

## **1. INTRODUCTION**

Our childcare agency is committed to ensuring the highest standards of safeguarding for children in the care of our nannies. This policy sets out clear guidelines and expectations to protect children and nannies while working in family homes.

## **2. LEGAL FRAMEWORK**

This policy is based on the Children Act 1989 and 2004, Working Together to Safeguard Children (2018), and Keeping Children Safe in Education (2023). It aligns with local safeguarding procedures and best practices.

## **3. OUR COMMITMENT TO SAFEGUARDING**

3a. The welfare of the child is our top priority.

3b. Nannies are expected to provide a safe, nurturing, and respectful environment.

3c. All safeguarding concerns must be reported immediately to the designated safeguarding lead (DSL).

3d. We promote open communication between nannies, parents, and our agency.

## **4. RESPONSIBILITIES OF NANNIES**

4a. Always act in the best interests of the child's safety and well-being.

4b. Follow appropriate boundaries and professional conduct at all times.

4c. Maintain confidentiality but report any safeguarding concerns.

4d. Keep a log of significant incidents and report them appropriately.

4e. Ensure children are never left unattended in unsafe situations.

4f. Maintain appropriate use of digital devices and social media in line with safeguarding best practices.

## **5. SAFE WORKING PRACTICES**

5a. **Supervision:** Nannies must ensure constant supervision appropriate to the child's age and needs.

5b. **Personal Care:** When assisting with personal care, ensure privacy and dignity are maintained.

5c. **Behaviour Management:** Use only positive reinforcement; physical punishment or inappropriate discipline is strictly prohibited.

5d. **Home Safety:** Conduct regular safety checks and address hazards immediately.

5e. **Transporting Children:** Obtain parental consent for transportation and use appropriate car seats.

## **6. RESPONDING TO SAFEGUARDING CONCERNS**

6a. If a nanny has concerns about a child's welfare, they must report it to the DSL immediately.

6b. If a child discloses abuse, the nanny must listen, reassure them, and record the details accurately without leading or questioning.

6c. The agency will work with local safeguarding authorities if necessary.

## **7. SAFER RECRUITMENT AND TRAINING**

7a. All nannies must have an enhanced DBS check before placement.

7b. References must be obtained and verified.

7c. Nannies must complete safeguarding training before beginning work.

7d. Regular refresher training is required.

## **8. WHISTLEBLOWING POLICY**

8a. Nannies must report concerns about the conduct of other childcare providers or family members.

8b. The agency ensures that whistleblowers are supported and protected from retaliation.

## **9. REVIEW AND UPDATES**

9a. This policy is reviewed annually or when legislation changes.

9b. Nannies will be informed of any updates and provided with training if necessary.

- **Designated Safeguarding Lead (DSL):**

Rachel Allingham [07927270866, rachel@fortresskids.com]