

Safeguarding Training Policy

Safeguarding is "Everybody's Business." At Little Cygnets Childcare Ltd, it is of paramount importance that all staff receive up-to-date and relevant training to ensure the safety and wellbeing of children in our care. This policy outlines our approach to safeguarding training, induction, and ongoing staff development, in line with EYFS 2025 requirements.

Training

1.1 Mandatory Face-to-Face Training

- All staff must attend mandatory face-to-face safeguarding training facilitated by a qualified member of the North Tyneside Council Safeguarding Team.
- Training will be conducted annually to ensure staff remain up to date and confident in safeguarding procedures.
- Face-to-face training is also a vital component of staff induction.
- Training includes awareness of:
 - Female Genital Mutilation (FGM)
 - Child Sexual Exploitation (CSE)
 - Forced Marriage
 - Prevent duty / radicalisation E Learning on Government Website
 - Online safety and exploitation risks

1.2 E-Learning for Mid-Year Starters

- Staff joining during the academic year must complete the Safeguarding Children and Young Adults e-learning course via the North Tyneside Council Learning Pool.



- Completion of this course provides an E-Learning Certificate.
- Additional modules include FGM, CSE, forced marriage, and online safety.

1.3 EYFS 2025 Safeguarding Training Compliance

- In line with the EYFS 2025 safeguarding reforms, all staff must undertake safeguarding training that meets the criteria set out in the new safeguarding training annex, covering:
 - Recognising abuse, neglect, and exploitation (including FGM and CSE)
 - Keeping children safe from radicalisation (Prevent)
 - Online safety and digital risks
 - Duty to report concerns and whistleblowing procedures
- Designated Safeguarding Leads (DSLs) are expected to undertake additional training in line with local safeguarding guidance and section 3 of the EYFS 2025 annex.

1.4 Record Keeping

- All safeguarding training certificates will be stored on the staff member's Family profile.
- Managers will monitor training completion to ensure compliance.

2.Ongoing Maintenance and Refresher Activities

- Staff knowledge will be regularly refreshed through:
 - Team briefings
 - Staff meetings



- Display boards in staff areas
- Deputies and senior staff will ask safeguarding-related questions, including FGM, CSE, Prevent, and online safety scenarios, throughout the year.
- Staff are encouraged to seek clarification or support on safeguarding issues at any time.

3. Responsibilities

- All Staff: Participate in training and refresher activities, apply safeguarding knowledge in daily practice, and raise concerns promptly.
- Seniors and Deputies: Lead refresher activities, mentor staff, and ensure training compliance.
- Management: Schedule annual training, monitor certificate compliance, and update training materials to reflect legislation and best practice.

4. Policy Review

This policy will be reviewed annually or sooner if there are changes in legislation, local authority guidance, or EYFS requirements.

Little Cygnets Childcare Ltd is committed to providing a safe environment for all children and ensuring that staff are confident, competent, and empowered to safeguard every child in our care.

Signed (Jessica Burns): Jessica Burns

Signed (Scott Marshall): Scott Marshall

Review Date: September 26