

A place to play, learn, discover & grow

<b>Safeguarding Children- Entrance Statement</b>
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### **INDUCTION STANDARDS**

Dell Cottage Day Nursery will ensure each member of staff has access to and understands the settings safeguarding policies and procedures.

Within the first week of commencing employment, the Designated Safeguarding Lead or deputy will provide an induction by guiding the employee or volunteer through the settings policy and procedure including whistle blowing: discussing the code of conduct: providing contact details for key people within the setting and children's social care; planning for future training.

### **PROFESSIONAL SUPERVISION POLICY**

Dell Cottage Day Nursery accepts that dealing with child abuse and safeguarding the welfare of children is very stressful and can call for high-level decision making. Therefore Dell Cottage Day Nursery has a system in place to ensure all staff routinely receives safeguarding supervision.

Additionally, this supervision can be accessed at any time by any staff member who has become involved in a significant safeguarding episode.

Where issues arise in safeguarding children supervision, which need to be discussed at managerial level the supervisee will be encouraged to address these issues with the manager or deputy manager. However, if the supervisor declines to do this the supervisor has a duty to address this further and will inform the supervisee of their actions.

All childcare staff are seen for safeguarding supervision at least every 6 weeks on a one to one basis with the DSL or deputy. This may be linked to appraisal or staff meetings and they have open access to their supervisors as required. This is designed to offer the support and guidance required to deal with this area of work and to highlight any concerns about any children the staff members may have.

### **APPRAISAL**

Dell Cottage Day Nursery will ensure its staff and volunteers are aware of their responsibilities and will offer support to access continuing professional development opportunities to develop their practice.

Appraisals take place after three month induction process and annually thereafter, where performance will be considered and future targets will be set to establish the continued professional performance required for the post.

Staff will be given opportunities to share any concerns without prejudice and any necessary action will be taken to rectify issues.

Safeguarding will always form part of the discussions.

Staff will be asked to re-confirm their suitability to work with children, including criminal convictions or bind-overs and medical fitness to work.