

# Les Poussins (Milton Keynes) CIC



## Child Protection Policy

Reviewed and approved by Les Poussins Executive Committee	September 2024
Next due for review by Les Poussins Executive Committee	September 2025

<b>1.0 Introduction.....</b>	<b>3</b>
<b>2.0 Executive Summary.....</b>	<b>3</b>
<b>3.0 Definition.....</b>	<b>4</b>
3.1 Child Protection.....	4
3.2 Child Abuse.....	4
<b>4.0 What are the signs of Abuse?.....</b>	<b>5</b>
4.1 Neglect.....	5
4.2 Physical Abuse.....	5
4.3 Sexual Abuse.....	6
4.4 Emotional Abuse.....	6
<b>5.0 Policy Statement.....</b>	<b>6</b>
5.1 Responsibilities.....	6
5.2 Principles.....	7
5.3 Procedure.....	8
<b>Safeguarding Cause for Concern and Disclosure Form.....</b>	<b>9</b>
<b>Safeguarding Injury Form.....</b>	<b>10</b>
<b>Signatures.....</b>	<b>12</b>

## **1.0 Introduction**

Les Poussins (Milton Keynes) CIC is committed to the principle that the welfare of children is paramount, and as such is committed to safeguarding the welfare of all children entrusted to their care and protecting them where necessary.

Les Poussins believes that every child, regardless of age, has the right to feel safe and protected from any situation or practice that results in a child being physically or psychologically harmed. In our organisation, if we have concerns about a child's physical, sexual, or emotional well-being, we will take action.

Child Protection is the responsibility of every adult who is involved with children.

## **2.0 Executive Summary**

This child protection policy endorsed by Les Poussins demonstrates the importance that Les Poussins places on the protection of children who participate in all activities organised by the group. Les Poussins is committed to ensuring that children are safe and that their experiences are enjoyable.

Les Poussins is committed to implementing this Policy by:

- Disseminating appropriate child protection policy guidance to raise awareness of the issues and procedures with staff, volunteers, and parents.
- Implementing sound recruitment procedures for new staff.
- Promoting good practice to protect all people involved in the group.
- Implementing systems and procedures to deal with complaints and allegations.
- Monitoring the effectiveness of this policy and its impact on the group.
- Maintaining a positive profile for child protection work.

### 3.0 Definition

#### 3.1 Child Protection

The intention of the Children’s Act 1989 is to ensure that the welfare and development needs of children are met, including their need for protection from all forms of abuse, neglect, or exploitation. The Children’s Act 2004 supplemented the 1989 Act and reinforced the message that all organisations working with children have a duty in helping safeguard and promote the welfare of children.

The Human Rights Act 1998 gives the right for children and young people to express and have their views taken into account on any issues or decisions that affect them.

All staff are required to read and regularly refer to:

*Keeping Children Safe in Education 2024 Part 1*

[https://assets.publishing.service.gov.uk/media/66ce094e8e33f28aae7e1f6d/Keeping\\_children\\_safe\\_in\\_education\\_2024\\_part\\_one.pdf](https://assets.publishing.service.gov.uk/media/66ce094e8e33f28aae7e1f6d/Keeping_children_safe_in_education_2024_part_one.pdf)

*After-School Clubs, Community Activities, and Tuition Safeguarding Guidance for Providers September 2023*

[https://assets.publishing.service.gov.uk/media/6509558022a783000d43e81f/After-school\\_clubs\\_community\\_activities\\_and\\_tuition\\_safeguarding\\_guidance\\_for\\_providers.pdf](https://assets.publishing.service.gov.uk/media/6509558022a783000d43e81f/After-school_clubs_community_activities_and_tuition_safeguarding_guidance_for_providers.pdf)

*What To Do If You’re Worried A Child Is Being Abused Advice for Practitioners March 2015*

[https://assets.publishing.service.gov.uk/media/5a80597640f0b62302692fa1/What\\_to\\_do\\_if\\_you\\_re\\_worried\\_a\\_child\\_is\\_being\\_abused.pdf](https://assets.publishing.service.gov.uk/media/5a80597640f0b62302692fa1/What_to_do_if_you_re_worried_a_child_is_being_abused.pdf)

#### 3.2 Child Abuse

“Children may be in need of protection where their basic needs are not being met, in a manner appropriate to their age and stage of development, and they will be at risk through avoidable acts of commission or omission on the part of their parent(s), sibling(s), or other relative(s), or a carer (i.e., the person(s) while not a parent who has actual custody of the child)”. *Protecting Children: A Shared Responsibility*.

