



Lambs Christian School Day Nursery

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## SAFEGUARDING AT LAMBS CHRISTIAN SCHOOL DAY NURSERY POLICY

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At Lambs Christian School Day Nursery, holistic Spirit, Soul and Body safety is our FIRST PRIORITY. We are committed to our God-given mandate to protect and care for our children, ensuring that they do not experience harm, whether within or beyond the nursery.

### Our Christian Foundation

“Train up a child in the way he should go, and when he is old he will not depart from it.” – Proverbs 22:6

“Let the little children come to me, and do not hinder them, for the kingdom of heaven belongs to such as these.” – Matthew 19:14

“Speak up for those who cannot speak for themselves, for the rights of all who are destitute.” – Proverbs 31:8

These scriptures underpin our commitment to safeguarding, dignity, compassion and the protection of every child entrusted to our care.

### Safeguarding and Child Protection Policy (2025)

This stand-alone nursery safeguarding and child protection policy is written to meet the statutory safeguarding and welfare requirements of the Early Years Foundation Stage (EYFS) 2025 (including Annex C), reflect the Ofsted Early Years Inspection Toolkit 2025 expectations, align with Working Together to Safeguard Children (2023), and operate in accordance with Birmingham safeguarding arrangements, including Right Help, Right Time (RHRT).

## Key Safeguarding Contacts (Birmingham)

Designated Safeguarding Lead (DSL): Ms Monika Mbaeyi / Ms Ruth Ekuemelo

Deputy DSL: Ms Hamilton

Data Protection Officer: Ms Sams

Rights Respecting Link / Prevent SPOC: Ms Ruth Ekuemelo

Mental Health Lead: Mrs Ruth Ovia

CASS (Children's Advice and Support Service): 0121 303 1888 (Option 2 then Option 2)

CASS hours: Mon–Thu 8:45–17:15 | Fri 8:45–16:15

Emergency Duty Team (EDT) out of hours: 0121 675 4806

LADO (allegations against adults): 0121 675 1669

Emergency: 999

## Contents

1. Overall Aims
2. Safeguarding Statement and Introduction
3. Roles, Responsibilities and Leadership
4. Expectations of Staff, Volunteers and Visitors (EYFS 3.24–3.25, Annex C)
5. Early Help and Right Help, Right Time (Birmingham)
6. Suitable People (EYFS 3.11–3.19)
7. Responding to Safeguarding Concerns and Disclosures
8. Attendance, Child Absence and Missing Children (EYFS 3.11–3.12)
9. Whistleblowing
10. Safer Recruitment (including references) and Employment Checks (EYFS 3.14)
11. Allegations Against Adults (LADO) and Ofsted/CMA Notifications (14 days)
12. Online Safety
13. Intimate Care and Toileting (EYFS 3.71)
14. Health, Safety, First Aid and Food Safety (EYFS 3.29, 3.49)
15. Record Keeping, Information Sharing and Confidentiality
16. Mobile Phones, Smart Watches, Cameras and Images (Stand-alone policy)
17. Training and Staff Development (EYFS Annex C)
18. Staff Support, Safeguarding Supervision and Wellbeing

19. Monitoring, Review and Quality Assurance
20. Appendices 1–10

## 1. Overall Aims

This safeguarding and child protection policy contributes to the protection and safeguarding of all children at Lambs Christian School Day Nursery and promotes their welfare by establishing a whole-nursery approach to safeguarding. Safeguarding and child protection are embedded across all areas of policy development, leadership decision-making and daily practice, ensuring that the welfare of the child underpins everything the nursery does.

The policy establishes clear and consistent standards of behaviour for staff and children and supports the development of a safe, resilient and robust nursery ethos built on mutual respect, inclusion and shared values. Safeguarding learning is introduced appropriately within the curriculum so that children are supported, in an age-appropriate way, to understand safety, relationships and how to seek help.

