



Hoyle Nursery School

A Policy For

SAFEGUARDING

“EXCELLENCE FOR CHILDREN”

Vision

At Hoyle Nursery School we believe in giving all children the best possible start in life by ensuring every child is included and supported to reach their full potential.

Introduction

Hoyle Nursery School is situated in one of the most deprived areas of Bury serving some of the most vulnerable families. The school provides the opportunity for children to access Nursery Education and Care with links to Partner Agencies as required. The School is also a Local Authority Resourced Provision for children with communication difficulties.

Hoyle Nursery School fully recognises its responsibilities for the safeguarding of very young and vulnerable children. Our Policy applies to all children, parents, staff, governors, volunteers and other users accessing and working in the School. All policies are made available and explained to parents as part of the induction procedure.

This Policy has been developed to ensure the school fulfils the principles, requirements and statutory duties established by;

- The Early Years Foundation Stage Welfare Requirements 2017
- The Education Act 2002
- The Children Act 1989 and 2004
- Working Together to Safeguard Children HM Government 2015
- Keeping Children Safe in Education DFE 2016
- Guidance for Safer Working Practice – Safer Recruitment Consortium 2015
- What to do if you are worried a child is being abused - Advice for Practitioners 2015
- Prevent Duty Advice DFE 2015
- The procedures set out by the Bury Safeguarding Children Board

Aims

“Children learn best when they are healthy, safe and secure, when their individual needs are met and when they have positive relationships with the adults that are caring for them.” (EYFS 2017).

We aim to;

- Create a high quality provision which is welcoming, safe and stimulating and where children are able to enjoy learning and grow in confidence.
- Take all necessary steps to keep children safe and well. This includes ensuring the suitability of adults who have contact with children, promote

- good health, manage behaviour and maintain records, policies and procedures.
- Practice safe recruitment and retention by checking the suitability of staff and volunteers who work with children in accordance with National and Local Guidance. This includes undergoing the appropriate Disclosure and Barring Service Check, basic Child Protection training repeated within three years, and completing the School Staff Disqualification Declaration.
 - Raise awareness of risk and equip children with the skills needed to keep them safe.
 - Implement procedures for identifying and reporting cases, or suspected cases, of abuse.
 - Support children who have been victims of abuse in accordance with his/her agreed child protection plan.
 - Ensure that staff are able to identify, understand and respond appropriately to signs of possible abuse and neglect.
 - Ensure that all adults working with children receive any additional training which is updated at regular intervals.

The role of the Governing Body

The Designated Governor for Safeguarding is L. Hales.

The Governing Body must have regard for the statutory guidance; Keeping Children Safe in Education DFE 2016 and should;

- Ensure that the school complies with its duties under current safeguarding legislation and requirements.
- Appoint a Designated Safeguarding Lead who will take lead responsibility for safeguarding and child protection.
- Ensure the School contributes to inter-agency working in line with statutory guidance and the LA Bury Safeguarding Children Board practice and procedures.
- Ensure there are appropriate policies and procedures in place in order for appropriate action to be taken to safeguard and promote children's welfare. This should include a Safeguarding Policy and Staff Code of Conduct.
- Ensure that all staff members undergo safeguarding training at induction and which is regularly updated. This should be in line with advice from the Bury Safeguarding Children Board.

Staff Training

- The Head Teacher is responsible for ensuring that appropriate ongoing training is provided to ensure that staff maintain knowledge of safeguarding issues and information.

- The Head Teacher is responsible for the provision of the appropriate levels of management and supervision to ensure all staff can fulfil their responsibilities and are supported in doing so.
- All Governors and staff members undertake safeguarding and child protection training which is renewed within 3 years.
- All staff members receive additional updates on a regular basis including In Service Training, staff meetings and documentation updates.
- Higher level safeguarding training is accessed as appropriate.
- All staff members receive a copy of and adhere to the School's Safeguarding Policy, Keeping Children Safe in Education (Part One), and Code of Conduct.
- All staff members are fully aware of the School's Early Identification Procedure.
- All staff members are made aware of the main forms of abuse and symptoms within the Safeguarding Policy and as outlines in the Bury Safeguarding Children's Board 'Recognition and Referral Handbook'.
- All staff members are made fully aware of their responsibilities in relation to the disclosure or discovery of child abuse and the school's procedure for dealing with such incidents.

