

# St Anthony's Pre-school

**LOVING. LEARNING. TOGETHER**



**Safeguarding (Child Protection) Policy**

**February 2025  
(To be reviewed February 2026)**

1. INTRODUCTION
2. POLICY STATEMENT
3. ROLE OF THE DESIGNATED SAFEGUARDING LEAD
4. IDENTIFYING & RECORDING SAFEGUARDING CONCERNS
  - 4.1 Child abuse and neglect
  - 4.2 Fabricated Illness
  - 4.3 Domestic abuse
  - 4.4 Female genital mutilation (FGM)
  - 4.5 Missing/repeated absence of a child
  - 4.6 Unauthorised or Incapacitated Persons
  - 4.7 Late pick up
5. ALLEGATIONS SURROUNDING A STAFF MEMBER OR VOLUNTEER
  - 5.1 LADO contact details
6. USE OF MOBILE PHONES
7. SAFER RECRUITMENT
8. STAFF SAFEGUARDING TRAINING
9. INFORMATION SHARING (GDPR)
10. CONTACTS

## 1.0 INTRODUCTION

*“3.2 Providers must take all necessary steps to keep children safe and well...: safeguard children; ensure the suitability of adults who have contact with children; promote good health; manage behaviour; and maintain records, policies and procedures.”*

**Page 21 Statutory Framework for the Early Years Foundation Stage 2023**

St Anthony’s Pre-School is committed to building a ‘culture of safety’ in which the children in our care are protected from abuse, harm and radicalisation.

The Pre-School will respond promptly and appropriately to all incidents or concerns regarding the safety of a child that may occur. The Pre-school’s child protection procedures comply with all relevant legislation and with guidance issued by Brighton & Hove Safeguarding Children Partnership (BHSCP).

[www.bhscp.org.uk](http://www.bhscp.org.uk)

There will be a Child Protection Officer (DSL) available at all times while the Pre-school is in session. The DSL coordinates child protection issues and liaises with external agencies (eg Social Care, BHSCP, LADO, National Prevent referral and Ofsted).

**The Pre-school’s designated DSLs are Sam Adams (Manager) and Sophie Weal (Owner) as deputy.**

This Policy is based on the Government’s statutory guidance ‘Working Together to Safeguard Children 2018 (updated 2023) and the Early Years Statutory Requirements 2023 to ensure the following procedures are followed:

- Procedures when an allegation is raised against a member of staff;
- Covering the use of mobile phones, smart watches and cameras;
- Training of staff;
- Designated Staff to tackle Safeguarding and Child Protection concerns;
- Ensuring the suitability of people looking after children.

The Pre-school follows the guidance of ‘Working Together to Safeguard Children 2018’ and updated 2023. It is a requirement of providers to report any suspicions they may have that a child has suffered/is suffering or is at risk of suffering harm to the Local Safeguarding Children Board (Front Door for Families).

A copy of this policy and procedures are available for all staff with relevant contact telephone numbers.

## 2.0 POLICY STATEMENT

The Pre-school will ensure the following:

- That confidentiality is maintained at all times.
- All staff have an enhanced DBS and have appropriate recruitment clearances.
- If a child shows concern to Pre-school staff on an occasion when he/she has entered the Pre-school either by presenting a sign of an injury or verbalising an incident this will be recorded on the child’s page in our safeguarding folder under ‘safeguarding’.
- Staff will inform and discuss any concerns they have regarding a child’s safety with the designated person. Should concerns arise full, contemporaneous and objective records must be kept.
- Parent or carers permission is not a requirement, before a referral is undertaken or discussed with other agencies (ie Front Door for Families), but we will endeavour to keep parents or carers informed, unless doing so may itself place the child at further risk.

- The Designated Person will seek advice from the following professionals to establish if the report constitutes a child protection concern.