The nursery actively encourages the participation of children and parents/carers in safeguarding processes and ensures that staff are alert to the signs and indicators that a child's welfare may be at risk. Staff are supported to develop an understanding of the causes of abuse and neglect and the risks and vulnerabilities children may face. Concerns are addressed at the earliest possible stage to prevent escalation and reduce the risk of harm.

The nursery is committed to reducing the risk of children being exposed to multiple harms, including violence, extremism, exploitation, discrimination and victimisation. This includes recognising and responding to online safety risks, both within the nursery and, where appropriate, in the home environment.

In practice, the nursery identifies and protects all children, with particular attention given to those who may be more vulnerable, including socio-economically disadvantaged children (including EYPP), children with SEND (including SEN support and EHC plans), children who are known or previously known to children's social care, and children who may face additional barriers to learning or wellbeing, including those who share a protected characteristic. The nursery works in partnership with children, parents/carers, external

agencies and other provision settings to ensure a coordinated, child-centred approach to safeguarding and early help.

### Overall Aims – Staff Summary

In summary, safeguarding is everyone's responsibility. We protect children from harm, act early on concerns, and ensure children and families receive the right help at the right time through strong partnerships and effective leadership.

## **2. Safeguarding Statement and Introduction**

Safeguarding and promoting the welfare of children means protecting children from maltreatment; preventing impairment of children's mental and physical health or development; ensuring children grow up with safe and effective care; and taking action to enable all children to have the best outcomes. For safeguarding purposes, a child is anyone under 18.

Lambs Christian School Day Nursery is committed to safeguarding and promoting the welfare of all children. We believe children have the right to be protected from harm, abuse and neglect; to experience optimum mental and physical health; to feel safe in nursery; and to be supported to meet emotional, social and mental health needs as well as educational needs. We recognise that mental health concerns may become safeguarding concerns and we act accordingly.

## **3. Roles, Responsibilities and Leadership**

Safeguarding is a shared responsibility. All staff have a duty to act in the best interests of the child, to follow this policy, and to report concerns immediately. The Registered Provider/Proprietor ensures safeguarding systems are effective, resourced and reviewed. The DSL leads safeguarding practice day-to-day, supported by a Deputy DSL.

### **3.1 Named leads**

<b>Role</b>	<b>Named lead</b>	<b>Summary responsibilities</b>	<b>Contact route</b>
DSL / Safeguarding Leader	Ms Monika Mbaeyi Ms Ruth Ekhuemelo	Overall safeguarding oversight; referrals;	Nursery office / DSL

Role	Named lead	Summary responsibilities	Contact route
		early help coordination; records; staff support.	
Deputy DSL	Ms Terry-Ann Hamilton	Acts when DSL unavailable; supports casework and referrals.	Nursery office
Data Protection Officer	Ms Sams	Oversees lawful, secure handling and sharing of personal data.	Nursery office
Rights Respecting Link / Prevent SPOC	Ms Ruth Ekhuemelo	Promotes children's rights; Prevent advice and case discussions.	Nursery office
Mental Health Lead	Mrs Ruth Ovia	Supports wellbeing and early identification of mental health needs.	Nursery office

### 3.2 Designated Safeguarding Lead (EYFS 3.4 and Annex C)

In line with EYFS paragraph 3.4, the nursery appoints a Designated Safeguarding Lead (DSL) to take lead responsibility for safeguarding and child protection. The DSL is responsible for liaising with the local authority and statutory services, including Birmingham Children's Social Care, CASS and the police. The DSL ensures concerns are responded to promptly, that staff understand procedures, and that safeguarding records are accurate and secure. A Deputy DSL is appointed to avoid delay.

### 4. Expectations of Staff, Volunteers and Visitors (EYFS 3.24–3.25, Annex C)

All staff and visitors must be familiar with this policy and understand their safeguarding responsibilities. Staff must remain vigilant and be alert to signs and indicators of possible abuse and neglect (Appendix 1).