Staff roles and responsibilities

The Head Teacher, V. Kay is the Designated Person for Child Protection and Safeguarding. The Deputy Head Teacher R O'Neil is the Deputy Designated Person for Child Protection and Safeguarding.

The school is a stable, secure, predictable element in the lives of our children.

Due to the day to day contact with children, their parents and school users, staff are alert to any issues or concerns in the child's life and always consider what is in the best interests of the child.

Staff seek to;

- Establish and maintain positive relationships including having an assigned Key Worker in order to promote every child's progress and support their well being.
- Establish an environment where children are safe and secure, are encouraged to talk, and are listened to.
- Ensure children know that they can talk to or indicate in alternative ways to adults if they are worried.
- Teach children through a range of experiences to develop the skills and attitudes they need to recognise risk and stay safe.
- Respond to concerns in a timely and appropriate way following agreed practice and procedures.
- Identify signs of possible abuse and neglect at the earliest opportunity.
- Ensure effective early identification and reporting systems are in place and that all those working with the children are aware of their roles and responsibilities.

- Engage in the assessment, planning and review process of children's welfare and progress.
- Identify levels of need and respond to the Continuum of Need/ Thresholds for Intervention. (BSCB 2015)

Safe Caring

All members of staff are made aware of the School's safeguarding procedures including the Code of Conduct and are committed to working in accordance with the principles of safe caring. All physical and verbal contact is appropriate to the child's young age and stage of development.

- Every effort will be made to minimise the time when members of staff are left alone with a child.
- Staff members are required to ensure there is an open door in one to one situations and/or visual access.
- Staff will make other colleagues aware of the task being undertaken.
- Staff will explain to the child what is happening.
- Staff members will record all changing routines.
- If any concerns arise during intimate care routines staff will follow the procedure for reporting a concern.
- All staff members will follow the procedures in the School's Health and Care Needs Policy and Nappy/Changing Procedure.
- Further guidance is set out in the documents Safer Working Guidance DFE 2014 and Keeping Children Safe in Education DFE 2016.

Recognising child abuse and neglect

Abuse is defined as 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. They may be abused by an adult or another child.

More detailed information is provided in the guidance BSCB 'Recognition and Referral Handbook' 2014 and 'What to do if you're worried a child is being abused' DFE 2015.

All members of staff are aware of the signs and symptoms of abuse and that a child may display a range of symptoms which may have other causes. All staff members are committed to maintaining a vigilant approach to the identification of potential cases and will follow the procedure for reporting concerns.

For the purpose of this policy abuse is defined under the following categories;

Physical Abuse – A form of abuse which causes physical harm to a child eg. hitting, kicking, burning, shaking. Physical harm may also be caused when a Parent/Carer fabricates the symptoms of, or deliberately induces illness in a child.

Sexual Abuse – Involves forcing or enticing a child to take part in sexual activities whether or not the child is aware of what is happening. This may include physical contact both penetrative and non-penetrative or viewing pornographic material including the use of the internet.

Neglect – The persistent failure to meet a child's basic physical and/or psychological needs and is likely to result in the serious impairment of the child's health or development.

Emotional Abuse – This is where the child's need for love, security, recognition and praise is not met. A parent/carer or authority figure is considered emotionally abusive when they are consistently hostile, rejecting or undermining towards a child. The persistent emotional maltreatment of a child may cause a severe and adverse effect on a child's emotional development.

We recognise that children who are abused or witness violence may display symptoms relating to low well-being. The School will endeavour to support and nurture the child by responding to and promoting their personal, social and emotional developmental needs. The school will work in accordance with any agreed child protection plan.

Designated Safeguarding Lead

The Designated Safeguarding Lead is the Head Teacher V. Kay who takes the lead responsibility for safeguarding and child protection.

The Designated Lead is expected to;

- Manage referrals of suspected abuse to the LA Children's Social Care.
- Support staff to follow referral procedures.
- Refer to the Disclosure and Barring Service as required.
- Refer to the Police where a crime may have been committed.
- Refer cases to the Channel Programme where there is a radicalisation concern.
- To work with relevant agencies.
- To keep detailed, accurate, secure written records of concerns and referrals and transfer these securely as required.
- To engage in safeguarding related meetings and conferences.
- To ensure all staff members have access to and understand the school's Safeguarding Policy and Procedures.
- To work with Governors to ensure policies and procedures are reviewed annually and updated as required.
- To liaise with staff on matters of safety and safeguarding and when deciding whether to make a referral by liaising with the relevant agencies.
- To act as a source of support, advice and expertise for staff.
- To identify training for staff with links to the Bury Safeguarding Children Board and appropriate external providers.