### **Local Authority Safeguarding Board - Brighton and Hove: Front Door for Families**

Mon-Thurs (9.00-17.00) Tel: 01273 290400

Fri Only (9.00-16.30) Tel: 01273 290400

Out of Hours Tel: 01273 335905

Tel: 01273 335906

Email: [FrontDoorforFamilies@brighton-hove.gov.uk](mailto:FrontDoorforFamilies@brighton-hove.gov.uk)

### **Local Authority Safeguarding Board - Brighton and Hove: LADO**

Local Authority Designated Officer: Kay Whitcroft Tel: 01273 295643

Mobile: 07584217271

Email: [LADO@brighton-hove.gov.uk](mailto:LADO@brighton-hove.gov.uk)

The Local Authority Designated Officer (LADO) will be appointed if an allegation has been made against a member of staff or the setting. A strategy meeting will be arranged if deemed appropriate.

The DSL will contact Ofsted if required.

## **3.0 ROLE OF THE PRE-SCHOOL DESIGNATED SAFEGUARDING LEAD**

Within our Pre-school, **Sam Adams** is the named Designated Safeguarding Lead (DSL), supported by **Sophie Weal** as Deputy Designated Safeguarding Lead (DDSL) and they will support staff and families should a safeguarding or child protection concern be raised.

They will:

- Ensure all staff have cleared relevant checks when recruiting to a post.
- Supervise staff practice and challenge inappropriate behaviours.
- Ensure pre-school staffs undertake Level 3 Child Protection & Safeguarding training annually and Ensure staff have annual training and aware of any updates.
- Ensure all staff monitor a child's health, wellbeing and daily routine and complete documentation to highlight any changes or concerns.
- Ensure staff know the signs and symptoms of abuse.
- Refer to [brightonandhovesafeguarding.org.uk/bh-rs-rt-online-framework/](http://brightonandhovesafeguarding.org.uk/bh-rs-rt-online-framework/) to make decisions (also see Appendix)
- All staff comply with the use of Mobile Phones section (see later in document) whilst on the premises, outdoor activities and outings.
- Maintain accurate and secure Safeguarding or Child Protection records.
- Attend Local Authority 'Strategy Meeting' when required and meet with all professionals assigned to the case.
- Support children, staff and families on advice from Local Authority professionals.
- Act as a source(s) of support, advice and expertise on matters of safety and safeguarding and deciding whether to make a referral by liaising with relevant agencies.
- Lead in a case of staff suspension due to a safeguarding concern.
- The DSL will liaise with the police and BHSCP in cases where a crime may have been committed.
- To inform Ofsted and the Local Education Authority with a concern of Child Protection or Safeguarding
- Liaise with Disclose and Barring service in cases where a person has been dismissed or resigned due to risk/ harm of a child.

- It is the duty of the staff team to escalate a concern to Front Door for Families should they disagree with the decision of the DSL
- The DSL and DDSL will review annually the *Safeguarding (Child Protection) Policy* annually and update when required.

#### 4.0 IDENTIFYING AND REPORTING SAFEGUARDING CONCERNS

##### 4.1 Child abuse and neglect

Child abuse is any form of physical, emotional or sexual mistreatment or lack of care that leads to injury or harm. An individual may abuse or neglect a child directly, or by failing to protect them from harm. Some forms of child abuse and neglect are listed below.

- **Emotional abuse** is the persistent emotional maltreatment of a child so as to cause severe and persistent adverse effects on the child's emotional development. It may involve making the child feel that they are worthless, unloved, or inadequate. Some level of emotional abuse is involved in all types of maltreatment of a child, though it may occur alone.
- **Physical abuse** can involve hitting, shaking, throwing, poisoning, burning, drowning, suffocating or otherwise causing physical harm to a child. Physical harm may be also caused when a parent or carer feigns the symptoms of, or deliberately causes, ill health to a child.
- **Sexual abuse** involves forcing or enticing a child to take part in sexual activities, whether or not the child is aware of what is happening. This can involve physical contact, or non-contact activities such as showing children sexual activities or encouraging them to behave in sexually inappropriate ways.
- **Neglect** is the persistent failure to meet a child's basic physical and emotional needs. It can involve a failure to provide adequate food, clothing and shelter, to protect a child from physical and emotional harm, to ensure adequate supervision or to allow access to medical treatment.
- All staff have completed safeguarding training are all aware of CSE-Child Sexual Exploitation, FGM-Female Genital Mutilation and Forced Marriage.

