

Safeguarding and Child Protection Policy

Mana Childcare

Policy Statement

At Mana Childcare, the safety, welfare and wellbeing of every child is our highest priority. We believe every child has the right to grow up in a safe, secure and nurturing environment where they are protected from harm, abuse and neglect.

We are committed to safeguarding and promoting the welfare of all children regardless of their age, gender, ethnicity, disability, religion or belief, sexual orientation or family background. Safeguarding underpins every aspect of our practice and is embedded into our daily routines, curriculum, environment and professional relationships.

Our practice complies with:

- **The Early Years Foundation Stage (EYFS)**
- **Working Together to Safeguard Children (2023)**
- **Children Act 1989 & 2004**
- **Childcare Act 2006**
- **Keeping Children Safe in Education (where applicable)**
- **The Prevent Duty**
- **North Yorkshire Safeguarding Children Partnership (NYSCP) Procedures.**

Our Commitment

We will:

- **Place children's welfare at the centre of every decision.**
 - **Create an environment where children feel safe, respected and listened to.**
 - **Build trusting relationships with children and families.**
 - **Maintain a culture of vigilance.**
 - **Record and report concerns promptly.**
 - **Work openly with parents wherever it is safe to do so.**
 - **Share information with professionals where necessary.**
 - **Never ignore concerns, however small they may appear.**
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Safer Recruitment

Mana Childcare is committed to ensuring that only suitable adults work with children.

This includes:

- **Enhanced DBS checks**
 - **Identity verification**
 - **Right to work checks**
 - **Suitable references**
 - **Health declaration**
 - **Ongoing supervision**
 - **Annual safeguarding updates**
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Staff Training

All practitioners receive safeguarding training appropriate to their role.

Training includes:

- **Child Protection**
- **Prevent Duty**
- **Female Genital Mutilation**
- **Child Exploitation**
- **County Lines**
- **Domestic Abuse**
- **Online Safety**
- **Paediatric First Aid**
- **Safer Sleeping**
- **Food Hygiene**
- **Behaviour Management**
- **Whistleblowing**

In addition, Mana Childcare regularly completes updates using guidance, newsletters, webinars and learning events from the North Yorkshire Safeguarding Children Partnership (NYSCP) to ensure our knowledge reflects current local and national safeguarding risks and emerging themes.

Recognising Abuse

Abuse can occur within families, institutions, communities or online.

The four recognised categories of abuse are:

Physical Abuse

Physical abuse involves deliberately causing physical harm to a child.

Examples include:

- **Hitting**
- **Shaking**
- **Burning**
- **Poisoning**
- **Suffocation**
- **Fabricated illness**

Possible indicators include unexplained injuries, bruising, burns, fear of adults or inconsistent explanations.

Emotional Abuse

Emotional abuse is the persistent emotional maltreatment of a child.

Examples include:

- **Humiliation**
- **Threats**
- **Bullying**
- **Rejection**
- **Exposure to domestic abuse**
- **Constant criticism**

Children may become withdrawn, anxious or display delayed development.

Sexual Abuse

Sexual abuse involves forcing or enticing a child to participate in sexual activities.

This includes:

- **Contact abuse**
- **Non-contact abuse**
- **Grooming**
- **Online abuse**
- **Exploitation**

Signs may include inappropriate sexual knowledge, behavioural changes or unexplained injuries.

Neglect

Neglect is the ongoing failure to meet a child's basic needs.

This may include failing to provide:

- **Food**
- **Shelter**
- **Medical care**
- **Supervision**
- **Emotional warmth**
- **Education**

Children may appear hungry, poorly clothed, tired or have poor hygiene.

Child Sexual Exploitation (CSE)

Child Sexual Exploitation occurs when a child is manipulated or coerced into sexual activity in exchange for something they need or want, or for the financial advantage of another.

We remain vigilant for signs of grooming both online and offline.

Child Criminal Exploitation (CCE)

Children may be manipulated into criminal activity including theft, drug transportation or violence.

We understand exploitation can occur without the child recognising they are a victim.

County Lines

County Lines is a form of criminal exploitation where organised crime groups exploit children to transport drugs or money across the country.

Children may:

- **Go missing**
 - **Carry unexplained money**
 - **Have multiple mobile phones**
 - **Become withdrawn or secretive**
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Domestic Abuse

Exposure to domestic abuse can have a significant impact on children's emotional wellbeing.

