

**CHILD PROTECTION & SAFEGUARDING STRATEGY-
ADDITIONAL INFORMATION**

Part of our Safeguarding Strategy (SG1, SG2, SG3 & SG4)

This information is reviewed annually or as legislation requires.

SG4-1 CRB disclosures

The Trustees take their responsibility of providing a safe environment for children and staff very seriously.

Scope

To this end, the following procedures are followed with relation to all appointments, both paid and voluntary. These have been informed by the advisory and regulatory bodies (Pre-School Learning Alliance, OFSTED etc) and are updated as and when required by legislation or developments in good practice.

Explanatory Note

A Disclosure is an impartial and confidential document that details an individual's criminal record and where appropriate, details of those who are banned from working with children. The CRB will carry out a criminal record check for an individual drawing on four primary sources of information:

Police National Computer (PNC) Local Police Force Records Department of Health Department for Education and Skills

All of our CRB checks are enhanced, which means they draw from all four sources of information and are in line with the national standard throughout England and Wales.

Procedure

- No member of staff will be employed without an enhanced CRB disclosure which will be assessed in accordance with the guidelines set down by OFSTED and the Criminal Records Bureau Code of Practice.
- During the period prior to the obtaining a CRB disclosure, members of staff may work as part of a 'probationary period' but this will not involve unsupervised contact with children.
- CRB checks will be carried regularly but no later than at three yearly intervals.

Implementation

All staff and visitors will be made aware of this policy, which is part of our range of policies to ensure the safety of all those connected with the trust. Full training will be given where necessary.

SG4-2 Hugging

There has been much debate whether or not it is right for those working in childcare settings to hug a child. There are those who claim that it is never appropriate for hugs to take place, whilst others suggest rejecting a child who reaches out for a hug could actually cause emotional harm.

The Apple Trust has researched this issue extensively in an attempt to clarify method and understanding. This search has involved speaking to professionals, trawling the internet and libraries etc. Our conclusion is that there is no definitive statement which would provide a template for a policy. There are lots of examples of 'no hugs policies' but in equal measure, OFSTED reports praise settings who enable children to feel safe and secure, to the extent that hugs are obviously a clear sign of well being.

Therefore, the Apple Trust will use the following to direct it's judgement on the use of hugging.

To protect children

(The setting...) " shall take all appropriate legislative, administrative, social and educational measures to protect the child from all forms of physical or mental violence, injury or abuse, neglect or negligent treatment, maltreatment or exploitation, including sexual abuse, while in the care of parent(s), legal guardian(s) or any other person who has the care of the child."

Article 19, UN Convention on the Rights of a Child

To protect staff

Under Health and Safety legislation (Health and Safety at Work Act 1974 in the UK) employers must ensure their staff's welfare against foreseeable risks and provide adequate training to ensure a safe working environment.

SG4-3