##### *Signs of child abuse and neglect*

Signs of possible abuse and neglect may include:

- significant changes in a child's behaviour
- deterioration in a child's general well-being
- unexplained bruising or marks
- FGM
- comments made by a child which give cause for concern
- inappropriate behaviour displayed by a member of staff, or any other person. For example, inappropriate sexual comments, excessive one-to-one attention beyond the requirements of their role, or inappropriate sharing of images.

##### *If abuse is suspected or disclosed that member of staff will:*

- reassure the child that they were right to speak out (if appropriate)
- listen to the child but not question them
- give reassurance that the staff member will take action
- record the incident as soon as possible

If a member of staff witnesses or suspects abuse, they will record the matter straightaway. They will automatically alert the DSL who will assess the safeguarding concern. If it is considered that the concerns reach the threshold for referral, the DSL will make a referral to FDFs. If the concerns do not meet the threshold for referral, concerns will be recorded and saved in the safeguarding file. If a child has more than one low level concern record, the DSL will make a judgement about whether the combined information takes the concerns to a threshold for immediate referral. To promote transparency within the nursery and support our partnership with parents, all concerns will be shared with parents before a

referral is made unless this is felt to put the child at increased risk of harm or could interfere with an investigation.

If a third party expresses concern that a child is being abused, the Pre-school will encourage them to contact Front Door for Families directly. If they will not do so, we will explain that we are obliged to and the incident will be logged accordingly.

#### **4.2 Fabricated Illness**

Fabricated or induced illness is when the carer may exaggerate or deliberately cause symptoms of illness to a child in order to seek out unnecessary medical treatment or investigation.

The signs may include the carer exaggerating a real illness or symptoms, inducing physical illness through poisoning, starvation and inappropriate diet. They may also present false allegations of abuse, encourage the child to appear ill or disabled to obtain unnecessary treatment or specialised support.

Any concerns should be recorded in our safeguarding file, which will then be referred to the DSL who will assess.

#### **4.3 Domestic Abuse**

The Government defines 'Domestic Abuse' as an incident or pattern of incidents demonstrated in of controlling, coercive, threatening behaviour, violence or abuse of a person 16 years or over who are or have been intimate partners or family members regardless of gender, sexuality. Other signs of Domestic Abuse are physiological, physical, sexual, emotional and financial abuse.

The updated Working Together to Safeguard Children 2023 states that practitioners need to develop their knowledge and skills in addressing the impact that domestic violence has upon children both as a witness and by being forced to collude in the act. This has both short-term and long-term emotional effects on the individual.

Any concerns should be recorded on the child's Family Safeguarding tab, which will then be referred to the DSL who will assess.

We are also aware of additional vulnerabilities that may increase the risk for children such as children with special educational needs, children with family members in prison, substance misuse, homelessness, mental or physical illness and parental learning disability. We take the time to get to know our families so we can identify any potential vulnerabilities and support at the earliest opportunities.

#### **4.4 Female Genital Mutilation (FGM)**

FGM is the procedure which includes the removal of part or all of the external genitalia for cultural or other therapeutic reasons will:

- Refer to the Local Children's Safeguarding Board (BHSCP)
- Report to the police via the non-emergency number 101 unless the child is at risk

#### **4.5 Missing/Repeated Absence of a Child**

If it is determined that a child has repeated absence from the setting without prior acceptable notification then St Anthony's Pre-school has a responsibility to ensure that the welfare of the child is upheld and has the responsibility to liaise with other agencies such as Health Visitor, Social Worker known to the family to ensure they receive the required support.

Where a child is repeatedly absent from the setting the Pre-school Manager has the responsibility to ensure the child is safe and therefore will contact the parent or carer to establish the child's welfare.

In such circumstances there may be a child protection concern and therefore the pre-school will be permitted to follow the Safeguarding and Child Protection policy and procedures and report to the DSL.