Children who witness abuse are recognised as victims in their own right.

Female Genital Mutilation (FGM)

Female Genital Mutilation is illegal in the UK and is recognised as child abuse.

We remain vigilant to possible indicators and will follow safeguarding procedures immediately should concerns arise.

Radicalisation and Prevent Duty

Mana Childcare has a legal duty under the Prevent Duty to help prevent children from being drawn into terrorism or extremist ideology.

We promote:

- **British Values**
- **Mutual respect**
- **Inclusion**
- **Diversity**
- **Critical thinking**
- **Positive relationships**

Any concerns regarding radicalisation will be referred immediately through safeguarding procedures.

Online Safety

Technology is an important part of children's lives.

We promote safe use of technology by:

- **Supervising digital activities**
 - **Using age-appropriate resources**
 - **Protecting children's personal information**
 - **Following our mobile phone and camera policy**
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Child-on-Child Abuse

We recognise children can abuse other children.

This may include:

- **Physical abuse**
- **Sexualised behaviour**
- **Bullying**
- **Online abuse**
- **Emotional harm**

All concerns are taken seriously.

Honour-Based Abuse & Forced Marriage

We recognise honour-based abuse and forced marriage as safeguarding concerns and will respond immediately if concerns arise.

Modern Slavery & Human Trafficking

Children may be exploited through trafficking or modern slavery.

We remain alert to indicators and report concerns immediately.

Fabricated or Induced Illness (FII)

We recognise that some children may experience fabricated or induced illness by a caregiver.

Concerns are recorded carefully and shared appropriately.

Bruising in Non-Mobile Babies

Any unexplained injury or bruise on a non-mobile baby is treated as a safeguarding concern and acted upon immediately.

Mental Health

A child's mental health may indicate they are experiencing abuse or neglect.

We provide nurturing support whilst following safeguarding procedures where appropriate.

Whistleblowing

All adults have a duty to report unsafe practice.

Concerns regarding another professional will always be taken seriously.

No member of staff will suffer detriment for raising genuine concerns.

Allegations Against Adults

Any allegation made against a member of staff, volunteer or visitor will be managed immediately following local safeguarding procedures.

The Local Authority Designated Officer (LADO) will be contacted where appropriate.

Recording Concerns

All safeguarding concerns are:

- **Recorded accurately**
- **Dated and signed**
- **Stored securely**
- **Shared only with appropriate professionals**

Confidentiality is respected unless a child's safety is at risk.

Working with Parents

We believe safeguarding works best through positive partnerships.

Where safe to do so, parents will be informed of concerns.

However, if informing parents may place a child at increased risk, advice will be sought

from Children's Social Care before any discussion takes place.

Partnership Working

Mana Childcare works alongside:

- **Children's Social Care**
 - **Health Visitors**
 - **Schools**
 - **Early Help Services**
 - **Police**
 - **North Yorkshire Safeguarding Children Partnership**
 - **Other professionals supporting the child and family.**
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Policy Review

This policy is reviewed annually or immediately following:

- **Changes in legislation**
 - **EYFS updates**
 - **Local safeguarding guidance**
 - **Serious safeguarding incidents**
 - **Learning from Safeguarding Practice Reviews**
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Safeguarding is Everyone's Responsibility

At Mana Childcare, safeguarding is not the responsibility of one individual—it is the responsibility of every adult. Every practitioner has a legal and moral duty to remain vigilant, recognise concerns, listen to children, act without delay, and always place the welfare of the child first. We are committed to maintaining a culture where children feel safe, families feel supported, and safeguarding is embedded in every aspect of our practice.

Important Contacts

North Yorkshire Children's Social Care (Children & Families Service)

Telephone: [0300 131 2 131](tel:03001312131)

North Yorkshire Safeguarding Children Partnership (NYSCP)

Telephone: [01609 535123](tel:01609535123)

Email: nyscp@northyorks.gov.uk

Local Authority Designated Officer (LADO)

Telephone: [01609 798005](tel:01609798005) (or [0300 131 2 131](tel:03001312131) outside office hours)

Ofsted

Telephone: [0300 123 1231](tel:03001231231)

NSPCC Helpline

Telephone: [0800 800 5000](tel:08008005000)

Police

Emergency: [999](tel:999)

Non-emergency: 101