- To undertake safeguarding training at general and higher levels to ensure the knowledge and skills to carry out the role. To update training at least every two years.
- To undertake Prevent Awareness training.
- To keep abreast of safeguarding updates at regular intervals.
- Ensure the Safeguarding Policy is available publicly.
- To ensure Designated Lead availability and arrange appropriate cover arrangements if required.

Safer Recruitment

The school adopts safe recruitment procedures to promote the safeguarding of our children and implements the guidance within the document 'Keeping Children Safe in Education' DFE 2016.

- The school maintains a Single Central Record of recruitment and vetting checks which is consistently monitored and updated as appropriate.
- Staff are expected to disclose any convictions, cautions, court orders, reprimands and warnings which may affect their suitability to work with children.
- Staff complete the School Staff Disqualification Declaration.
- All adults working directly with children will have an enhanced DBS Certificate.
- Any adult temporarily without an updated DBS Certificate will not have unsupervised contact with children.
- All Governors will have an enhanced DBS Certificate.
- The suitability of prospective employees is based on the relevant checks and evidence together with references and application information. Any discrepancies are followed up prior to interview and clarified from interview information.

Staff Induction

On Induction all staff members will complete the Induction checklist and will receive a copy of the Safeguarding Policy and Procedures, Code of Conduct, Chapter 1 of 'Keeping Children Safe in Education' DFE 2016, and have access to other related documentation kept in the staff room and office.

Staff and Volunteers

- The School ensures that all staff and volunteers understand their responsibilities in being alert to the signs of neglect and abuse and responsibility for referring any concerns to the Designated Person/s responsible for safeguarding/child protection.
- Staff will receive induction training to help them understand their roles and responsibilities.

- Staff will receive appropriate supervision and training to meet statutory requirements.
- Each member of staff will take on a Key Worker role in order to ensure that every child's care is tailored to their individual needs, helps them become familiar with the setting and offers a secure relationship. This also includes relationships with Parents.
- Staff must not be under the influence of any substance which may affect their ability to care for children.
- All staff including the Governing Body attend BSCB Safeguarding for Schools training and receive regular updates within 3 years.
- The Designated Safeguarding Lead accesses extended training opportunities within 2 years as relevant to this Policy and the context of the school and its work.

Procedure in the event of a concern

In the event of a disclosure or concern from an adult or child it is important that Staff and volunteers;

- Respond with minimal encouragers and open body language.
- Listen without questioning but clarify what has been said.
- Reassure those disclosing.
- Be aware of boundaries and disclose information only to those that need to know.
- Adults will complete a Record of Concern in detail as a means of passing information to the Designated Safeguarding Lead. This information will be kept in a secure place, only available to those who need to know.
- Initial concerns will be discussed with parents.
- If the abuse is sexual or physically harming this will not be discussed but referred directly to LA Children's Social Care.
- The Designated Safeguarding Lead will decide the next steps which may include sharing information with other professionals, referring to the Multi Agency Safeguarding Hub and Children's Social Care Service.
- Information will be shared with the Governor for Safeguarding as required.

Children with Special Educational Needs and Disabilities

- We recognise that children with Special Educational Needs and Disabilities can be at an increased risk of abuse and neglect and staff are vigilant in identifying any concerns.
- Children with communication difficulties are able to make their views known through the relationship with their Key Worker and the use of alternative communication strategies.
- Changes in appearance and behaviour will be acted upon.

- The School has a Special Educational Needs Coordinator and Link Governor for SEND.

Looked After Children (Children and Young People in Care)

- Looked After Children can be at an increased risk of abuse and neglect and staff are vigilant in identifying any concerns.
- The School has a Designated Person for Looked After Children.
- The School Policy refers to the guidance for 'The Education of Children and Young People in Public Care'.

Attendance/Absence

- Attendance patterns of all children are tracked and appropriate enquiries are made to ascertain reasons for absence.
- The attendance procedure requires that parents contact school on the first day of absence. Unauthorised absences will also be followed up on the first day of absence as required.
- We will notify LA Children's Social Care if there is an unexplained absence of a child who is subject to a Child protection Plan.

