving the child opportunities to express their views**
- **deliberately silencing them**

- **‘making fun’ of what they say or how they communicate**
- **age or developmentally inappropriate expectations being imposed on children**
- **interactions that are beyond a child’s developmental capability**
- **overprotection and limitation of exploration and learning**
- **preventing the child from participating in normal social interaction**
- **seeing or hearing the ill-treatment of another**
- **serious bullying (including cyberbullying)**
- **causing children frequently to feel frightened or in danger**
- **the exploitation or corruption of children**

Some level of emotional abuse is involved in all types of maltreatment of a child, although it may occur alone.

6.4 Sexual abuse: involves forcing or enticing a child or young person to take part in sexual activities, not necessarily involving violence, whether or not the child is aware of what is happening.

The activities may involve physical contact, including assault by penetration (for example rape or oral sex) or non-penetrative acts such as:

- **masturbation**
- **kissing**
- **rubbing**
- **touching outside of clothing**

They may also include non-contact activities, such as involving children in:

- **looking at, or in the production of, sexual images**
- **watching sexual activities**
- **encouraging children to behave in sexually inappropriate ways**
- **grooming a child in preparation for abuse**

Sexual abuse can take place online, and technology can be used to facilitate offline abuse. Sexual abuse is not solely perpetrated by adult males.

Women can also commit acts of sexual abuse, as can other children. The sexual abuse of children by other children is a specific safeguarding issue in education and all staff should be aware of it and of their settings policy and procedures for dealing with it.

6.5 Neglect: the persistent failure to meet a child’s basic physical and or psychological needs, likely to result in the serious impairment of the child’s health or development. Neglect may occur during pregnancy, for example, due to maternal substance abuse. Once a child is born, neglect may involve a parent or carer failing to:

- **provide adequate food**
- **provide clothing**
- **provide shelter (including exclusion from home or abandonment)**
- **protect a child from physical and emotional harm or danger**
- **ensure adequate supervision (including the use of inadequate caregivers)**
- **ensure access to appropriate medical care or treatment**

It may also include neglect of, or unresponsiveness to, a child’s basic emotional needs.

7. RECOGNITION – WHAT TO LOOK FOR

7.1 Staff members should refer to the detailed information about the categories of abuse and risk indicators in the <https://sussexchildprotection.procedures.org.uk/page/contents> for further guidance.

7.2 In an abusive relationship, the child may:

- **appear frightened of their parent(s)**
- **act in a way that is inappropriate to their age and development, although full account needs to be taken of different patterns of development and different ethnic groups**
- **not exhibit any signs of stress or fear**

7.3 In an abusive relationship, the parent or carer may:

- **persistently avoid child health services and treatment of the child's illnesses**
- **have unrealistic expectations of the child**
- **frequently complain about or to the child and fail to provide attention or praise**
- **be absent**
- **be misusing substances**
- **persistently refuse to allow access on home visits by professionals**
- **be involved in domestic violence and abuse**
- **be socially isolated**

7.4 Safeguarding practice reviews have found that parental substance misuse, domestic abuse, and mental health problems, if they coexist in a family could mean significant risks to children. Problems can be compounded by poverty; frequent house moves or eviction.

8. CHILD PROTECTION AND SAFEGUARDING PROCEDURE

8.1 We have developed a structured procedure in line with:

- **Pan-Sussex Child Protection and Safeguarding Procedures**
<https://sussexchildprotection.procedures.org.uk/>
- **Early years foundation stage (EYFS) statutory framework - GOV.UK**
<https://www.gov.uk/government/publications/early-years-foundation-stage-framework--2>
- **Working Together to Safeguarding Children 2026**
<https://www.gov.uk/government/publications/working-together-to-safeguard-children--2>
- **Keeping Children Safe in Education 2024**
<https://www.gov.uk/government/publications/keeping-children-safe-in-education--2>

The procedure will be followed by all members of the Little Tinkers community in cases where there are welfare or safeguarding concerns. This procedure is summarised as a flowchart and displayed in each room.

