



## QUEENS PARK MONTESSORI DAY NURSERY

155 Richmond Park Road  
Bournemouth  
Dorset  
BH8 8UA

Telephone: (01202) 523293

Proprietor: Mrs Alison Toms

Ofsted Reg: EY242933

**A Unique Child**  
**1.3 Keeping Safe**

**STAY SAFE**

EYFS: 3.1 – 3.8

### **DOMESTIC ABUSE, HONOUR BASED ABUSE, AND FORCED MARRIAGE POLICY**

#### **Domestic abuse**

The cross-government definition of domestic violence and abuse is:

*'Any incident or pattern of incidents of controlling, coercive or threatening behaviour, violence or abuse between those aged 16 or over who are or have been intimate partners or family members regardless of gender or sexuality. **The abuse can encompass, but is not limited to: psychological; physical; sexual; financial; and emotional**'*

Domestic abuse can happen to anyone regardless of gender, age, social background, religion, sexuality, or ethnicity, and domestic abuse can happen at any stage in a relationship.

We aim to develop staff knowledge of recognising the signs and symptoms of domestic violence. These signs may include:

- Changes in behaviour: for example, becoming very quiet, anxious, frightened, tearful, aggressive, distracted, depressed, etc.
- Visible bruising, or single or repeated injury with unlikely explanations
- Change in manner of dress: for example, clothes that do not suit the climate which may be used to hide injuries
- Partner or ex-partner stalking employee/parent in or around the workplace; this may include excessive phone calls or messages

- Partner or ex-partner exerting an unusual amount of control of demands over work schedule
- Frequent lateness or absence from work.

All children can witness and be adversely affected by domestic abuse in the context of their home life where domestic abuse occurs between family members. Exposure to domestic abuse and/or violence can have a serious, long lasting emotional and psychological impact on children.

Signs that children may have witnessed domestic abuse include:

- Anxiety
- Regressive behaviours
- Constant or regular sickness, such as colds or headaches
- Difficulties with concentration
- Emotional and behavioural difficulties
- Withdrawal
- Low self-esteem.

We will raise awareness of domestic abuse within our setting by:

- Visible support posters with national domestic violence helpline (0808 2000 247) displayed in the hall and staff rooms
- Ensuring all staff can identify the signs and symptoms of domestic abuse and know how to report concerns
- Sharing our domestic abuse policy and child safeguarding policies with parents and staff
- Sharing information with external organisations that can offer support with incidents of domestic violence.

If we are concerned that domestic violence or abuse is happening within a home and a child is at risk, we will follow our safeguarding policy reporting procedures.

Where incidents of domestic abuse are shared by an employee or parent/carer, we will respect confidentiality at all times and not share information without their permission. However, we will share this information, without permission, in cases of child protection or where we believe there is an immediate risk of serious harm to the person involved.

### **Honour based Violence**

Honour based violence (HBV) can be described as *‘a collection of practices, which are used to control behaviour within families or other social groups to protect perceived cultural and religious beliefs and/or honour’*; such as, being held against their will, sexual or psychological abuse, threats of violence, assault, or forced marriage.

Such violence can occur when perpetrators perceive that a relative has shamed the family and/or community by breaking their honour code. It is a violation of human rights and may be a form of domestic and/or sexual violence. There is no honour or justification for abusing the human rights of others.

We aim to develop staff knowledge of recognising the signs and symptoms of HBV. These signs may include:

- Changes in how they dress or act; they may stop wearing 'western' clothing or make-up
- Visible injuries, or repeated injury, with unlikely explanations
- Signs of depression, anxiety, or self-harm
- Frequent absences
- Restrictions on friends or attending events.

We will raise awareness of HBV within our setting by:

- Sharing information with external organisations that can offer support with incidents of HBV. The information will be displayed in visible spaces within the nursery
- Sharing HBV and child safeguarding policies with parents and staff.

Where incidents of HBA are shared by an employee or parent/carer, we will respect confidentiality at all times and not share information without their permission. However, we will share this information without permission in cases of child protection, or where we believe there is an immediate risk of serious harm to the person involved.

### **Forced Marriage**

A forced marriage is defined as: *'a marriage in which one, or both, spouses do not and/or cannot consent to the marriage but are coerced into it. Duress can include physical, psychological, financial, sexual, and emotional pressure. In the cases of some vulnerable adults who lack the capacity to consent, coercion is not required for a marriage to be forced'*.

If we suspect or receive information about a forced marriage being planned, then we will follow our safeguarding reporting procedures. If the person concerned is under the age of 18 then we will report it to the children's social care team as this is a child protection issue.

If we believe a person is in imminent danger of being forced into a marriage we may contact the police and the Government's Forced Marriage Unit (FMU) on 020 7008 0151.

**This policy was adopted on:** .....

**Signed on behalf of the nursery:** .....

**Date for review:** .....