#### **4.6 Unauthorised or Incapacitated Persons**

We will not release any child to any person who is not authorised to pick up by the child's parent or carer. Staff will notify the person with legal responsibility of the child and will only release if verified.

We will not release any child to any person[s] we feel may be incapacitated in a way which could result in harm to a child for example under the influence of alcohol or drugs or behaving in a manner not suitable

of taking charge of a child.

It is the responsibility of the Pre-school Manager, Deputy Manager or senior member of staff on duty to contact the child's other parent or carer or emergency contact person. If no contact can be made then the Local Safeguarding Children Board (BHSCP) will be informed and/ or a 999 call if we feel that there is a risk or potential harm to a child.

The Pre-school management team will document any concerns regarding the suitability of persons collecting and their outcomes in our safeguarding file.

#### **4.7 Late pick up**

If a child is late being picked up, we call a parent/carer after 10 minutes and keep calling until we get an answer. If we don't hear from anyone within an hour, we then call FDF and ask for advice. We will stay in the hall until child is picked up or told otherwise.

### **5.0 ALLEGATIONS SURROUNDING A STAFF MEMBER OR VOLUNTEER**

The DSL and DDSL are responsible where there is a Safeguarding or Child Protection allegation about a member of staff, volunteer or student.

Allegations of abuse made against a person who works with children detailed in 'Working Together Safeguard Children 2018' (updated 2023). The procedures should be applied when there is an allegation or concern that any person who works with children in connection with his/her employment or voluntary activity has:

- Behaved in a way that has harmed a child or may have harmed a child
- Possibly committed a criminal offence against or related to a child
- Behaved towards a child or children in a way that indicates that he/she is unsuitable to work with children.

The DSL will:

- Decide whether the concerns or complaints fall within the threshold of significant harm and therefore requires appropriate disciplinary procedures, using published guidance [LADO contact & THRESHOLD guidance](#).
- Consult BHSCP LADO regarding the concern. A LADO will be assigned to the case and discuss what information can be shared with parents or carers to reassure and contain rumours.
- Arrange for the member of staff or volunteer to refrain from work while investigation is taking place.
- Suspend the member of staff (if allegations are very serious and are likely to lead to dismissal and prosecution)
- Ensure that confidentiality is maintained at all times.
- Support the other staff.
- Inform Ofsted about the situation.

The potential outcomes of any investigation of allegations are:

- Substantiated – there is sufficient evidence to prove the allegation/ staff conduct issue
- Malicious – sufficient evidence to disprove the allegation/ staff conduct issue and there is a deliberate act to deceive.
- False – sufficient evidence to disprove the allegation/staff conduct issue
- Unsubstantiated – insufficient evidence to either prove or disprove the allegation/ staff conduct issue. This term, therefore, does not imply guilt or innocence

If an allegation is substantiated, or the member of staff leaves employment before an investigation would have concluded in a dismissal for safeguarding concerns, a referral to DBS will be made.

Should a member of staff have an allegation against the DSL they can speak to the DDSL (Sophie Weal, Owner) in the first instance then/or they can make contact with LADO directly at the contact details listed below.

### 5.1 LADO CONTACT DETAILS:

- The role of the LADO is to manage and oversee individual cases, capture concerns, allegations or offences and involvement from the initial phase of the allegation through to the conclusion of the case. The LADO can be contacted for advice and guidance to first establish whether any concern or allegation is within the scope of safeguarding procedures and may have some foundation.

Details for most up-to-date Local Authority Designated Officer (LADO) at BHSCP:

<https://www.bhscp.org.uk/local-authority-designated-officer-lado/>

Email: [ladoenquiries@brighton-hove.gov.uk](mailto:ladoenquiries@brighton-hove.gov.uk)

## WHISTLEBLOWING

All staff and volunteers have a duty to raise any concerns they have about poor or unsafe practice. Concerns should be raised immediately or as soon as reasonably practical with a member of the senior leadership team. All concerns will be taken seriously and thoroughly investigated.

