

Safeguarding policy

Organisation: With The Tide Nurture

Designated Safeguarding Lead (DSL): Lucy Norris

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Policy Review Date: 20.07.26

Next Review Date: 20.07.27

1. Policy Statement

With The Tide Nurture is committed to providing a safe, welcoming and inclusive environment for all babies, parents and carers attending our classes.

The welfare of babies and children is paramount. We recognise our responsibility to safeguard and promote the welfare of all babies who attend our sessions and will take all concerns seriously and respond appropriately.

As our classes are attended by babies accompanied by a parent or carer, responsibility for the supervision, care and behaviour of babies remains with the parent or carer throughout each session.

2. Purpose

This policy outlines how safeguarding concerns will be identified, recorded and acted upon to help protect babies from harm.

3. Scope

This policy applies to:

- The business owner
- self-employed professionals or facilitators delivering services as part of the sessions
- Anyone acting on behalf of the organisation.

4. Designated Safeguarding Lead

As a sole trader/single-person business, the owner of the business is the Designated Safeguarding Lead (DSL).

The DSL is responsible for:

- Receiving safeguarding concerns.
- Maintaining confidential safeguarding records.
- Seeking advice from appropriate safeguarding agencies when necessary.
- Making referrals to Children's Social Care, the Police or other relevant agencies where appropriate.
- Ensuring safeguarding procedures are followed.

5. Responsibilities

Everyone involved in delivering services on behalf of the organisation has a responsibility to:

- Remain alert to possible safeguarding concerns.
- Take concerns seriously.
- Record concerns accurately and promptly.
- Report concerns to the DSL.
- Maintain confidentiality.

Individuals are not expected to investigate concerns themselves.

6. Recognising Safeguarding Concerns

Concerns may arise where:

- A baby appears to be at risk of abuse or neglect.
- A disclosure is made by a parent, child or another individual.
- A parent's behaviour suggests a baby may be at risk.
- There are concerns about domestic abuse, substance misuse, mental health difficulties or other factors affecting a baby's welfare.
- There are concerns regarding the conduct of any adult towards a baby

7. Responding to a Concern

If a safeguarding concern arises:

- Listen calmly and respectfully.
- Do not promise confidentiality.
- Do not question extensively or investigate.
- Reassure the person that they have done the right thing by sharing the information.
- Make a factual written record as soon as possible.
- Report the concern to the DSL immediately.

The written record should include:

- Date and time.
- Names of those involved.
- What was seen, heard or disclosed.
- Any actions taken.
- The name of the person making the record.

Records should be kept securely and confidentially.

8. Action by the DSL

Upon receiving a concern, the DSL will:

- Review the information available.
- Record all actions and decisions.
- Seek advice from Children's Social Care, the NSPCC, Local Authority safeguarding services or other appropriate agencies if required.
- Make a referral where there is reason to believe a child may be suffering or at risk of suffering harm.

- Cooperate with relevant safeguarding agencies and investigations.

The safety and welfare of the child will always take priority.

9. Immediate Risk of Harm

If a child or other person is believed to be in immediate danger:

- Emergency services (999) will be contacted immediately.
- Relevant safeguarding agencies will be informed as soon as possible.
- A written record of the incident and actions taken will be maintained.

10. Allegations against business owner or any self-employed professionals or facilitators delivering services as part of the organisation's sessions

Any allegation concerning the behaviour of the business owner or any self-employed professional delivering services as part of the organisation's activities will be taken seriously and responded to in accordance with safeguarding procedures.

Where an allegation is made:

- Appropriate safeguarding advice will be sought immediately.
- The Local Authority Designated Officer (LADO) will be contacted where required.
- Records will be kept securely and confidentially.
- Cooperation will be given to any investigation.

Where an allegation concerns the business owner/DSL, they will seek advice directly from the Local Authority Designated Officer (LADO) or other appropriate safeguarding authority.

11. Safer Recruitment

Where self-employed professionals or facilitators are engaged to deliver activities as part of a session, reasonable steps will be taken to ensure they are suitable for the role.

This may include:

- Obtaining details of relevant qualifications, experience or professional memberships.
- Confirming appropriate insurance where applicable.
- Discussing safeguarding expectations and responsibilities.
- Requesting evidence of an enhanced DBS check where appropriate to the nature of the activity.

12. Photography, Videos and Social Media

Photographs or videos of children will only be taken, used or shared with appropriate consent.

13. Confidentiality and Information Sharing

The business owner and any self-employed professionals or facilitators must not share personal information relating to babies or families without consent unless safeguarding concerns require information sharing. Safeguarding information will be handled sensitively and stored securely.

Information will only be shared on a need-to-know basis. However, concerns regarding a baby's safety may be shared with appropriate safeguarding agencies without consent where necessary to protect a baby from harm.

14. Parent and Carer Responsibility

Babies attending classes remain under the care, supervision and responsibility of their parent or carer always.

Attendance at classes does not constitute a childcare service and the organisation does not assume responsibility for supervising babies during sessions.

15. Training

The business owner will maintain an appropriate level of safeguarding knowledge and awareness through training, guidance, self-directed learning and other available resources. Safeguarding knowledge will be reviewed periodically to ensure concerns can be identified and responded to appropriately.

16. Review

This policy will be reviewed annually, or sooner if legislation, guidance or business activities change.

Signed: _____

Name: Lucy Norris

Date: 20.07.26