Kindred
Inspiring Nurseries and Pre-Schools

A commitment to SAFETY & WELL-BEING

At Kindred Nurseries, the safety and well-being of our children, teams and families are our highest priorities. Safeguarding is woven into every aspect of our operations. We are dedicated to creating a safe, supportive and nurturing environment where children, staff and families can thrive. Here are just a few of the ways we are committed to ensuring a safe environment for everyone:

1. Safer Recruitment Practices

Our commitment to safeguarding begins with our recruitment process:

- **Trained Recruiters:** All nursery team members involved in the recruitment process receive comprehensive training in Safer Recruitment practices.
- **Multi-Tiered Vetting Procedure:** Our onboarding process involves several layers of checks and authority - many eyes review every new team member before they begin. This ensures that checks are thorough and consistent.
- **Enhanced Checks:** We conduct Enhanced DBS* checks, require safeguarding declarations, and secure two recent references—including from the most recent employer. No individual begins work without these being verified.
- **Holistic Candidate Review:** We review gaps in employment, medical and health history to ensure a full understanding of each person before they begin work with children.
- **Induction and Probation:** New hires undergo a comprehensive induction that includes safeguarding training and are monitored and observed throughout their probation period to ensure suitability.
- **Experienced Leadership in Rooms:** Every room is led by an experienced and knowledgeable practitioner to guide and model best practices.

*An Enhanced DBS check is the highest level of record check carried out by the Disclosure and Barring Service (DBS)

2. Regular Audits & Compliance Checks

We carry out regular audits - both internal and external - to make sure our nurseries consistently meet the highest standards for safeguarding and safety.

- Thorough and Impartial Audits: Audits are conducted by Senior Nursery Managers, Area Managers, or a dedicated external health and safety expert with sector-specific safeguarding knowledge. These reviews are never carried out by team members from the same setting, ensuring fairness and objectivity. Audits can be scheduled or unannounced.

- **Comprehensive Scope:** Each audit covers key operational areas including safeguarding, quality of care, safe sleeping, medication management, allergen management, and overall nursery safety. We focus not just on policies but on real-world practice.
- **Safeguarding Woven into Everyday Practice:** Safeguarding is built into the rhythm of nursery life. It's a standing item on the agenda at inductions, team meetings, and supervisions - giving staff ongoing opportunities to reflect, refresh their knowledge, and raise concerns.
- **Clear Guidance and Support Tools:** Every nursery features a safeguarding board - a visible, practical tool offering step-by-step guidance, contact details, and clear channels for raising any concerns, including whistleblowing. These boards are designed to make safeguarding approachable and actionable for everyone.
- Culture of Accountability and Coaching: The audit process doesn't stop with a checklist. It's a coaching tool. Findings are followed up with practical support so staff can improve and grow, all within a culture that prioritises ensuring our children thrive.
- Immediate Response to Issues: If any issues or concerns are raised, we take swift action and ensure staff have the help they need to meet our high standards.

3. Continuous Training & Development

We are committed to ensuring that all staff have the knowledge and skills they need to maintain the highest safeguarding standards. This commitment extends to regular training, development, and support at every level.

- **Comprehensive and Ongoing Safeguarding Training:** Staff receive comprehensive training in all areas of safeguarding, including FGM, radicalisation, and identifying signs and symptoms of abuse. Training is refreshed regularly to ensure staff remain up-to-date with the latest safeguarding knowledge and practices.
- **Designated Safeguarding Lead and Deputy Designated Safeguarding Lead in Every Nursery:** Each nursery has a DSL and DDSL, who are fully trained and receive regular, up-to-date safeguarding training. The DSL/DDSL is always available to offer guidance, answer questions, and provide ongoing support to the team, ensuring safeguarding is consistently prioritised across every nursery.
- **Integrated and Comprehensive Training Programme:** We offer a full, regularly updated training programme to ensure teams are continually improving their skills and knowledge. This programme includes both online and offline training and covers everything from respectful care and medication management to safe sleep practices and leadership management. Staff are required to attend training regularly, ensuring that they have the knowledge and expertise to deliver exceptional care at all times.

4. Supporting Wellness & Managing Stress

We prioritise the mental well-being of our team, knowing that happy and healthy staff provide the best care:

- Qualified Mental Health First Aiders and Champions: Our aim is to ensure each team has a trained Mental Health First Aider and Champion to support staff well-being.
- 24/7 Health Access: All staff have access to a GP service around the clock and an impartial Employee Assistance Programme (EAP) to support with any issues that may affect their wellbeing.

- **Proactive Support:** This proactive mental health and wellbeing infrastructure helps staff manage stress, anxiety, and work-related pressures effectively and thrive at work.

5. Strong Relationships with Ofsted & Local Authorities

We work collaboratively with regulatory bodies to ensure continuous improvement:

- **Transparent Communication:** We maintain open and honest communication with Ofsted, making necessary notifications promptly.
- **Sector Influence:** We've taken part in pilot research projects and panels—including a pilot for Ofsted's new inspection framework—positioning us at the forefront of sector development.
- **Local Authority Partnerships:** We work closely with local authorities to align with safeguarding protocols and share best practices.

6. Whistleblowing Policy & Open Culture

We nurture a culture of openness, where every staff member feels safe and empowered to raise concerns:

- **Safe Staffing and Supervision:** Kindred does not permit lone working in our nurseries. Our staffing arrangements ensure that no team member is ever working alone in a room with children, supporting safe supervision, safeguarding and the wellbeing of both children and staff.
- **Accessible Reporting:** Concerns can be reported to the Designated Safeguarding Lead (DSL), the Deputy DSL, or directly to the Director of Operations and Childcare.
- **Immediate Response:** Serious allegations are acted upon within 24 hours by senior leadership.
- **Multiple Channels:** Staff are encouraged to speak up through multiple communication routes - safeguarding boards, direct conversations, postcards home, posters, and email campaigns.
- **On-the-Spot Culture:** We promote a "challenge in the moment" mindset—any behaviour you walk past is the behaviour you accept—to maintain our high standards of safety and professionalism.

7. Secure Premises and Devices

Security is critical to safeguarding, and we've modernised our systems across all sites:

- **Gated Entry Systems:** All nurseries have secure, gated entry systems that ensure only authorised access.
- **CCTV Coverage:** The majority of our nurseries are now equipped with CCTV, with the final few due for installation by Summer 2026.
- **Security and safety of our devices:** All Kindred devices are securely managed, regularly updated and monitored, with protections including encryption, multi-factor authentication and remote device management. Devices are locked down to approved Kindred systems only, helping ensure information is accessed by the right people and cannot be moved, shared or sent outside of our secure network.