8.2 In line with these procedures and the East Sussex Continuum of Need:

<https://www.eastsussex.gov.uk/children-families/professional-resources/continuum-of->

[need/levels-indicators](#) Little Tinkers will identify the level of need and take appropriate action. The Children's Social Care Single Point of Access (SPoA) will be contacted as soon as there is

- **a significant concern**
- **or where level 3 support is required**

Little Tinkers will discuss concerns with the family and health visitor. A family may be signposted to their local Family hub for further support <https://familyhubs.eastsussex.gov.uk/>. Little Tinkers may also contact the Family hub Family First Helpline for advice where **level 2** is identified.

8.3 We have procedures for recording the attendance details of:

- **all staff**
- **all children**
- **all visitors**

We take security steps to ensure that we have control over who comes into Little Tinkers so that no unauthorised person has unsupervised access to the children. All visitors or contractors will be supervised whilst on the premises, especially in the areas the children use.

8.4 We will ensure that all parents and carers are aware of the responsibilities of staff members to safeguard and promote the welfare of children and act in the best interests of children by publishing the policy and procedures on our website and by referring to them in our Little Tinkers parent and family information materials.

9. MANAGEMENT OF SAFEGUARDING

9.1 We will ensure that the DSL is kept informed of any incident of physical intervention with a child and will be aware of behaviour plans for specific children.

9.2 We will ensure that the DSL is kept informed of attendance patterns, and where there are concerns for individual children the response to this will be considered within the context of safeguarding. Unexplained absences must immediately be followed up with parents/carers. Sustained absences will be monitored according to circumstances. The absence policy will be shared with parents when they enrol their child.

9.3 We will ensure that the DSL is kept informed of arrangements for first aid and children with medical conditions and is alerted where a concern arises. For example:

- **an error with the administering of medicines or intervention**
- **repeated medical appointments being missed**
- **guidance or treatments not being followed by the parents**

9.4 Systems are in place to ensure that hate incidents are reported and recorded. They will be considered under safeguarding arrangements by the DSL. For example:

- **racist**
- **homophobic**
- **transphobic gender**
- **disability-based bullying**

9.5 Under the Counter Terrorism and Security Act 2015 we have a duty to refer any concerns of

extremism to the police (in Prevent priority areas the local authority will have a Prevent lead who can also provide support). This may be a cause for concern relating to a change in behaviour of a child or family member, comments causing concern made to a member of the team (or other persons at Little Tinkers) or actions that lead staff to be worried about the safety of a child in their care. We have a Prevent Duty and Radicalisation policy in place. Please refer to this for specific details.

10. REPORTING CONCERNS AND RECORD KEEPING

10.1 All safeguarding and welfare concerns, discussions and decisions made will be recorded in writing and kept in line with the ESSCP Keeping Records of Child Protection and Welfare Concerns Guidance. <https://czone.eastsussex.gov.uk/media/3bwnhho4/record-keeping-guidance-september-2022.docx>

10.2 The DSL will ensure that child protection files are kept up to date and that information will be kept confidential and stored securely.

10.3 Records will include:

- **a clear and comprehensive summary of the concern**
- **details of how the concern was followed up and resolved**
- **a note of any action taken, decisions reached and the outcome**

10.4 The DSL will ensure that files are only accessed by those who need to see them. Where files or content are shared, this will happen in line with information sharing advice and guidance.

10.5 We will continue to support any children leaving Little Tinkers about whom there have been concerns by ensuring that all appropriate information, including welfare and safeguarding concerns, is forwarded under confidential cover to the child's new setting or school as a matter of priority, and within 5 working days. (ESCC best practice is that this should be actioned within five working days.)

10.6 When a child is due to transfer to another setting the DSL will consider if it would be appropriate to share any information with the new school or setting in advance of the child leaving. For example, information that would allow the new school or setting to have support in place for when the child arrives e.g., a child who has or has had a social worker involved.