Where a staff member feels unable to raise an issue with their employer, or feels that their genuine concerns are not being addressed, other channels are open to them:

- NSPCC whistleblowing advice line is available. Staff can call 0800 0280285 – 08:00 to 20:00, Monday to Friday and 09:00 to 18:00 at weekends. The email address is: [help@nspcc.org.uk](mailto:help@nspcc.org.uk).

Alternatively, staff can write to: National Society for the Prevention of Cruelty to Children (NSPCC), Weston House, 42 Curtain Road, London EC2A 3NH.

- Ofsted provides guidance on how to make complaints about a childcare provider: Complaints procedure - Ofsted - GOV.UK ([www.gov.uk](http://www.gov.uk)).
- General guidance on whistleblowing can be found via: [Whistleblowing for employees: What is a whistleblower - GOV.UK](#)

## 6.0 USE OF MOBILE PHONES

This part of the policy is part of St Anthony's Pre-school wider commitment to safeguarding the welfare of children. At St Anthony's Pre-school we recognise that mobile phones are a part of everyday life but there are times and places where their use is inappropriate.

Staff: Staff working directly with children must not use mobile phones as it is inappropriate and can distract them from caring for the children in their group. Mobile phones are to be stored with personal possessions at the start of each session and will be kept in a secure place, out of sight, until the end of the session.

The exception to this rule is for The Pre-school manager who will have Pre-school mobile phone on her/his person at all times - any member of staff expecting an urgent call during working hours at The Pre-school premises should direct these to the manager's phone.

Smart watches will not be allowed on the premises if they can take photos which connects to their phone. These will also be kept in a secured place until the end of the session.

Visiting Parents and Carers: Mobile phones and conversations within groups can be very disruptive and they divert the parent/carers attention away from the responsibility of looking after their children. If



urgent calls must be taken parents are asked to step outside and to have the conversation off the premises.

Cameras and camera phones: One of the key ways that practitioners support children's development in the Early Years and engage parents in their children's learning is through photographs that record their activities and achievements. Staff will always check with parents that they consent to the use of cameras for appropriate recording purposes in this way. These photographs are only ever taken on Pre-school iPads and recorded on our secure parent portal for sharing with families, and those that have consented will be shown on Pre-School Facebook page and/or website.

## **7.0 SAFER RECRUITMENT**

St Anthony's Pre-school recognises the importance of safe recruitment and has taken into account the government guidance in Keeping Children Safe in Education 2022 to ensure there is a safe and responsible recruitment process for all individuals who come into contact with children and young people.

This applies whether in a paid or voluntary capacity.

The Pre-school's safe recruitment process includes:

- Ensuring job descriptions and job advertisements highlight the key responsibilities of the role and The Pre-school's commitment to safeguarding.
- Applications must be made by the candidate and not an agent; St Anthony's Pre-school will then shortlist and interview as appropriate for the role. Each candidate will be interviewed by two members of staff prior to any offer and interviews will include exploration of candidates' attitudes and approaches towards safeguarding.
- Ensuring all applicants identity, qualifications and experience are verified through original documentation and any gaps in CVs will be properly explored.
- All roles or positions will require satisfactory references and criminal record checks under the Disclosure & Barring Service (DBS) appropriate to the role concerned and in line with The Rehabilitation of Offenders Act 1974; Guidance for roles should be assessed in line with government guidance DBS checks for staff working with Children.
- All staff will require an up to date DBS.
- Those working with children will request two written references including one from the most recent childcare employer. An express request of details of any safeguarding matters recording by previous employers will be sought to ensure the fulfilment of The Pre-school's commitment to the ongoing safeguarding of children. We will contact referees directly to clarify content where information is vague or insufficient information is provided.
- A person may not commence work prior to the background checks and references being returned.
- All staff complete a probationary period of 3 months.
- All staff and working with children sign a self-declaration form. This requires employees to declare any criminal history or medical conditions they may have.
- All staff also have to complete regular ongoing suitability declaration forms.

If a person's criminal record check reveals cautions, convictions, community resolutions, warnings or final reprimands, St Anthony's Pre-school will consider the nature of the offence/offences in deciding if the person is unsuitable for working with children and young people. St Anthony's Pre-school will conduct a risk assessment to evaluate the information and the person may be required to attend a risk assessment meeting with the relevant Designated Safeguarding Lead (DSL) prior to any recruitment decision being made.

