

Community Pre-schools Safeguarding Training Principles Policy

The EYFS 2025 framework continues to place a vital emphasis on safeguarding, outlining comprehensive measures to train staff effectively in recognising, responding to, and preventing safeguarding concerns. Below is a detailed guide on how to train your staff to meet these key safeguarding requirements.

The Importance of Safeguarding Training

Training staff in safeguarding is essential for several reasons:

- It ensures that all staff members are aware of their responsibilities and the procedures to follow if a concern arises.
- It equips staff with the knowledge to identify signs of abuse, neglect, or other safeguarding issues.
- It provides confidence in addressing sensitive situations appropriately, maintaining the safety of children at all times.
- It fosters a culture of vigilance and accountability within the setting.

The EYFS 2025 framework reaffirms these objectives, encouraging regular, high-quality safeguarding training for all staff.

Steps to Train Staff in Safeguarding

Understand the EYFS 2025 Safeguarding Requirements

Before implementing training, it is crucial to understand the safeguarding regulations outlined in the EYFS 2025 framework. This includes:

- The legal definitions of safeguarding and child protection.
- Key policies such as the duty to prevent radicalisation under the Prevent Duty.
- Guidance on safer recruitment and expectations for background checks.
- Procedures for managing allegations against staff members.

Consult resources provided by the Department for Education (DfE) and regulatory bodies like Ofsted to ensure the training aligns with current statutory guidance.

Designate a Safeguarding Lead

Every setting must appoint a Designated Safeguarding Lead (DSL) who is responsible for overseeing safeguarding practices. Ensure the DSL:

- Receives advanced safeguarding training above the general staff level.
- Acts as the main point of contact for safeguarding concerns.
- Leads the implementation of training programs for other staff members.

Develop a Comprehensive Training Plan

A robust training plan should include:

- **Induction Training:** All new staff must receive safeguarding training as part of their induction. This should cover the setting's safeguarding policy, reporting procedures, and the role of the DSL.
- **Refresher Training:** Regular refresher courses, at least annually, to ensure staff stay updated on new policies and practices.
- **Scenario-Based Learning:** Provide role-playing exercises to practise responding to safeguarding concerns in real-world contexts.
- **Interagency Training:** Collaborate with external agencies like social services and the police to provide staff with broader insights into safeguarding practices.

Use Online and In-Person Training Resources

Combine online and in-person training to maximise accessibility and engagement. Online safeguarding courses, provided by organisations such as the NSPCC or local authorities, offer flexible learning options. In-person workshops allow for interactive discussions and hands-on activities.

Focus on Key Safeguarding Themes

Tailor training sessions to cover essential safeguarding themes, including:

- **Recognising Signs of Abuse:** Physical, emotional, sexual abuse, and neglect.
- **Confidentiality and Information Sharing:** Understanding when and how to share information with relevant parties.
- **Early Help and Intervention:** Supporting families before issues escalate.
- **Online Safety:** Protecting children from risks associated with technology.
- **Cultural Sensitivity:** Awareness of diverse family backgrounds and practices.

Encourage a Safeguarding Culture

Training is only effective when complemented by a strong safeguarding culture within the setting. Encourage:

- Open communication between staff, children, and families.
- A zero-tolerance approach to any form of abuse or mistreatment.
- Regular reflection and discussion on safeguarding practices during staff meetings.

Evaluate and Update Training Regularly

Safeguarding practices evolve, so it is essential to review and update training programs regularly. Use staff feedback, Ofsted inspection outcomes, and changes in statutory guidance to refine your approach.

Additional Resources

To support your safeguarding training, consider accessing:

- DfE statutory guidance documents, such as "Keeping Children Safe in Education" and "Working Together to Safeguard Children".
- NSPCC safeguarding toolkits and resources.
- Training support from local safeguarding children partnerships (LSCPs).