Staff must record concerns promptly and provide the record to the DSL or Deputy DSL. Disclosures must be handled in line with Appendix 2, with the DSL informed immediately and a written account completed as soon as possible.

Where appropriate, staff will support the implementation of Early Help Assessments and Our Family Plans, Child in Need plans and inter-agency Child Protection plans.

In line with EYFS 3.24–3.25 and Annex C, all staff receive safeguarding training at least every two years with regular updates/briefings, and annual refreshers are provided as appropriate. Key safeguarding staff undertake specialist training.

## 5. Early Help and Right Help, Right Time (Birmingham)

The nursery uses Birmingham's Right Help, Right Time (RHRT) framework to identify emerging needs early and to coordinate support before difficulties escalate. Where unmet needs are identified but there is no evidence of significant harm, the DSL oversees an Early Help response, ensuring the child's voice and needs remain central within a solution-focused framework.

The primary assessment document is the Early Help Assessment (EHA). The DSL generally leads liaison with other agencies and coordinates the Our Family Plan. Plans are reviewed regularly using an assess-plan-do-review approach until needs are addressed.

If a social care response is needed to meet an unmet safeguarding need, the DSL will initiate a Request for Support and seek advice from CASS as required. Although any staff member can refer to CASS, most referrals are progressed through the DSL team.

## 6. Suitable People (EYFS 3.11–3.19)

The nursery ensures that people looking after children are suitable, have relevant qualifications and training, and have passed required checks. Qualifications are verified, including where physical evidence cannot be produced. The nursery also ensures any person who may have regular contact with children is suitable.

The nursery will:

- Require staff to disclose any convictions, cautions, court orders, reprimands and warnings that may affect suitability, whether before or during employment.

- Ensure no one whose suitability has not been checked, including through a criminal records check, has unsupervised contact with children.
- Record staff qualifications and all identity/vetting checks completed, including DBS reference number, date obtained and who obtained/verified it.
- Make a DBS referral if a member of staff is dismissed (or would have been) due to harming a child or placing a child at risk of harm.
- Notify Ofsted/CMA of significant events affecting suitability (including disqualification) within 14 days and take immediate steps to safeguard children.

## 7. Responding to Safeguarding Concerns and Disclosures

Any concern about a child must be reported to the DSL immediately and recorded factually. Staff must not investigate. If a child is at immediate risk, call 999 and then inform the DSL. The DSL will decide whether to provide Early Help, seek advice, refer to CASS, request a police welfare check, or take other actions in line with Birmingham procedures.

## 8. Attendance, Child Absence and Missing Children (EYFS 3.11–3.12)

In line with EYFS 2025, the nursery follows up absences in a timely manner. If a child is absent for a prolonged period or absent without notification, the nursery will attempt to contact parents/carers and alternative emergency contacts. We consider patterns, trends, personal circumstances and vulnerability of the child and family, and use professional judgement to determine whether an absence should be treated as prolonged. Concerns are referred to Children's Social Care and/or a police welfare check requested where appropriate.

### 8.1 Day-by-day absence procedure

First day: The nursery calls the parent/carer. If no response, a text/email is sent requesting an update.

Second day: If no contact, the attendance officer calls the emergency contact. If concerns remain, a home visit is completed and a letter is left requesting contact by the next day.

Third day: If no contact, the nursery informs Birmingham Children's Services and writes to parents/carers confirming action taken.

## 9. Whistleblowing

Staff must raise concerns about unsafe or poor practice. Concerns can be raised with the DSL/Manager/Provider and will be recorded and acted upon. If staff feel unable to raise concerns internally, they can contact the NSPCC Whistleblowing Advice Line (0800 028 0285; [help@nspcc.org.uk](mailto:help@nspcc.org.uk); NSPCC, Weston House, 42 Curtain Road, London EC2A 3NH) or follow Ofsted complaints guidance.