### ***Making safe and fair decisions about membership for people with criminal records***

1. The Rehabilitation of Offenders Act, means it is unlawful to refuse or withdraw membership or to prejudice a candidate in any way when a caution or conviction has been spent.

2. Following information coming to light, St Anthony's Pre-school will establish whether the conviction is unspent. This can be achieved through a self-declaration form or a face-to-face meeting.
3. Following confirmation of an unspent offence The Pre-school may carry out a Safeguarding risk assessment based on the activity being attended. Following the risk assessment, a decision will be made about the terms of participation.
4. In the event that a spent conviction comes to light, Safeguarding should be at the heart of any decision and any breaches should be dealt with through normal disciplinary procedures, taking no account of the spent conviction.

## **8.0 STAFF SAFEGUARDING TRAINING**

St Anthony's pre-school promotes awareness of child abuse and the risk of radicalisation through its staff training.

- All new staff receive training in Safeguarding when they join. All staff will have the safeguarding training renewed annually.
- We also discuss safeguarding topics and scenarios at our staff meeting to built knowledge and confidence.
- DSL training is renewed every 2 years, with DSL also undergoing annual safeguarding refreshers.
- **DSL training** completed for Sam Adams 15/3/2023 and Sophie Weal 15/4/2024 and to be **renewed by 15/3/2025 and 15/4/2026**

## **9.0 INFORMATION SHARING (GDPR)**

Information is only shared with those who have a legitimate need to know. We keep a record of any decision to share information, with or without consent, and our reason for it. We follow guidance outlined in [Information sharing advice for safeguarding practitioners - GOV.UK](#)

The General Data Protection Regulation 2018 (GDPR) and Data Protection Act 2018 does not prevent the sharing of information for the purpose of keeping children safe. Studies shown from Serious Case Reviews that it is the fear of practitioners sharing information that prevents the raising concerns and early interventions.

Working Together to Keep Children Safe 2018 (2023) says 'Practitioners should be proactive in sharing information as early as possible to help identify, assess and respond to risks or concerns about the safety and welfare of children whether this is emerging or where a child is already known to the Local authority social care'.

The GDPR 2018 regulates the sharing of personal information however it is not necessary to seek consent to share information with safeguarding concerns or promoting the welfare of a child if there is a lawful basis to process personal data.

### **Record keeping**

All records kept are dated, factual, shared and acknowledged by parents (where appropriate). These include existing injuries. These records are kept securely in our safeguarding file.

## 10.0 CONTACT NUMBERS

Front Door Families (formerly MASH): 01273 290400 Out of hours: 07584 217271 Kay Whitcroft

Police: 101 (non-emergency) or 999 (emergency)

Anti-terrorist hotline: 0800 789 321

NSPCC: 0808 800 500

Ofsted: 0300 123 1231

If you think that someone may be vulnerable to radicalisation you can make a referral using the Channel [Prevent National Referral Form](#).

For initial advice and support, please consult with:

- The Channel Coordinator based at the Safer Communities team in the council at: [Channel.Prevent@brighton-hove.gov.uk](mailto:Channel.Prevent@brighton-hove.gov.uk) or call on 01273 291115
- Educational settings can also contact the Prevent Education Officer at: [Channel.Prevent@brighton-hove.gov.uk](mailto:Channel.Prevent@brighton-hove.gov.uk) or call on 01273 293926
- Or the Local Authority Prevent Lead/ Coordinator: [Nahida.Shaikh@brighton-hove.gov.uk](mailto:Nahida.Shaikh@brighton-hove.gov.uk) or call 01273 290584 / 07717303292
- If you are concerned about a child, please contact Front Door For Families on 01273 290400, [FrontDoorForFamilies@brighton-hove.gov.uk](mailto:FrontDoorForFamilies@brighton-hove.gov.uk), or use their [Online Referral Form](#).
- *If a child is in immediate danger, you should contact the police by calling 999.*