10.7 When a new child joins Little Tinkers and there is a record of safeguarding or welfare concerns, we will ensure that this information is shared appropriately with the DSL and other relevant staff.

11. SAFER WORKFORCE AND MANAGING ALLEGATIONS AGAINST STAFF, VOLUNTEERS AND OTHER ADULTS

11.1 Little Tinkers has robust safer recruitment procedures to help prevent unsuitable people from working with children.

11.2 All individuals working in any capacity at Little Tinkers will be subjected to safeguarding checks in line with the EYFS Statutory requirements and Working Together to Safeguard Children.

11.3 We will ensure that agencies and third parties supplying staff provide us with written reassurance that they have made the appropriate level of safeguarding checks on individuals working at Little Tinkers. We will also ensure that any agency worker presenting for work is the same person on whom the checks have been made. In addition, suitable checks are obtained for regular visitors or volunteers.

11.4 Every job description and person specification will have a clear statement about the safeguarding responsibilities of the post holder.

11.5 We will ensure that at least one member of every interview panel has completed safer recruitment training.

11.6 We have a procedure in place to handle allegations against members of staff and volunteers in line with EYFS Statutory requirements and Working Together to Safeguard Children. We follow the 'Managing allegations or concerns about individuals who work or volunteer with children flowchart guidance.' Available here: <https://www.eastsussex.gov.uk/children-families/professional-resources/allegations/guidance>. A simplified version of the flowchart is available in each room.

12. STAFF INDUCTION, TRAINING AND DEVELOPMENT

12.1 All new members of staff will be given an induction which includes the following:

- **issue and explain the safeguarding and child protection policy**
- **issue and explain the behaviour policy**
- **issue and explain the staff handbook**
- **issue and explain the policy or guidance which includes the safeguarding response to children who go missing**
- **the role of the DSL and share the identities of the DSL and all DDSLs**
- **child protection and safeguarding training (including online safety)**
- **all new members of staff are expected to read the above-mentioned documents and to sign an acknowledgement of this**

Part 1 and **Annex B** of **Keeping Children Safe in Education** is kept with the safeguarding policy for reference alongside the policy.

12.2 The safeguarding induction and ongoing safeguarding training of staff will include the content stipulated in Annex C of the EYFS.

12.3 The DSL will undergo updated safeguarding and child protection training every two years (criteria for training content is listed in Annex C). In addition to this, knowledge and skills will be updated regularly, to keep up with developments relevant to the role.

12.4 All staff members of Little Tinkers will receive appropriate safeguarding and child protection training which is renewed every two years. Little Tinkers will consider whether any staff need to undertake annual refresher training during any two-year period to help maintain basic skills and keep up to date with any changes to safeguarding procedures or because of any safeguarding concerns that occur at Little Tinkers.

12.5 The DSL will provide briefings to Little Tinkers on any changes to safeguarding and child protection legislation and procedures and relevant learning from local and national serious case reviews as required. Safeguarding should be on the agenda for every staff meeting.

12.6 We will ensure that staff members provided by other agencies and third parties, have received appropriate safeguarding and child protection training commensurate with their roles before starting work.

12.7 On the first occasion when staff members provided by other agencies and third parties come to Little Tinkers to work, they will be provided with details of the safeguarding arrangements at Little Tinkers. This will include identifying the DSL and the process for reporting welfare concerns.

12.8 Little Tinkers will maintain accurate records of staff induction and training.

13. CONFIDENTIALITY, CONSENT, AND INFORMATION SHARING

13.1 We recognise that all matters relating to safeguarding and child protection are confidential.

13.2 The owner or DSL will disclose any information about a child to other members of staff on a need-to-know basis, and in the best interests of the child.

13.3 All staff members, volunteers or students are aware that they cannot promise a child to keep secrets which might compromise the child's safety or wellbeing.

13.4 All staff members have a professional responsibility to share information with other agencies to safeguard children.

