

Safeguarding

Physical Abuse

- unexplained bruising, marks or injuries on any part of the body
- multiple bruises or burns in clusters
- flinching when approached or touched

Emotional Abuse

- neurotic behaviour e.g. sulking, hair twisting, rocking
- fear of making mistakes
- developmental delay in terms of emotional progress

Sexual Abuse

- pain or itching, bruising or bleeding in the genital area
- sexual knowledge which is beyond their age, or developmental level or sexual drawings or language
- saying they have secrets they cannot tell anyone about

Neglect

- constant hunger, sometimes stealing food from other children
- constantly dirty or 'smelly'
- mentioning being left alone or unsupervised.

Whistle blowing

- Whistle blowing is the act of making internal complaints about another member of staff
- You will have a policy that states the action you need to take
- Use this policy
- The policy is there to protect you in acting against another member of staff

Making a report

- Observe
 - Behaviours and interactions
- Seek
 - Advice internally or externally
- Record
 - Everything
- Action
 - Make a report
- Review
 - Continue to monitor and record

Dealing with a complaint

- Is it credible?
- Is there any evidence to support the allegation?
- Who made the allegation?
- History of the member of staff?
- References
- How long have they worked for the company?
- Risk? Is 999 required?

- Do they need to be suspended?
- Can retraining solve the problem?
- Who needs to be informed?