Partner Agencies

- We share information with the relevant agencies and co-operate as required with their enquiries regarding safeguarding matters.
- Parents will be encouraged to access support agencies and the School will signpost and refer as appropriate.
- The School will refer to the School's Family Support Adviser as appropriate.

Recording and Reporting

Personal information about children and families held by professionals and agencies is subject to a legal duty of confidentiality and should not normally be disclosed without consent. However, the law permits the disclosure of information necessary to safeguard children.

Good record keeping is essential to tracking safeguarding concerns. The use of chronologies are kept to highlight patterns of concern or potential harm in particular in cases of neglect and emotional abuse.

- Parents will be informed of our Policy and it is made explicit in admission information that safeguarding/child protection concerns will be shared with LA Children's Social Care Service.
- Children's well being is monitored and recorded within the Key Worker system.

- Parents are made aware of cause for concerns and these are recorded.
- There is a review system in place for safeguarding records and this records any further action that has been taken.
- Child safeguarding files are stored separately to the general school files and stored confidentially.
- The school follows the DFE procedures when an allegation is made against a member of staff.
- All staff adhere to confidentiality procedures and information is shared on a need to know basis to meet the best interests of the child
- Information will be shared on the child's transition as appropriate.

Our Practice/ Procedures

- Children's well being is paramount and is continually ensured and promoted through the staffing arrangements, systems and structures, the environment and the learning and development activities that are provided for the children.
- Staff receive training, updates and ongoing support in order that they all have an up to date understanding of safeguarding children issues and are able to implement the policy and procedures appropriately.
- Staff will respond to any significant changes in behaviour, deterioration in well being, unexplained bruising, marks or signs of possible abuse, signs of neglect and comments children make that give cause for concern.
- If a bruise or mark is noticed on a child on arrival staff will note in the accident file and ask the parent to explain and sign at the time. Staff recognise their duty to report any concerning incidents or conversations to the Designated Safeguarding Lead.
- If a bruise or mark is noticed at a later time the same procedure will be followed and the parent will be asked to sign when collecting the child.
- In the case of a child making a disclosure staff will listen to the child, offer appropriate reassurance without questioning the child. Staff will complete the School's Record of Concern and report this to the Designated Safeguarding Lead.
- A Record of Concern including disclosures will be recorded by the member of staff and passed directly to the Designated Safeguarding Lead.
- Discrepancies in explanations will be highlighted to the parent and recorded as a cause for concern.
- Concerns are tracked and monitored on an ongoing basis by the Designated Lead. Appropriate positive practice is maintained at all times based around support for the child and family.
- The School will complete various referral documents to supportive agencies where appropriate.
- Parents will be informed of the duties and powers of relevant agencies and will be involved in decisions affecting their lives in line with good practice and Bury Safeguarding Children Board Procedures.

- In the case of a referral to the Multi Agency Safeguarding Hub and Children's Social Care Service contact will be made with the parents to advise them of the decision, except where sexual abuse or where fabricated or induced illness is suspected.
- The Thresholds for Referral will be considered by the Designated Safeguarding Lead who will make the judgements about levels of need and when and where to refer.
- In the case where it is difficult to contact parents, referral of Safeguarding concerns will not be delayed.

Parent Partnership

- Parents are encouraged to share any information about their child including any concerns.
- If parents are concerned about the welfare of a child they are encouraged to speak to a member of staff in confidence who may pass the information to Designated Safeguarding Lead who will take appropriate action.
- The School will ensure that parents have an understanding of the responsibility placed on the school and staff for safeguarding by setting out its obligations through the admissions process.
- Staff will ensure that only identified people named on the admission form are allowed to collect children and that all parents are aware of this procedure. Parents are asked to let us know of any changes to information and staff will ensure this is recorded.
- Where both parents have parental responsibility (both named on the birth certificate) either parent can collect the child. The school regrets that it cannot enter into any family disputes and can only refuse to allow a child to leave with a parent where a court order is in place or a child protection plan specifies that individuals are not allowed to come into contact with the child.

Allegations Against Staff

Allegations of abuse made against a member of staff or volunteer will be dealt with fairly, quickly and consistently and in a way that provides effective protection for the child and at the same time supports the person who is the subject of the allegation.