This is a very open definition that encourages us to be open minded and think about what child abuse is. For those working in the field of Child Protection the definition is broken down further into Categories of Abuse, namely:

- Physical Injury:** Any significant harm caused to the child, or the failure to prevent it.
- Sexual Abuse:** This is sexual exploitation of a child or adolescent. This might be full sexual intercourse, masturbation, oral sex, anal intercourse, or fondling. Showing children pornographic magazines or videos is also a form of sexual abuse.
- Emotional Abuse:** This is the severe emotional ill treatment or rejection of a child, which can lead to them suffering harm. All abuse involves some emotional ill treatment, but emotional abuse can take place in isolation.
- Physical Neglect:** For example, the failure to protect the child from exposure to any kind of danger, including cold and starvation, or extreme failure to carry out important aspects of care, which leads to a child suffering harm. Nonorganic Failure to Thrive (non-medical reason)

#### 4.0 What are the signs of Abuse?

Below are a number of signs of abuse. However, they are only indications that abuse **might** have taken place. Most symptoms can have many reasonable explanations which account for them. However, if you do suspect abuse you must act.

#### 4.1 Neglect

Physical Indicators	Behavioural Indicators
Loss of weight	Tired or listless
Unattended medical needs	Constantly asks for food
Persistent hunger	Frequently absent or late
Self-inflicted wounds	Running away
Inappropriate clothing	Child seems happy with you, but not with parent

#### 4.2 Physical Abuse

Physical Indicators	Behavioural Indicators
Unexplained bruises (in various stages of healing)	Changes in behaviour
Welts, human bite marks	Aggressive behaviour
Unexplained burns/immersion marks	Severe tantrums
Unexplained fractures	A don't care attitude
Lacerations or abrasions	Fear of returning home
Complaining of soreness	Fear of one adult

### 4.3 Sexual Abuse

Physical Indicators	Behavioural Indicators
Soreness or bleeding in throat, anal or genital areas	Becomes hysterical when nappy changed, or other clothing removed
Frequent urine infections	Aggressive and inappropriate sex play
Stomach pains for no medical reason	Withdrawal
Isolated	Mistrustful of adults
Poor eating, nightmares	
Frequent masturbation	

### 4.4 Emotional Abuse

There are unlikely to be physical symptoms of emotional abuse but there may be behavioural indicators.

Lagging development	Over reaction to mistakes
Sudden speech disorders	Extremes of passivity or aggression
Has few friends	Appears depressed
Seems out of control	

## 5.0 Policy Statement

### 5.1 Responsibilities

Les Poussins will:

- encourage all staff and volunteers within Les Poussins to have up-to-date policies and checks.
- accept the moral and legal responsibilities to endorse and implement procedures to provide a duty of care for young people, safeguard their well-being and protect them from abuse.
- respect and promote the rights of young people.
- recruit, train and supervise its employees/volunteers to adopt best practice to safeguard and protect young people from abuse, and themselves against false allegations.
- require staff/volunteers to adopt and abide by Les Poussins Objectives, and the Child Protection Policy and Procedures.
- hold a register of every child involved in their organisation including relevant medical details and have a contact name and number close to hand in case of emergency.
- treat everyone with respect.

- remember that some issues are confidential.
- encourage our members to engage in activities that require more than one adult being present or at least within sight and hearing of others.
- take action to stop any inappropriate verbal or physical behaviour.
- respond to any allegations appropriately and implement Les Poussins disciplinary and appeals procedure.

