



Safeguarding children, young people and vulnerable adults' policy

Alongside associated procedures in 06.1-06.10 Safeguarding children, young people and vulnerable adults, this policy was adopted by The Nest on 10th February 2025.

Designated Safeguarding Lead is CLAIRE NICHOLS

Deputy Designated Safeguarding Leads are JAMES NICHOLS & LEANNE ALEXANDER

Aim

We are committed to safeguarding children, young people and vulnerable adults and will do this by putting young people and vulnerable adult's right to be '*strong, resilient and listened to*' at the heart of all our activities.

The Nest's 'four commitments' are broad statements against which policies and procedures across the business are drawn to provide a consistent and coherent strategy for safeguarding children young people and vulnerable adults.

Our four key commitments are:

1. The Nest is committed to empowering children, young people, and vulnerable adults, promoting their right to be **'strong, resilient, actively listened to, and heard'**.
2. The Nest upholds a culture of safety in which children, young people and vulnerable adults are protected from abuse and harm in all areas of its curriculum and service delivery.
3. The Nest is committed to preventing harm and responding promptly and appropriately to all incidents or concerns of abuse that may occur. Working with statutory agencies to achieve the best possible outcomes for every child.
4. The Nest is dedicated to increasing safeguarding confidence, knowledge and good practice throughout its training and learning programmes for adults, advocating support and representation for those in greatest need.

NB: A 'young person' is defined as 16-19-year-old. In an early year's setting, they may be a student, worker, or parent/carer.

A 'vulnerable adult' (see guidance to the Care Act 2014) as: *'a person aged 18 years or over, who is in receipt of or may need community care services by reason of 'mental or other disability, age or illness and who is or may be unable to take care of him or herself, or unable to protect him or herself against significant harm or exploitation'*. In early years, this person may be a service user, parent/carer of a service user, or a volunteer.

Key Commitment 1

- All Team members at The Nest receive adequate training (LEVEL 2) in Child Protection matters and have access to the setting's policy and procedures for reporting concerns of possible abuse and the safeguarding procedures of the Local Safeguarding Partners.
- All team members have adequate information on issues affecting vulnerability in families such as social exclusion, domestic violence, mental illness, substance misuse and parental learning disability, together with training that takes account of factors that affect children that arise from inequalities of race, gender, disability, language, religion, sexual orientation, or culture.
- All services seek to build the emotional and social skills of children and young people who are service users in an age-appropriate way, including increasing their understanding of how to stay safe.
- We adhere to the EYFS Safeguarding and Welfare requirements.

Key Commitment 2

- All team members are trained in line with the Criteria set out in Annex C of the EYFS (November 2025). Our training provider for Safeguarding training is EARLY YEARS ALLIANCE
- Safeguarding training is renewed every two years. The designated safeguarding lead and deputy designated safeguard leads ensure support, advice and guidance for all members of The Team to meet their safeguarding responsibilities by:
 - Regular supervisions, team briefings, bulletins, quizzes, reviewing safeguarding procedures and updates together and flashcards in both settings.
- There are procedures in place to prevent known abusers from coming into the organisation as employees or volunteers at any level.

- Safeguarding is the responsibility of every person undertaking the work of the organisation in any capacity.
- There are procedures for dealing with allegations of abuse against a member of The Team, or any other person undertaking work whether paid or unpaid for the organisation, where there is an allegation of abuse or harm of a child. Procedures differentiate clearly between an allegation, a concern about quality of care or practice and complaints.
- There are procedures in place for reporting abuse of children or a young person in the setting.
- There are procedures in place for reporting safeguarding concerns where a child may meet the s17 definition of a child in need (Children Act 1989) and/or where a child may be at risk of significant harm, and to enable staff to make decisions about appropriate referrals using local published threshold documents.
- There are procedures in place for reporting abuse of a vulnerable adult in the setting.
- There are procedures in place in relation to escalating concerns and professional challenge.
- There are procedures in place for working in partnership with agencies involving a child, or young person or vulnerable adult, for whom there is a protection plan in place. These procedures also take account of working with families with a 'child in need' and with families in need of early help, who are affected by issues of vulnerability such as social exclusion, radicalisation, domestic violence, mental illness, substance misuse and parental learning disability.
- These procedures take account of diversity and inclusion issues to promote equal treatment of children and their families and that take account of factors that affect children that arise from inequalities of race, gender, disability, language, religion, sexual orientation, or culture.
- There are procedures in place for record keeping, confidentiality and information sharing, which are in line with data protection requirements.
- We follow government and Local Safeguarding Partners guidance in relation to extremism, and all members of The Team have had training on The Prevent Duty.
- The procedures of the Local Safeguarding Partners must be followed.

Key Commitment 3

- We have a 'designated safeguarding lead person' (DSL), who is responsible for carrying out child, young person, or adult protection procedures, this is CLAIRE NICHOLS. The Nest also

currently has two 'Deputy Designated Safeguard Leads' (DDSLs), these are JAMES NICHOLS AND LEANNE ALEXANDER.

- The DSL (and DDSLs) is responsible for overseeing all child, young person or adult protection matters.
- The DSL ensures they have links with statutory and voluntary organisations regarding safeguarding children.
- The DSL ensures they have received appropriate training on child protection matters and that all staff are adequately informed and/or trained to recognise child abuse in the categories of physical, emotional, and sexual abuse and neglect.
- The DSL ensures all members of The Team are aware of the additional vulnerabilities that affect children that arise from inequalities of race, gender, disability, language, religion, sexual orientation, or culture and that these receive full consideration in child, young person, or adult protection related matters.
- The DSL ensures that team members are aware and receive training in social factors affecting children's vulnerability including
 - social exclusion
 - domestic violence and controlling or coercive behaviour
 - mental illness
 - drug and alcohol abuse (substance misuse)
 - parental learning disability
 - radicalisation
- The DSL ensures that members of The Team are aware and receive training in other ways that children may suffer significant harm and stay up to date with relevant contextual safeguarding matters:
 - abuse of disabled children
 - fabricated or induced illness
 - child abuse linked to spirit possession
 - sexually exploited children
 - children who are trafficked and/or exploited
 - female genital mutilation
 - extra-familial abuse and threats

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- children involved in violent offending, with gangs and county lines.

The DSL ensures they are adequately informed in vulnerable adult protection matters.

Key commitment 4

- There are procedures in place to ensure The Team recognise children and families who may benefit from early help and can respond using local early help processes. Designated safeguarding leads should ensure all staff understand how to identify and respond to families who may need early help.
- Members of The Team are supported to make the right decisions that enable timely and appropriate action to be taken.
- Designated safeguarding leads contribute towards local safeguarding arrangements to ensure that the views of the sector are heard at the highest level by:
 - Finding out how education and childcare are represented at a strategic level within their Local Safeguarding Partnership (LSP) structures.
 - Sharing their knowledge of the experiences of children in their cohort with LSP local leaders.

Reviewed on 09.02.2026

To be reviewed by 09.02.2027