Allegations are defined as; having behaved in a way that has harmed a child or may have harmed a child, possibly committed a criminal offence against or related to a child or behaved towards a child in a way that indicates they would pose a risk to children.

- All staff are aware of the procedures to be followed in the event of an allegation being made against a member of staff.

- In the event of an allegation against a member of staff the person should contact the Designated Safeguarding Lead.
- The initial consideration will be with the Designated Safeguarding Lead/Head Teacher who will confirm details of the allegation.
- The Head Teacher will conduct an initial discussion to consider the nature, content and context of the allegation and agree a course of action. This may include obtaining relevant additional information.
- The information may be discussed with the Local Authority Designated Officer who will advise on the next steps.
- The LADO may refer the allegation back to be dealt with through the School Procedure.
- This may lead to a decision that no further action is to be taken or will be dealt with by the School Governing Body.
- If further investigation is required the Head Teacher will inform and follow the advice from the Local Authority Designated Officer.
- The Police may be contacted if they need to be involved.
- Parents will be informed as appropriate.
- Full written records will be produced, maintained and kept securely.
- Every effort will be made to maintain confidentiality while an allegation is being considered.
- If the allegation is against the Designated Safeguarding Lead the Chair of Governors should be contacted.
- Staff are able to access the procedures for Confidential Reporting (Whistle Blowing Policy).
- We will inform Ofsted without delay of any allegations of serious harm or abuse by any person working or looking after children on the premises (regardless of whether this relates to harm or abuse committed on the premises or elsewhere) or any other abuse which is alleged to have taken place on the premises and of the action taken in respect of this.

Online Safety, Mobile Phones and Cameras

- The School implements an Online Safety Policy and Staff Code of Conduct.
- The school follows the Bury Safeguarding Children Board guidance for photographing children and young people.
- As a good practice measure the use of mobile phones, cameras and other recording equipment is not allowed for parents and school users. Parents will be provided with appropriate photographs taken by school.
- The school takes photographs for assessment and display purposes, and Learning Journeys. Parents are made aware of this procedure and are asked to consent on admission.
- Staff are not permitted to use their mobile phones when working with children. Any Mobile phone use by any user where children are present will be challenged and dealt with.

- Mobile phones are stored securely in lockers but may be used for contact by senior staff during off site activities.
- Staff may check and use mobile phones during their breaks/ non-contact time in the Staff Room and away from children. Inappropriate use will be challenged.
- Mobile phone use by visitors and contractors is not permitted unless in designated areas which are out of bounds to children. Contractors are asked to sign a declaration form.
- The school seeks to ensure that the internet is used appropriately for learning but with safeguards to protect learners from harm. Filters and security measures are in place within the Local Authority. The School has an Online Safety Policy.

Medication

- Staff must not be under the influence of alcohol or any other substance which may affect their ability to care for children. Any concerns as to staff suitability will be challenged in accordance with School Policies.
- If staff are taking medication this is made known to the Designated Safeguarding Lead/Head Teacher and this is recorded.
- Staff medication on the premises is securely stored in personal lockers, and out of designated child areas.

Additional Information and Guidance

The School refers to comprehensive guidance cited in the document 'Keeping Children Safe in Education' DFE 2016 and other supporting documents.

Children Missing in Education

A child missing in education is a potential indicator of abuse or neglect.

- This School recognises our essential role in identifying and preventing children from going missing from education. The School monitors attendance daily and will contact parents and where necessary other professionals to ensure that children maintain expected attendance.
(Bury Children Missing in Education Policy 2016)

Private Fostering

- Private Fostering is an arrangement made between the parent and the private foster carer, who then becomes responsible for caring for the child in such a way as to safeguard and promote their welfare. As a statutory duty the School will inform the Local Authority as necessary.

Domestic Abuse

- This is defined as ‘Any incident of threatening behaviour, violence or abuse (psychological, physical, sexual, financial or emotional) between adults who are or have been intimate partners or family members regardless of gender or sexuality’. All staff members will be vigilant to the well-being of children and follow the School Safeguarding Policy and Procedures. The Designated Safeguarding Lead will also take any action where a member of staff is the alleged perpetrator or victim of domestic abuse. A referral will be made to the LA Children’s Social Care, Multi Agency Safeguarding Children Hub as appropriate.

