



# CASTLE EARLY BIRDS WRAPAROUND CARE

## Safeguarding and Child Protection Policy

**Reviewed: June 2025**

**Next Review: June 2026**

**Designated Safeguarding Lead (DSL): Mandy Brittan**

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**Email: [castleearlybirds@outlook.com](mailto:castleearlybirds@outlook.com)**

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### Statement of Intent

Castle Early Birds believes that every child has the right to grow up free from abuse, neglect, exploitation and harm. We are committed to safeguarding and promoting the welfare of all children in our care and expect all staff, volunteers and students to share this commitment.

This policy has been written in accordance with:

- Keeping Children Safe in Education (KCSIE) 2024
  - Working Together to Safeguard Children 2023
  - The Children Act 1989 and 2004
  - Early Years Foundation Stage (EYFS) Statutory Framework
  - Hampshire Safeguarding Children Partnership Procedures
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### Designated Safeguarding Lead (DSL)

**Mandy Brittan** is the Designated Safeguarding Lead (DSL) and is responsible for:

- Liaising with Children's Services, MASH, Ofsted and the Police.
  - Managing referrals and concerns.
  - Supporting staff in safeguarding matters.
  - Maintaining safeguarding records.
  - Ensuring safeguarding training is up to date.
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# Safer Recruitment

Castle Early Birds is committed to safer recruitment practices. Therefore:

- All staff, students and volunteers are DBS checked.
  - References are obtained and verified.
  - Staff receive safeguarding training.
  - Staff understand whistleblowing procedures.
  - Regular safeguarding updates are provided.
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## Recognising Abuse

Staff are trained to recognise signs and indicators of abuse.

### Physical Abuse

Physical abuse may involve hitting, shaking, throwing, poisoning, burning, suffocating or causing physical harm.

### Emotional Abuse

Persistent emotional maltreatment causing adverse effects on a child's emotional development.

### Sexual Abuse

Forcing or enticing a child to take part in sexual activities, including online abuse.

### Neglect

Persistent failure to meet a child's physical, emotional or psychological needs.

### Peer-on-Peer Abuse

All allegations of peer abuse will be taken seriously and managed through the same procedures as adult abuse.

### Child-on-Child Abuse

Including:

- Bullying
- Sexual harassment
- Sexual violence
- Upskirting

- Online abuse
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## **Female Genital Mutilation (FGM)**

Staff understand their duty to report concerns relating to Female Genital Mutilation and will follow statutory guidance.

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## **Extremism and Radicalisation (Prevent Duty)**

Castle Early Birds recognises its duty under the Counter-Terrorism and Security Act 2015.

Signs of vulnerability may include:

- Isolation
- Changes in behaviour
- Extremist views
- Accessing extremist material online

Concerns will be referred to the DSL and, where appropriate, the Prevent Team or Police.

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## **Responding to a Disclosure**

Staff will:

- ✓ Listen carefully.
  - ✓ Reassure the child.
  - ✓ Record the child's own words.
  - ✓ Not ask leading questions.
  - ✓ Never promise confidentiality.
  - ✓ Report concerns immediately to the DSL.
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# Recording Concerns

All concerns will be:

- Recorded factually.
  - Signed and dated.
  - Stored securely.
  - Shared only on a need-to-know basis.
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# Safe Caring Practice

Staff will:

- Avoid being alone with a child wherever possible.
  - Maintain professional boundaries.
  - Avoid unnecessary physical contact.
  - Record any incidents or allegations immediately.
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# Allegations Against Staff

Any allegations against staff, volunteers or students will be reported immediately to:

## **Hampshire LADO**

Telephone: 01962 876364

Email:

[child.protection@hants.gov.uk](mailto:child.protection@hants.gov.uk)

Staff may be suspended while investigations take place if necessary to safeguard children.

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# Information Sharing

Castle Early Birds recognises that the welfare of the child is paramount.

Information will be shared appropriately when:

- A child is at risk of significant harm.
- There are safeguarding concerns.
- Disclosure is necessary to protect the child.

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# Reporting Concerns

## Hampshire Multi Agency Safeguarding Hub (MASH)

Office Hours:  
0300 555 1384

Email:  
[children.services@hants.gov.uk](mailto:children.services@hants.gov.uk)

Out of Hours:  
0300 555 1373

## Police

Emergency: 999

Non-emergency: 101

## NSPCC

0808 800 5000

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# Ofsted

Ofsted  
Piccadilly Gate  
Store Street  
Manchester  
M1 2WD

Telephone:  
0300 123 1231

Website:  
[www.ofsted.gov.uk](http://www.ofsted.gov.uk)

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# Whistleblowing

Staff have a duty to raise concerns where they believe a child may be at risk or where professional conduct falls below expected standards.

Concerns can be raised without fear of victimisation.

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# Confidentiality

All safeguarding information is treated confidentially and stored securely in accordance with UK GDPR and Data Protection legislation.

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# Training

All staff receive:

- Safeguarding training.
  - Prevent Duty training.
  - Child Protection updates.
  - Regular supervision and support.
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# Review

This policy will be reviewed annually or sooner following changes in legislation, guidance, or significant incidents.

**Signed:** *ABrittan*

**Name:** Mandy Brittan

**Position:** Proprietor and Designated Safeguarding Lead

**Date:** 10<sup>th</sup> June 2026

**Review Date:** June 2026