Any worker who believes a crime is being committed, or planned, or is aware of any terrorist activity, should contact Sussex Police Prevent team without delay on 101 ext. 550543

This policy has been written with reference to the following legislation, statutory guidance and procedures:

Children Act 1989, Safeguarding Vulnerable Groups Act 2006

The Children Act 2004

Counter Terrorism and Security Act 2015 Prevent Duty

The Early Years Foundation Stage Statutory framework July 2023

Working together to safeguard children HMG 2018

What to do if you're worried a child is being abused HMG 2015




Information Sharing: Advice for practitioners providing Safeguarding Services DfE 2018

Pan Sussex procedures <https://www.bhscp.org.uk/> BHSCP

BHSCP Right Support at the Right Time

This policy was adopted by: St Anthony's Pre-school	Date: 24/2/2025
To be reviewed: 24/2/2026	Signed: Sophie Weal

# Brighton & Hove Family Help – The Right Support at the Right Time

	<b>Level 1. Universal</b> Child has needs met within universal provision. May need limited intervention within the setting to avoid needs arising.	<b>Level 2. Family Help</b> Child has additional needs where more structured and focused help, sometimes through one professional or agency in order to prevent needs from escalating. May also require a more structured plan of support in order to co-ordinate help needed, in order that agreed outcomes can be reached.	<b>Level 3. Specialist Services to Address Acute &amp; Chronic Need</b> Child will need specialist support that is led by children's social work or another specialist service, or those who are most vulnerable where Family Help Plans have been tried but not able to make tangible difference, or where a child is at risk of significant harm or has suffered significant harm.
<b>Child Developmental Needs</b>	<ul style="list-style-type: none"> <li>Good attendance (above 90%)</li> <li>Meeting developmental &amp; learning milestones</li> <li>Has emotional well-being</li> <li>Ability to protect self and be protected</li> <li>Resilient and able to adapt to change</li> <li>Physically healthy</li> <li>Age-appropriate self-care &amp; independence skills</li> <li>Positive sense of self and abilities</li> <li>Ability to express needs</li> </ul>	<ul style="list-style-type: none"> <li>Absence/truancy from school that may become persistent</li> <li>Incidence of absence/missing from home that may become regular or with no explanation.</li> <li>Persistent poor behaviour in school that may lead to fixed term exclusions or no school place.</li> <li>Risk of social exclusion</li> <li>Poor relationships</li> <li>Language and communication difficulties</li> <li>Disability or additional special educational needs</li> <li>Potential for becoming NEET / NEET</li> <li>Difficulty in achieving in education</li> <li>Developmental milestones delayed or not being met which could be attributable to the care received by the child.</li> <li>Missing health checks/immunisations which could lead affect developmental progress.</li> <li>Minor health problems / Chronic or recurring health problems</li> <li>Early signs of offending/anti-social behaviour which could lead to child entering the Youth Justice System</li> <li>Underage sexual activity which may lead to teenage pregnancy.</li> <li>Risky sexual behaviour (e.g. unprotected sex)</li> <li>Drug/alcohol misuse</li> <li>Poor self-esteem</li> <li>Mental health</li> <li>Emotional &amp; behavioural issues that may be linked to attachment and/or emotional development delay</li> <li>Children who were previously in care, and children who do not live with their birth parents. i.e adopted children, Special Guardianship Orders, Kinship Care</li> <li>No access to universal services / Hidden Children</li> </ul>	Persistent/continued/severe: <ul style="list-style-type: none"> <li>Chronic persistent absence, permanent exclusions or no school place that risks entry to the care system</li> <li>Persistent social exclusion</li> <li>Poor relationships</li> <li>Complex / multiple disabilities</li> <li>Complex mental health issues affecting development needs, including self-harm</li> <li>High level emotional health issues and very low self-esteem</li> <li>Non-organic failure to thrive</li> <li>Inappropriate sexual