

Safeguarding Policy

At Brill Kidz Ltd, we are committed to ensuring the safety and respect of every child we have in our care. All staff are DBS Enhanced checked, with clear status and complete the Update Service every 3 months. We are a Rights Respecting Organisation.

If a child makes a disclosure our staff follow the procedure below:

Safeguarding - What to do if a child makes a disclosure

- Report it immediately. Do not investigate it yourself.

Possible safeguarding concerns include:

- A child disclosing abuse or harm.
- Unexplained injuries or concerning comments.
- A child appearing frightened of an adult.
- Inappropriate behaviour by an adult or between children.
- A child asking for help or showing signs of distress.
- Any information suggesting a child may be at risk.

You do not need to be certain that abuse has occurred before reporting a concern.

1. **Listen calmly.** Give the child time to speak and take them seriously.
2. **Do not investigate.** Do not ask leading questions, suggest answers, challenge the child or promise secrecy.
3. **Reassure them.** You can say: *"I'm glad you told me"* and *"I'm going to tell someone who can help keep you safe."*
4. **Report immediately.** Contact Brill Kidz Ltd's Designated Safeguarding Lead (DSL), providing as much factual information as possible.
5. **Record the concern.** As soon as possible, write down what happened and the child's words as accurately as you can, including the date, time and any action taken. Keep the record confidential and share it only with the appropriate people.

What happens next?

The DSL will assess the concern and ensure the appropriate action is taken, including referral to children's social care and/or the police where necessary.

If a child is in immediate danger, call 999. Do not delay urgent action while trying to contact the DSL.

All safeguarding concerns must be reported, even if they seem minor or uncertain.
Do not assume someone else will report them.