## 10. Safer Recruitment (EYFS 3.14)

The nursery follows safer recruitment processes and checks for all staff. References must be obtained before employment and open references are not accepted. Applicants must not obtain their own references. References must be from the current/most recent employer, training provider or education setting and completed by a senior person with authority; family references are not accepted.

The nursery will also:

- Verify employment history and obtain a reference from the last role involving children where applicable.
- Verify electronic references and contact referees to clarify vague or insufficient information.
- Compare application information with references and resolve discrepancies before appointment.
- Establish the reason for leaving the most recent post and ensure concerns are resolved satisfactorily.
- Ensure references provide factual information and include only substantiated safeguarding concerns that meet the harm threshold.

## 11. Allegations Against Adults (LADO) and Ofsted/CMA Notifications

Any allegation that an adult has harmed or may have harmed a child, may have committed a criminal offence against a child, or poses a risk of harm must be reported immediately to the Manager/Provider and DSL and managed in line with Birmingham LADO procedures (0121 675 1669).

Registered providers must inform Ofsted (or the CMA for CoDP) of allegations of serious

harm or abuse by anyone living, working, or looking after children on the premises, whether the allegation relates to the premises or elsewhere (for example on a visit). Ofsted/CMA must be notified as soon as reasonably practicable and within 14 days, and the provider must also notify the action taken. Failure to notify without reasonable excuse is an offence.

## **12. Online Safety**

The nursery recognises that online harm can occur both within and outside the setting. Staff follow the code of conduct for digital communication and never use personal devices to photograph children. The nursery uses age-appropriate resources to support children's online safety learning and provides parents with signposting to reliable online safety advice.

## **13. Intimate Care and Toileting (EYFS 3.71)**

Children's privacy is respected and balanced with safeguarding and support needs when changing nappies and toileting. Staff follow agreed intimate care procedures, maintain appropriate supervision, and report any concerns immediately to the DSL.

## **14. Health, Safety, First Aid and Food Safety (EYFS 3.29, 3.49)**

The nursery maintains risk assessments and safe systems of work. There is no hierarchy of paediatric first aid training providers. A paediatric first aider is present as required, and while children are eating there is always a member of staff in the room with a valid paediatric first aid certificate. Students/volunteers aged 17+ on long-term placements must hold a valid paediatric first aid qualification.

### **14.1 Food, allergies and choking**

Food intolerances are recorded at admission and shared with staff involved in preparing and handling food. The nursery clearly identifies who checks that food meets each child's requirements at each snack/meal time. Allergy action plans are developed with parents and, where appropriate, health professionals, and kept up to date. Staff discuss weaning/food textures with parents and do not make assumptions based on age. Food is prepared to reduce choking risks. Babies and young children are seated safely, distractions are minimised, and children are always within sight and hearing of staff. Staff sit facing children to monitor eating, prevent food sharing and identify allergic reactions. Any choking incident requiring intervention is recorded and parents are informed.

## 15. Record Keeping, Information Sharing and Confidentiality

Safeguarding records are completed promptly, stored securely and kept separate from general records. Records include factual observations, the child's words, actions taken and outcomes. Information is shared proportionately and securely to safeguard children. Data protection is not used as a barrier to sharing information where there is risk of harm; the DSL records decisions and rationale.

## 16. Mobile Phones, Smart Watches, Cameras and Images

From September 2025, all personal mobile phones and smart watches are signed in to the most senior member of staff before entering nursery rooms and may only be accessed during breaks in staff-only areas. Personal devices are not permitted in children's rooms. The nursery provides a setting phone for outings and staff do not use personal phones for photographs. Only setting-owned equipment may be used for images with written parental consent. Breaches are treated as safeguarding concerns.

## 17. Training and Staff Development (EYFS Annex C)

All staff receive safeguarding training in line with EYFS Annex C, with training renewed at least every two years. The nursery may provide annual refreshers and will provide updates/briefings to keep staff current. Staff are supported to implement safeguarding procedures through supervision and DSL guidance. Staff should read 'What to do if you're worried a child is being abused: Advice for practitioners'.