## **5.2 Principles**

The guidance given in the child protection procedures is based on the following principles:

- The welfare of young people (the Children's Act 1989 defines a young person as under 18 years) is the primary concern.
- All young people, regardless of their age, culture, disability, sex, ethnic origin, religious belief, gender identity, sexual orientation, pregnancy, and maternity status have the right to protection from abuse.
- It is the responsibility of child protection experts to determine whether or not abuse has taken place, but it is everyone's responsibility to report any concerns.
- All incidents of suspicious poor practice and allegations should be taken seriously and responded to swiftly and appropriately.

### 5.3 Procedure

All volunteers and staff share concerns with the designated safeguarding leads: Claire Husaunndee or Anne Ruff. If the situation is clearly an urgent case, the child is too frightened to go home or we have serious doubts about the child's safety, we will contact Milton Keynes LADO (Local Authority Designated Officer) on 01908 254300 or MASH (Multi Agency Safeguarding Hub) on 01908 253169. If out of hours, we will contact the Emergency Social Work Team on 01908 265545. It is important to remember that the MASH team to contact is the one covering the area of the home address of the child being referred. All LADO contact information can be found here: <https://national-lado-network.co.uk/lado-contact-details/>

If our concerns are more general about a child's welfare, then we will discuss these, and decide if we should make a referral. It is important that all volunteers and staff communicate concerns accurately. Any disclosure will also be reported to Oakgrove Primary School.

All staff and volunteers will follow the procedures below:

- Upon receipt of any information from a child or if they have reason to be concerned, they will record in writing what they have seen, heard or know accurately at the time the event occurs on the Cause for Concern Form. (see below)
- The statement will be given to the Designated Safeguarding Lead and the action to be taken will be agreed.
- Staff and volunteers will always REFER but never INVESTIGATE any suspicions or allegations of abuse.
- Staff and volunteers know that although the Designated Safeguarding Lead is responsible for making referrals, ANYBODY can make a referral if they have concerns about a child.

Both the local area Social Work Office and the Police Office telephone number are to be found in the telephone directory.

Multi-agency Safeguarding Hub (MASH) and LADO 01908 253169/70 / [children@milton-keynes.gov.uk](mailto:children@milton-keynes.gov.uk)  
Emergency (out of hours) 01908 265 545  
MASH Northamptonshire 0300 126 7000  
MASH Buckinghamshire 0800 999 7677  
Police Emergency 999  
Police Non-Emergency 101