knowledge / sexualised behaviour for age</li> <li>Harmful Sexual Behaviour / Peer on Peer Abuse</li> <li>Teenage parent/pregnancy under the age of 13</li> <li>Concerns about exploitation (including sexual exploitation / abuse, radicalisation; criminal exploitation; gang affiliation)</li> <li>Child victims of modern slavery or human trafficking</li> <li>Drug/alcohol use severely impairing development</li> <li>Frequently missing from home resulting in self-neglect</li> <li>Relationship breakdown between child &amp; parent</li> <li>Offending and in the criminal justice system</li> <li>Unaccompanied minors</li> <li>Unexplained / suspicious injury</li> <li>Fabricated or Induced Illness</li> </ul>
<b>Family &amp; Environment</b>	<ul style="list-style-type: none"> <li>Stable &amp; affectionate relationships with caregivers</li> <li>Housed, good diet and kept healthy</li> <li>Supportive networks</li> <li>Access to positive activities</li> <li>Positive relationships with peers</li> <li>Positive relationships with parents</li> <li>Positive sense of self and abilities</li> </ul>	<ul style="list-style-type: none"> <li>Young carers</li> <li>Poor parent/child relationships</li> <li>Children of prisoners / parents subject to community orders</li> <li>Bullying</li> <li>Poor housing &amp; home environment impacting on child health</li> <li>Community harassment/ discrimination</li> <li>Low-income households which could impact the child's ability to thrive (need to include link to anti-poverty statement)</li> <li>Parenting advice needed to prevent needs escalating</li> <li>Parental conflict and risk of relationship breakdown</li> <li>Domestic abuse &amp; coercive control</li> <li>Housing tenancy at risk</li> <li>Transient families</li> <li>No recourse to public funds</li> </ul>	<ul style="list-style-type: none"> <li>Suspicion of physical, emotional or sexual abuse or neglect</li> <li>Domestic abuse resulting in child being at risk of significant harm</li> <li>Homeless child/young person</li> <li>Family intentionally homeless</li> <li>Community harassment/discrimination</li> <li>Extreme poverty affecting child well-being</li> <li>Forced marriage, Honour Based Violence, Female Genital Mutilation/cutting</li> <li>Significantly harmful parental conflict and/or relationship breakdown</li> </ul>
<b>Parents &amp; Carers</b>	<ul style="list-style-type: none"> <li>Protected by carers</li> <li>Secure and caring home</li> <li>Receive and act on information, advice and guidance</li> <li>Appropriate boundaries maintained</li> </ul>	<ul style="list-style-type: none"> <li>Inconsistent care arrangements</li> <li>Poor supervision by parent/carer</li> <li>Poor response to child's identified needs</li> <li>Parents/carers own childhood experiences – i.e. Adverse Childhood Experiences</li> <li>Parental learning/physical disability, substance misuse or mental health impacts on parenting ability</li> </ul>	<ul style="list-style-type: none"> <li>Edge of care</li> <li>Parental encouragement of abusive/offending behaviour</li> <li>Continuing poor supervision in the home</li> <li>Parental non-compliance / superficial co-operation</li> <li>Inconsistent parenting affects child's developmental progress</li> <li>Private fostering</li> </ul>
<b>Action &amp; Assessment</b>	 Go direct to Service, search the Family Services Directory <a href="http://familyinfobrighton.org.uk">Family Service Directory   Useful Information (familyinfobrighton.org.uk)</a> No formal Assessment	 Consider <b>Family Help Guidance and Assessment</b> through Family Hubs. In more complex circumstances a <b>Family Help Strengthening Families Assessment (FHSFA)</b> should be undertaken to understand need and to co-ordinate work across agencies to best address this need. <b>For advice or guidance in respect of the child's needs contact Family Hubs.</b>	 <b>Contact Front Door for Families on 01273 290400 or if a child is in immediate risk call the Police on 999.</b> <b>Family Help Strengthening Families Assessment → Child in Need Plan or Child Protection Conference</b>

Family Hubs – [familyhubs@brighton-hove.gov.uk](mailto:familyhubs@brighton-hove.gov.uk)

Front Door for Families – 01273 290400 [www.brighton-hove.gov.uk/frontdoorforfamilies](http://www.brighton-hove.gov.uk/frontdoorforfamilies)