## 18. Staff Support, Safeguarding Supervision and Wellbeing

Regular safeguarding supervision is offered to the DSL, usually half-termly, and may be offered more frequently and extended to other staff where appropriate. DSLs are supported to access training including behaviour and mental health training.

## 19. Monitoring, Review and Quality Assurance

The policy is reviewed at least annually and after significant safeguarding updates or incidents. Leaders audit safeguarding records, training, recruitment checks and practice, and use safeguarding data (including attendance trends) to improve provision.

## Appendices

These appendices provide practical guidance and quick reference information that supports staff in implementing this safeguarding policy.

### Appendix 1: Definitions and Indicators of Abuse and Neglect

The indicators below are not intended to be used as a checklist. Patterns, combinations, changes over time, and concerns about home circumstances must be recorded and shared with the DSL.

#### 1. Neglect

Neglect is the persistent failure to meet a child's basic physical and/or psychological needs, likely to result in serious impairment of health or development. It may include failure to provide adequate food, clothing and shelter; protect from harm; ensure adequate supervision; or ensure access to medical care. Neglect can also include unresponsiveness to a child's basic emotional needs and may occur during pregnancy due to maternal substance misuse.

Possible indicators may include:

- Persistent hunger; stealing, scavenging or hoarding food
- Frequent tiredness, listlessness, poor hygiene or inappropriate clothing
- Untreated illness or injuries; poor growth or failure to meet developmental milestones
- Regularly not collected on time; repeated unexplained absences or lateness
- Child left alone or with inappropriate carers; age-inappropriate caring responsibilities

#### 2. Physical Abuse

Physical abuse involves causing physical harm to a child, including hitting, shaking, throwing, poisoning, burning or scalding, drowning or suffocating. It may also include fabricated or induced illness.

Possible indicators may include:

- Bruises or marks in clusters, uniform shapes or imprints (e.g., hand or belt)

- Bite marks; round burn marks; multiple burns in unusual areas (back, shoulders, buttocks)
- Injury inconsistent with the explanation; changing accounts of how injury happened
- Unexplained covering of limbs; fear of going home; fear of medical help; over-compliance or aggression.

### 3. Sexual Abuse

Sexual abuse involves forcing or enticing a child to take part in sexual activities. It includes physical contact and non-contact activities such as exposure to sexual images or grooming (including online). Sexual abuse can be perpetrated by adults or other children.

Possible indicators may include:

- Sexually explicit play or age-inappropriate sexual knowledge
- Genital soreness, discharge or scratching; bruising/scratches in genital area
- Regression, withdrawal, depression, sleep disturbance; reluctance to go home
- Reluctance to undress; frequent self-touching or inappropriate touching of others

### 4. Child Sexual Exploitation (CSE)

CSE occurs when a child receives something (food, accommodation, affection, gifts, money, substances) in exchange for sexual activity. Significant indicators require prompt DSL action in line with Birmingham procedures.

Significant indicators may include:

- Relationship of concern with a controlling adult/young person; coercion and control; gang association
- Entering/leaving vehicles driven by unknown adults
- Unexplained money, gifts or expensive items
- Grooming or abuse via the internet and mobile technology
- Missing episodes or unexplained contact with hotels, taxi firms or fast-food outlets (including county lines risk)

## 5. Emotional Abuse

Emotional abuse is persistent emotional maltreatment causing severe and persistent adverse effects on emotional development. It may involve conveying a child is worthless, silencing them, imposing inappropriate expectations, overprotection, exposure to domestic abuse, serious bullying (including cyber bullying), exploitation or corruption.

