



1.13 Children with Disabilities

Brockham Green Nursery wants to ensure that all children with disabilities are safe, protected from harm, fully included, and able to participate meaningfully in all aspects of the setting. This policy outlines the additional safeguards, adaptations, and responsibilities needed to meet their unique needs.

Principles

- Every child has equal rights to protection and inclusion, regardless of disability.
- Child centred practice that prioritizes the child's voice, preference and well-being.
- Non-discrimination in line with the Equality Act 2010.
- Early identification of needs or concerns and timely intervention.
- Collaborative practice with parents, carers and professionals.
- Respect and dignity in all care and interventions.

Understanding Increased Vulnerability.

- Children with disabilities may be more vulnerable due to;
- Communication barriers that make disclosure difficult.
- Dependency on adults for intimate care.
- Social isolation or reduced peer relationships.
- Behaviour or sensory differences misunderstood as 'challenging behaviour'.
- Assumptions that they are less likely to be abused (false and dangerous).

Staff must be aware of these factors and remain vigilant.

Roles and Responsibilities.

Designated Safeguarding Lead (DSL);

- Ensures staff understand specific vulnerabilities.
- Coordinates multi agency support (health, SEND services, social care, and therapists).
- Maintains clear and accessible records, including SEN plans and risk assessments.

All Staff;

- Recognise signs of abuse that may present differently in children with disabilities.
- Respond appropriately to non-verbal communication or behavioural changes.
- Follow correct reporting and recording procedures.
- Receive regular disability-specific training.

Communication And Advocacy.

- Provide accessible methods of communication, visual supports, Makaton, social stories.
- Ensure children can express worries or discomfort in a way that suits them.
- Allocate a consistent key person who understands the child's communication style.
- Never dismiss behaviours such as withdrawal, aggression, or regression as 'part of their disability' - they may be safeguarding indicators.

Intimate Care and Physical Assistance.

At Brockham Green Nursery we follow a clear intimate care Policy, including

- Two staff rule where appropriate.
- Recording of personnel care routine.
- Maintaining privacy and dignity. Staff trained in safe handling, toileting, medical procedures.
- Parents provide written consent for medical interventions, feeding routines, or physical support. Regular review of care plans to ensure safeguarding and safety.

Environmental Safety and Inclusion.

- Adapt environment for accessibility (ramps, sensory friendly spaces, safe equipment).
- Individual risk assessments for children requiring additional support.
- Promote participation in all activities with reasonable adjustments.
- Staff aware of sensory triggers or medical needs that could cause distress or risk.

Multi Agency Working.

Work closely with;

- SEND specialist.
- Health visitors and paediatricians.
- Occupational therapists/ Physiotherapists.
- Social Workers.
- Educational Psychologists.
- Share safeguarding concerns following Working Together principles and the EYFS Statutory Framework.

Monitoring, Recording, and Reporting.

- Detailed, factual records of concerns, observations, or injuries.
- Consider alternative explanations carefully but never assume injuries relate to disability without evidence.
- Reports made immediately to the DSL and , when required, to children's social service.

Staff Training.

All staff must receive.

- Safeguarding training including disability awareness.
- Training on communication systems.
- Medical or care-specific instruction (eg. tube feeding, epilepsy management).
- Trauma-informed and behaviour-support training.
- Refresh annually or as needed.

Partnership with Parents and Carers

- Hold regular meetings to review progress, concerns and care plans.
- Respect parents' expertise about their child while maintaining an independent safeguarding duty. Provide accessible information, translations, or alternative formats as needed.