13.5 All our staff members, who have contact with children, will be given appropriate training to understand the purpose of information sharing to safeguard and promote children's welfare.

13.6 The DSL will ensure that staff members are aware of what they can and should do under the law, including how to obtain consent to share information and when information can be shared without consent.

14. INTER-AGENCY WORKING

14.1 We will develop and promote effective working relationships with other agencies, including agencies providing early help services to children, the police, and Children's Social Care.

14.2 We will ensure that relevant staff members participate in multi-agency meetings and forums, including child protection conferences and core groups meetings.

14.3 We will participate in safeguarding practice reviews, other reviews and file audits as and when required to do so by the ESSCP. We will ensure that we have a clear process for gathering the

evidence required for reviews and audits, embedding recommendations into practice, and completing required actions within agreed timescales.

15. CONTRACTORS, SERVICE AND ACTIVITY PROVIDERS AND STUDENT PLACEMENT PROVIDERS

15.1 We will ensure that contractors and providers are aware of our safeguarding and child protection policy and procedures. We will require that employees and volunteers provided by these organisations use our procedure to report concerns.

5.2 We will seek written notification that employees and volunteers provided by these organisations and working with our children have been subjected to the appropriate level of safeguarding check in line with Working Together to Safeguard Children. If assurance is not obtained, permission to work with our children or use our premises may be refused.

15.3 When we commission services from other organisations, we will ensure that compliance with our policy and procedures is a contractual requirement.

16. WHISTLEBLOWING AND COMPLAINTS

16.1 We recognise that children cannot be expected to raise concerns in an environment where staff members fail to do so.

16.2 We will ensure that everyone is aware of their duty to raise concerns about the management of safeguarding and child protection, which may include the attitude or actions of colleagues (including low level concerns). This includes:

- **staff members**
- **volunteers**
- **students**

If there is a concern staff will speak as appropriate with the:

- **manager/ DSL**
- **the owner**
- **the Local Authority Designated Officer (LADO).**

Should staff not feel able to raise concerns they can call the NSPCC Whistleblowing Advice helpline on 0800 028 0285.

16.3 We have a clear reporting procedure for children, parents, and other people to report concerns or complaints, including abusive or poor practice. This is outlined in our Complaints Policy.

17. SITE SECURITY

17.1 Little Tinkers' site is secure to reduce the risk of unauthorised access or egress. Where the site is shared with other service users, we always ensure that appropriate arrangements are in place to keep children safe.

17.2 All staff members have a responsibility to ensure our buildings and grounds are secure and for reporting concerns that may become known.

17.3 We check the identity of all visitors and volunteers coming into Little Tinkers. Visitors are expected to sign in and out in the visitors' log and comply with our **visitor information guide** while on the site. Any individual who is not known or identifiable will be challenged for clarification and reassurance.

17.4 Little Tinkers will not accept the behaviour of any individual, parent, or anyone else, that threatens our security or leads others, child, or adult, to feel unsafe. Such behaviour will be treated as a serious concern and may result in a decision to refuse the person access to the site.

18. QUALITY ASSURANCE

18.1 We will ensure that systems are in place to monitor the implementation of and compliance with this policy and accompanying procedures. This will include periodic audits of welfare concern and safeguarding files and records by the DSL.

18.2 We will complete the management of safeguarding audits relating to Little Tinkers' safeguarding arrangements annually or when management change: <https://czone.eastsussex.gov.uk/teaching-and-learning/early-years/audits>

18.3 Little Tinkers' management team will ensure that action is taken to remedy without delay any deficiencies and weaknesses identified in safeguarding and child protection arrangements.

19. POLICY REVIEW

19.1 This policy and the procedures will be reviewed annually. All other linked policies will be reviewed in line with the policy review cycle.

19.2 The DSL will ensure that staff and parents are made aware of any amendments to policies and procedures.

This policy was adopted on	12 MAY 2026
Signed on behalf of Little Tinkers	Ellen Hanna
Date for review	11 May 2027