Possible indicators may include:

- Consistently negative self-image; over-reaction to mistakes; delayed development
- Regression, tics, rocking/head-banging; sudden speech or sensory difficulties
- Withdrawal, depression, anxiety, self-harm or risk-taking behaviours
- Soiling/smearing, enuresis; 'traumatic mutism' may indicate maltreatment

## 6. Responses from Parents/Carers that May Raise Concern

Across categories, the following may indicate concern (consider context and patterns):

- Delay in seeking medical treatment that is clearly needed; denial of injury or pain
- Incompatible explanations; frequent minor injuries; reluctance to provide information
- Persistently negative attitude or unrealistic expectations of the child
- Domestic abuse, coercion and control, alcohol or substance misuse

## 7. Disabled Children and Children with SEND

Children with disabilities or SEND may face additional safeguarding vulnerabilities. Concerns must never be minimised because a child has SEND. Indicators may include injuries inconsistent with mobility, poor feeding support, lack of stimulation, unjustified restraint, rough handling, failure to support communication, ill-fitting equipment, or inappropriate invasive procedures.

### [Appendix 2: Dealing with a Disclosure of Abuse](#)

Staff must not seek disclosures. Their role is to notice, ask if something is wrong, listen, be available, and act. Children may not feel ready or able to disclose and may not recognise harm.

When a child tells you about abuse, you must:

- Stay calm and listen; do not show shock, anger or embarrassment
- Reassure the child and thank them; tell them it is not their fault
- Do not promise secrecy; explain you must share with the DSL to keep them safe
- Avoid leading questions; do not press for details
- Check you have understood; tell the child what will happen next
- Record as soon as possible using the child's own words; include questions asked; do not add opinions
- Report immediately to the DSL/Deputy DSL

After a disclosure, staff support will be provided through the DSL and safeguarding supervision arrangements.

#### [Appendix 3: Allegations About a Member of Staff, Governor or Volunteer](#)

Inappropriate behaviour by adults could be physical, emotional, sexual, neglectful, or spiritual. Any allegation must be treated as a safeguarding matter and managed in line with Birmingham LADO procedures.

Examples include:

- Physical: intentional force as punishment, rough handling, inappropriate restraint
- Emotional: intimidation, belittling, discrimination, denial of children's rights
- Sexual: sexualised behaviour, harassment, inappropriate messages/images, assault
- Neglect: failure to protect, failure to seek medical help, failure to risk assess
- Spiritual abuse: undue influence or harmful religious practices

Any allegation must be reported immediately to the Nursery Manager/Provider and DSL. The setting must not investigate in a way that compromises external enquiries. Where the allegation meets the LADO threshold, the setting will contact Birmingham LADO (0121 675 1669) without delay. If the allegation concerns the Nursery Manager/DSL, the Provider/Proprietor will liaise with LADO. If it concerns the sole proprietor, the referral is made directly to LADO.

#### Appendix 4: Indicators of Vulnerability to Radicalisation (Prevent)

Radicalisation is the process by which a person comes to support terrorism and extremist ideologies. Extremism includes vocal or active opposition to fundamental British values. There is no 'typical extremist'; concerns must be judged in context.

Vulnerabilities may include:

- Identity or personal crisis, isolation, low self-esteem, unmet aspirations
- Experience of discrimination, trauma or community tensions
- Changes in behaviour, language, online activity or increased secrecy
- Association with individuals promoting extremist narratives
- SEND-related vulnerabilities affecting social understanding

Any concerns must be reported to the DSL immediately for advice and consideration of Prevent/Channel pathways.

#### Appendix 5: Prevent Single Point of Contact (SPOC)

SPOC for Lambs Christian School Day Nursery: Ms. Ruth Ekhuemelo.

The SPOC will:

- Ensure staff know who the SPOC is and how to raise concerns
- Maintain up-to-date Prevent knowledge and signpost training
- Support case discussions and referrals as required
- Promote a culture of respect and tolerance

#### Appendix 6: Emergency Planning and Security-Related Incidents (Summary)

In an emergency or security-related incident, the nursery will prioritise children's safety and welfare, follow safeguarding guidance, and maintain contact with vulnerable children. Where children are not attending and are known to social care, the nursery will coordinate contact and support with the relevant professionals.