**Les Poussins (Milton Keynes) CIC Safeguarding Cause for Concern and Disclosure Form**

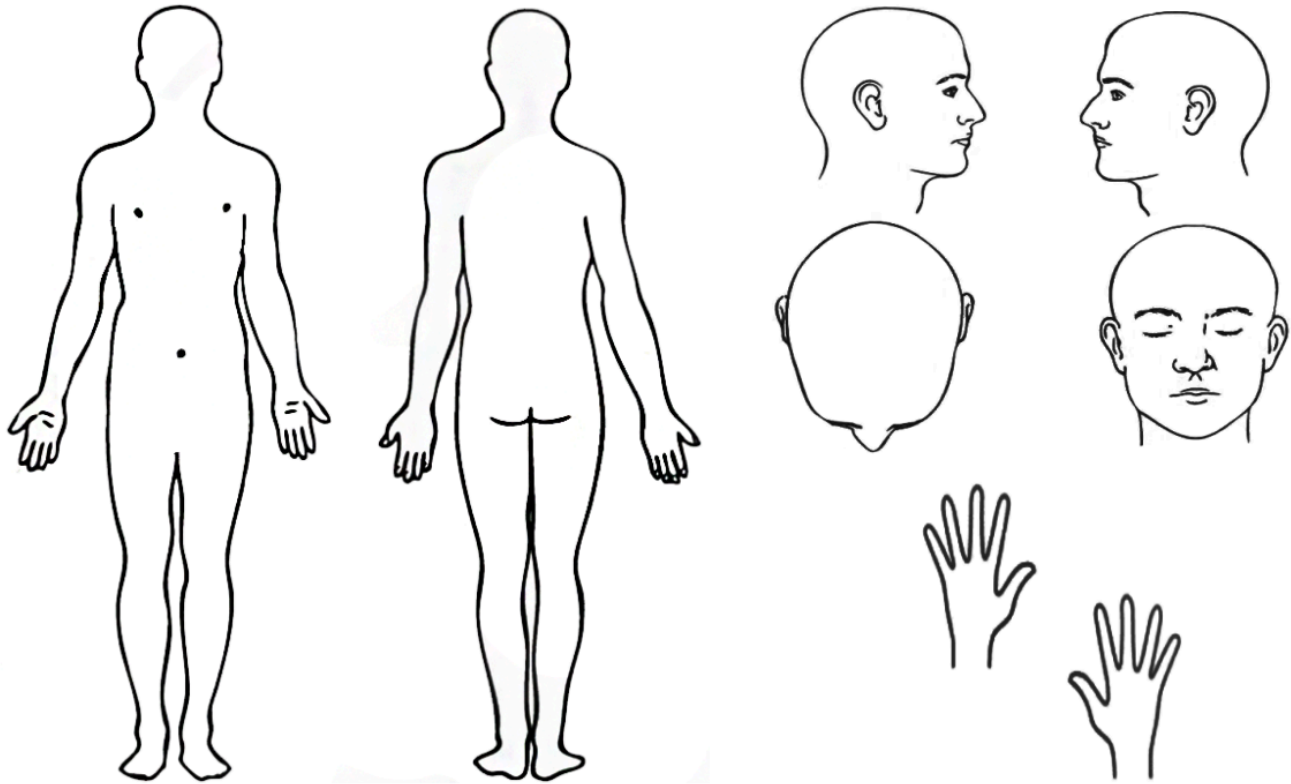
Name of the Person completing the Form:	
Role:	
Date, Time and Location:	
Name of the Child:	
Class:	
Date of Birth:	
Gender and Ethnicity:	
Who was present?	
Date and Time reported to DSL:	
Names of any other Staff involved:	
Names of any other Children involved:	
Are parents/carers aware?	
Nature of Concerns:	
Account of Incident (Child's Voice):	
Actions Taken:	
Names of any other Agencies involved:	
Further Actions:	
Signature of Person completing the Form:	
Date of Signature:	

**Les Poussins (Milton Keynes) CIC Safeguarding Injury Form**

Name of the Person who witnessed the Injuries:	
Date and Time that the Injuries were seen:	
Date and Time the Information was recorded:	
Date and Time reported to DSL:	
Name of the Child:	
Class:	
Date of Birth:	
Gender and Ethnicity:	
<b>Details of the Injuries:</b> <small>Where are the injuries? What do they look like? Describe their colour, shape, size and condition. Is the injury healing or worsening?</small>	
<b>Child's Account of the Injuries:</b> <small>How was the injury sustained according to the child?</small>	
<b>Parent's or Carer's Account of the Injuries:</b> <small>How was the injury sustained according to the parent/carer?</small>	

**Visual Representation of the Injuries:**

Indicate where on the body the child has been injured.



Actions Taken:

Names of any other Agencies involved:

Further Actions:

Signature of the Person who witnessed the Injuries:

Date of Signature:

<b>Approver</b>	<b>Signature</b>	<b>Release Date</b>
Claire Husaundee (Director)		September 2024

<b>Previous Version</b>	<b>Current Version</b>	<b>Previous Date</b>	<b>Changes Made</b>
1.0	2.0	09/2023	Updated Reference Link

<b>Employee's Name</b>	<b>Signature</b>
Claire Husaundee	
Anne Ruff	
Matt Martin	
Elizabeth Cope	
Charline Brooks	
Mariia Monteil	
Géraldine Mabutt	
Laurene Lee	
Ariane Batchelor	
Moira Lim	
Tiphaine Darré	

Gwenola Lepeu	
Jean-Philippe Le Coq	
Marie-Madeleine Da Silva	
Sanaa Amin	
Sally Clarke	
Amelia Watson	
Finne Mücke-Beaumont	
Blaise Honey	
Bertrand Nouvel	
Katia Wallace	