

InceyWinceys Day Nursery

Allegations Against Staff

At Incey Winceys Day Nursery and Preschool we ensure that all parents and staff know how to complain about the behaviour or actions of staff or volunteers within the setting, or anyone living or working on the premises occupied by the setting, which may include an allegation of abuse. We operate a strict whistleblowing policy whereby staff are obliged to report any concerns that they have about the behaviour of a colleague, volunteer or agency staff member **WITHIN ONE WORKING DAY**.

If you are concerned or wish to make a complaint about the behaviour of a member of staff, volunteer, or student then please log your concern with the LSO (Mick Kingswell) or DSOs (April Rohen and Hannah Ince). They will then contact the relevant person, and refer to the flow chart for referrals about allegations against staff, as outlined in the London Child Protection Procedures.

If your concern is about the LSO or the DSO please refer immediately to the LADO (Local Authority Designated Officer) who is:

Helen Curtis

Local Authority Designated Officer (LADO)

Safeguarding and Quality Assurance Team

London Borough of Redbridge

Email: LADO@redbridge.gov.uk

Address: Lynton House (2nd floor rear) 255-259 High Road, Ilford, Essex, IG1 1NN

Telephone: **020 8708 5350 / 07903 211521**

We follow the guidance of the Multi-Agency Safeguarding Hub (MASH) when responding to any complaint that a member of staff, volunteer or student within the setting has abused a child.

We respond by way of keeping a written record of any disclosure from children or staff regarding abuse that may have taken place or is taking place by any

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professional in contact with a child in our care. This includes any allegation, whether it be on the setting premises or not, e.g. babysitting.

We refer any such complaint immediately (WITHIN ONE WORKING DAY) to the LADO to investigate.

We will also report any such alleged incident to OFSTED, in writing, immediately and will detail the procedures that have been followed and what measures have been taken in relation to the allegation. We are aware that it is a criminal offence not to do this.

We will cooperate entirely with any investigation carried out by the LADO, which may also be in conjunction with the police.

Where it is agreed with the LADO and relevant authorities that it is appropriate to do so, the Manager will suspend the member of staff on full pay, or the volunteer or student, for the duration of the investigation. This is not an indication of admission that the alleged incident has taken place, but is to protect the staff as well as the children and families throughout the process.

Disciplinary Action

If a member of staff or a volunteer is dismissed from the setting because of misconduct relating to a child, we notify the Independent Safeguarding Board (ISA) so that the name of the person dismissed may be included on the Protection of Children and Vulnerable Adults Barred List.

Training

We seek out training opportunities for all adults involved in the setting to ensure that they are able to recognise the signs and signals of possible physical abuse, emotional abuse, sexual abuse and neglect and ensure that they are aware of the local authority guidelines for making referrals. We also ensure that all staff know the procedures for reporting their concerns in the setting.

The open layout of the nursery mostly allows for constant supervision, and all staff are aware to be alert if they are suspicious about the actions of another person within the nursery.

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We also ensure the staff are aware of that they have a personal responsibility for safeguarding themselves against allegations by following procedures including the proper recording of existing injuries, accidents, medication administered, who has carried out nappy changes and reporting concerns about others immediately.

Confidentiality

All suspicions, allegations and investigations are kept confidential and are shared on a strictly need to know basis. Any information is shared under the guidance of MASH and OFSTED, and records of any allegations will be kept on the personal file of the individual, in a secure location.

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