Online safety principles apply to any digital communication. Staff must follow the code of conduct, data protection requirements, and clear reporting routes for children and families.

## Appendix 7: Role and Responsibilities of the DSL (EYFS 2025 Annex C)

The Designated Safeguarding Lead (DSL) is the strategic and operational lead for safeguarding and child protection in the nursery. In line with EYFS 2025 and Annex C, the DSL ensures safeguarding arrangements are effective, concerns are acted upon promptly, and staff are supported to implement safeguarding policies and procedures.

The DSL will:

- Act as the main point of contact for safeguarding concerns and ensure staff know how to report concerns
- Decide when to refer to Birmingham Children's Social Care (CASS), the police, or other agencies, and support staff through referral processes
- Oversee Early Help responses using Birmingham Right Help, Right Time, including the Early Help Assessment (EHA) and Our Family Plan
- Maintain secure, accurate safeguarding records and ensure appropriate information sharing in line with statutory guidance
- Ensure all staff receive safeguarding training that meets EYFS Annex C requirements and that training is refreshed at least every two years, with regular updates in between
- Ensure safer recruitment and suitability checks are completed and recorded, and that no one works unsupervised until checks are complete
- Manage allegations against adults with Birmingham LADO and ensure Ofsted notifications are made within statutory timescales
- Monitor safeguarding patterns and trends (including attendance and wellbeing) and escalate concerns appropriately
- Promote a culture of listening to children and taking account of their wishes and feelings

**Training and resourcing:** The DSL (and Deputy DSL) must have role-specific safeguarding training updated at least every two years, with regular refreshers/updates, and must have sufficient time, support and resources to fulfil the role effectively (EYFS Annex C).

## Appendix 8: Body Map Template (Record of Injury/Mark)

Use this template to record physical marks or injuries. Do not take photographs. Record only factual observations and the child's words.

Body outline (front/back): attach printed outline if required.

#### Appendix 9: Mobile Phones, Smart Watches, Cameras and Images (Summary)

The nursery takes steps to protect children from unacceptable use of mobile phones, smart watches and cameras.

- From September 2025, all personal phones and smart watches are signed in to the most senior member of staff and are only accessed during breaks in staff-only areas.
- Personal devices are not permitted in children's rooms. In emergencies, devices may be used privately with manager permission where no children are present.
- The nursery provides a setting phone for outings; staff do not use personal phones to photograph children.
- Parents and visitors are asked not to use phones on the premises; if required for lone-working policies they will be directed to a child-free space.
- Only setting-owned equipment is used for children's photos/recordings, for valid purposes and with written parental consent. Images are stored securely.

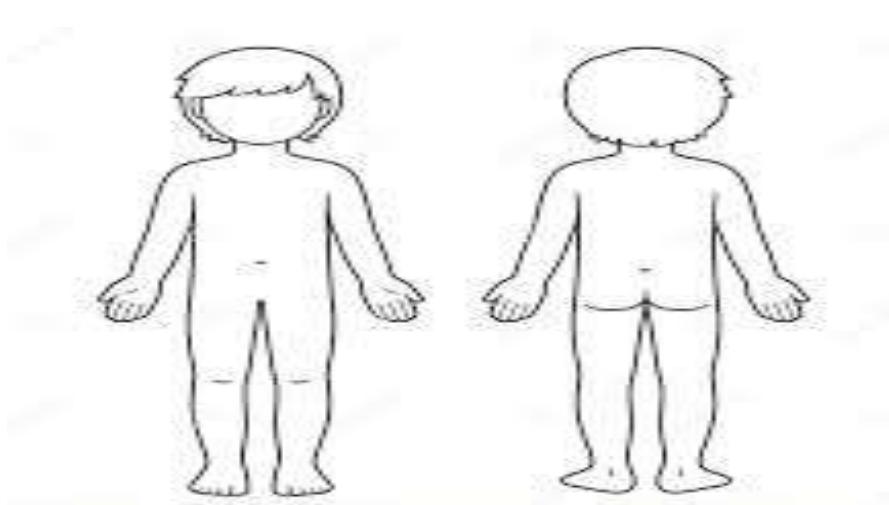
#### Appendix 10: When to Notify Ofsted (Summary – 14 Day Requirement)

Ofsted must be notified of serious childcare incidents and significant events as soon as reasonably practicable and always within 14 days. Notifiable events include: serious accident, injury or illness; death of a child in care; significant events affecting suitability; and allegations of serious harm or abuse by anyone living, working or looking after children on the premises.