Female Genital Mutilation

- FGM is illegal in the UK and it is illegal for someone to arrange for a child to go abroad with the intention of having her circumcised. It is a form of child abuse with long-lasting harmful consequences. If School becomes aware that a child is at risk or has undergone the procedure the Designated Safeguarding Lead will report these concerns to the Children’s Services Multi Agency Safeguarding Hub.

Child Sexual Exploitation

- CSE can be described as ‘Someone taking advantage of a child sexually for their own benefit’. If School becomes aware that a child is at risk of sexual exploitation the Designated Safeguarding Lead will report these concerns to Children’s Social Care Services / Multi Agency Safeguarding Hub. The School will be vigilant to any signs which may suggest sexual exploitation such as physical symptoms, low self-esteem and sexualised behaviours.

Trafficking

- ‘Trafficking includes a child or young person being moved from one place to another for purposes of sexual exploitation. This maybe within the same area’. (Safeguarding Children at Risk of Sexual Exploitation BSCB). If the school becomes aware of such practice this will be reported to Children’s Social Care Services / Multi Agency Safeguarding Hub.

Prevent Duty for Schools

The school ensures that the Designated Safeguarding Lead undertakes Prevent Awareness training and is able to provide advice and support to other members of staff on protecting children from the risk of radicalisation. All staff attend whole school Prevent Awareness training.

- In line with Section 26 of the Counter Terrorism and Security Act 2015, this School recognises the duty to have 'due regard to prevent people from being drawn into terrorism or supporting violent extremism'. The School is aware of referring to the Channel Programme if there are concerns about a person being vulnerable or being drawn into terrorism. The school will engage with parents as required.
- The School provides children with a broad and balanced curriculum which promotes respect, tolerance, diversity and Community Cohesion. These elements are addressed through the EYFS Areas of Development relating to Personal, Social and Emotional Development and Understanding the World.
- Through these Areas the School also promotes the Fundamental British Values of;
 - Democracy
 - The rule of law
 - Individual Liberty
 - Mutual respect and tolerance of others
 (DFE Advice 2014)

These values are embedded within our Early Years Foundation Stage Curriculum and are shared with the children in variety of ways.

Contacts

Local Authority Lead Officer for Safeguarding
 Pauline Baker
 Safeguarding Unit
 18-20 St Mary's Place
 Bury BL9 0DZ
 0161 253 5572

Local Authority Designated Officer (LADO)
 Mark Gay
 Safeguarding Unit
 18-20 St Mary's Place
 Bury BL9 0DZ
 0161 253 6168/5342
 Email; M.Gay@bury.gov.uk

Multi Agency Safeguarding Hub
 Bury Police Station
 Dunsters Road
 Bury BL9 0RD
 0161 253 5678
 Email; childwellbeing@bury.gcsx.gov.uk

Emergency Duty Team (outside office hours)
0161 253 6606

Team Oasis – Early Help Team
Redvales Children’s Centre Hub
25 Dorset Drive
Redvales
Bury BL9 9DN
0161 253 5200
Email; childwellbeing@bury.gcsx.gov.uk

Police Emergency
999

Police Non-emergency
101

Police Public Protection Investigation Unit (PPIU)
0161 856 8063

Bury Safeguarding Unit
18-20 St Mary’s Place
Bury BL9 0DZ
0161 253 6168
Email; childwellbeing@bury.gcsx.gov.uk

References

Bury Safeguarding Children Board - Procedures for Safeguarding Children and Supplementary Guidance
EYFS Statutory Framework 2017
Education Act 2002
Children Act 1989/2004
Working Together to Safeguard Children HM Government 2015
Safer Working Guidance DFE 2014
Keeping Children Safe in Education DFE 2016
Guidance for Safer Working Practices – Safer Recruitment Consortium 2015
Information Sharing Advice HM Government 2015
The Prevent Duty Advice DFE 2014
The SEN COP 2014
Promoting the Educational Achievement of Looked After Children-LA
Promoting Fundamental British Values as part of SMSC in Schools 2014
(Code of Conduct Policy/Online Safety Policy/Special Educational Needs Policy/LAC Policy/Health and Care Needs Policy/Missing Child Policy/Health and Safety Policy/Admission and Transition Procedures/Behaviour Management Policy/ Anti-Bullying Policy/Professional Relations Policy/Alcohol and Drugs Policy/Domestic Abuse Policy/Confidential Reporting Policy)