Failure to notify Ofsted without reasonable excuse is an offence. Ofsted will risk assess notifications and may contact the provider or carry out regulatory activity.

#### Appendix: Body Map – Front and Back

Use this body map to record injuries or marks. Do not photograph injuries.



## 7.0 Mental Health and Wellbeing

At Lambs Christian School Day Nursery, we recognise that children's mental health and emotional wellbeing are integral to safeguarding. In line with Keeping Children Safe in Education (KCSIE), all staff understand that mental health problems can, in some cases, be an indicator that a child has suffered or is at risk of suffering abuse, neglect or exploitation. The nursery acknowledges its organisational and professional responsibility to support and promote the mental health and wellbeing of children. Mental health concerns are taken seriously and, where they overlap with safeguarding, are managed through the nursery's safeguarding procedures.

The Mental Health and Wellbeing Lead is Mrs Ruth Ovia. In this role, she works closely with the Designated Safeguarding Lead (DSL) team to support early identification of mental health concerns, advise staff, and ensure that mental health needs are responded to appropriately, including when they become safeguarding concerns.

The nursery's approach is informed by national guidance, including the Department for Education (2017) Preventing and Tackling Bullying and the Department for Education (2018) Mental Health and Behaviour in Schools.

At Lambs Christian School Nurseries, staff receive regular mental health training. Staff also have opportunities for self-reflection, prayer and meditation each morning, which form part of the nursery's Christian ethos and support sensitivity, discernment and staff wellbeing. In practice, all staff remain alert to signs of mental ill-health and understand that mental health difficulties may indicate underlying safeguarding concerns. Any mental health concern that may also be a safeguarding concern is shared immediately with a Designated Safeguarding Lead.

The nursery promotes mental health and wellbeing through a graduated approach that includes prevention, early identification, early support and access to specialist support. This includes creating a calm and nurturing environment, recognising emerging issues early, supporting children to access evidence-based early interventions, and working with external agencies to ensure timely access to specialist support.

### Policy Update – Safeguarding Leadership

In this final version of the safeguarding policy, the named safeguarding roles have been reviewed and updated to ensure clarity, accuracy and compliance with the Early Years

Foundation Stage (EYFS) 2025 and local safeguarding expectations.

The Prevent Single Point of Contact (SPOC) is Ms Ruth Ekhuemelo. In this role, she provides advice and oversight in relation to safeguarding concerns linked to radicalisation and extremism and supports staff with Prevent-related safeguarding responsibilities.

The Deputy Designated Safeguarding Lead (Deputy DSL) is Ms Terry-Ann Hamilton, who supports the DSL and assumes safeguarding responsibilities in the absence of the DSL to ensure there is no delay in responding to safeguarding concerns.

The Designated Safeguarding Lead (DSL) remains Ms Monika Mbaeyi, with Ms Ruth Ekhuemelo also holding DSL responsibilities as part of the safeguarding leadership structure. Together, they provide strategic and operational leadership for safeguarding and child protection across the nursery.

These role updates are reflected consistently throughout the safeguarding policy, associated appendices, staff guidance documents and safeguarding materials, ensuring that staff, parents and external agencies have a clear understanding of safeguarding leadership and reporting routes.

## **MONITORING AND REVIEW**

This content has been agreed in consultation with the Governing body, parents and teaching staff.

Date of this Review: Dec 2025

Policy Due for Review: Dec 2026