

LO2-2.2

I will be explaining how local policies and procedures can be developed in accordance with national and policy requirements.

Firstly, one of the examples is a nursery which aims to keep children away from any risk, they make sure that given information is shared only with people who protect the child, ensures that all staff is trained to understand safeguarding policy and procedure and be able to identify signs of abuse such as bullying, discriminatory behaviour, ensures that staff is updated with child protection procedures, ensures parents know about child protection policies and ensures that the children are their number one priority.

There are many types of abuse, which staff must be aware of in order to identify it and take action against such as abuse and neglect which is a form of ill treatment of a child. Abuse of a child can be done by family, other children and even by strangers. It is then important for all staff to be able to identify those abuses through number of symptoms that may convey abuse for example, failing to make improvements, being fearful, being aggressive and having injuries which are not explained by parents and have been repeated many times. As a result, staffs make sure that suspicions of abuse and disclosures has been recorded by taking the child's name, address, date of birth, noting the exact words of the child, noting the type of injury seen and a conversation with the parent is noted down.

Also, as the staff and the manager witnesses that a child has been abused by physical injury which is conveyed by bruising in an area that is not usual for a child for example, fleshy parts of the arms and legs, back, wrists, ankles and face and burns. As these injuries are not usual childhood injuries it means that action must be taken in order to protect the child.

Therefore, the procedure to take action is firstly to record all injuries of a child and parents will be asked to sign the record and then the incident will be discussed with the parent and will be recorded. Lastly, if they have approved that abuse is happening to the child it means that further action will be taken place by contacting the local authority and putting a stop to the abuse.

<http://www.lse.ac.uk/intranet/LSEServices/nursery/regulations/Child-Protection-and-Safeguarding-policy.pdf> (2014) (Accessed: 24 February 2015).

As a result, this policy and procedure comes from the Safeguarding policy act for children and young people. Safeguarding is a term more than "child protection" which helps to promote the wellbeing of children and protects them from harm. Safeguarding is defined as protecting children from ill treatment, preventing any harm and abuse towards them and ensuring that they have grown up in an environment that is safe and secure. Therefore, trustees of charities work with vulnerable individuals and they must work towards the individual's best interest to ensure they are safe from harm and abuse. As a result, putting the Safeguarding policy and procedure in place within an organisation it promotes the wellbeing of children, increases the confidence of trustee, staff, volunteers, parents, carers and the public.

<https://www.gov.uk/government/publications/safeguarding-children-and-young-people/safeguarding-children-and-young-people> (2014) (Accessed: 2 March 2015).

aims to protect the health, safety and welfare of people at work, to protect everyone at the work from risk to health or safety and to control the usage of substances that can be dangerous and flammable.

Therefore, staff must maintain a safe environment, they must make sure that they have all the information, instruction and training received before they can start working, they must ensure safe maintenance at work and a safe working environment.

Furthermore, there are duties the employees must follow such as following the health and safety act to protect themselves and their colleagues also; the workers must obey the duty that they have been asked to perform and must not misuse anything that can affect the health and safety of the working environment.

[\(http://www.inbrief.co.uk/employees/health-and-safety-at-work-act.htm\(2013\)\)](http://www.inbrief.co.uk/employees/health-and-safety-at-work-act.htm(2013))(Accessed: 3 March 2015). As a result, this means that the health and safety act must be applied to the nursery to ensure that the staff and the children are in an environment that is free from any harm and that is safe.

Also., there are many producers to followed to ensure children are safe such as not using not leaving sharp substances or toys around the nursery that cause a cut to a child, making sure children hands are washed before they eat to prevent any infections and there must be a staff who is a first aid trainer that can help a child who had an accident.

LO2-2.3

In this report it will evaluate the impact of legislations and codes of practise on organisation policy and practise.

One of the legislations that have an impact on the organisations policy and practise is the Equality Act 2010. This act legally protects people from being discriminated in an organisation therefore, it prevents people being discriminated due to their age, being a transsexual person, being married, having a disability, race or religion.

The advantages of this act is that it ensure that everyone is treated equally no matter what age, gender or if they have a disability. This means that everyone gets the same opportunities in life whether it is education, work or in a health and social care setting such as a care home or hospital.

As a result, this act protects many people from feeling negative about themselves as they may think that they are not worthy of working in an environment that has educated people with a first degree, or if the person has a disability they may think they will not be accepted in a workplace due to their disability that may cause limitations in their work such as not being able to do practical work. But this act has stated that people will not be discriminated in any way possible and their rights and opportunities will not be taken away from them.

On the other hand, however there are some disadvantages of this act because there are some people who do not follow this act and discriminate people due to their disability, race, age or gender. For example, at a workplace there may be some employers that may not hire employees that have a disability because they believe that they are not able to work like normal people as they will be in need of specific facilities that will help them to get around and get the job done. Therefore, for the organisation to meet the disabled person's needs it will cost them a lot so they would avoid hiring them.

Furthermore, the codes of practice that NMC nursing and midwifery council has many elements to its codes of practise such as nurses and midwives must not discriminate, they must treat all patients

had on Adil is that it is much more harder for him to find a job due to lack of his qualification so this means that it has lead him to exclusion which is “a situation in which someone is deliberately prevented from being involved”. Therefore, it means that as Adil does not have any qualifications it has excluded him from the group of people who are successful and have a job so it will affect him a lot as has to work even harder to get a job and get himself an income so he can provide for himself and come out of the poverty cycle.

<http://www.macmillandictionary.com/dictionary/british/exclusion> (no date) (Accessed: 23 March 2015).

In order for Adil to help himself he can use services such as a support group who will encourage him to work harder and will support him in order for him to reach his goal such as going back to school or college and getting a qualification in order to be employed and come out the poverty cycle. Also, he can get a mentor that will help to guide him in the right direction in order for him to make right decisions, as he will have someone that he can talk to one to one and get advice, which can lead to a positive outcome and future.

In addition, another case study is about Nora who has lost her job and is struggling to pay her bills. She has stopped going out and socialising and has not explained her situation to anyone. Losing her job has affected Nora because she is not able to pay her bills such electricity or water and if she doesn't find a job soon she may not be able to pay her rent, which can lead to her being homeless. Therefore, it means that she is labeled as someone who is unemployed and in poverty as she not receiving any income, which will lead to her being isolated, which is “the state of being separated from other people, or a situation in which you do not have the support of other people”. This is because as she has not told anyone about her situation it means that she is not getting any support as she is not getting any income she not able to help herself from the bills that she needs to pay.

<http://www.macmillandictionary.com/dictionary/british/isolation> (2014) (Accessed: 23 March 2015).

Also, she is excluded because as she has no job it means she has no income, which means that she won't be able to have money to pay her bills and then pay for food, which could lead to affecting her health physically and mentally, and finally she may feel isolated and as she has no one to support her in her situation. Therefore, as she is labeled as someone who is unemployed and in poverty it can lead to her feeling isolated, which is “the state of being separated from other people, or a situation in which you do not have the support of other people”. <http://www.macmillandictionary.com/dictionary/british/isolation> (2014) (Accessed: 23 March 2015). Therefore, to stop the labeling she must find out why she has lost her job and got some help from her family and friends and as she may feel depressed she must get counseling in order for her to feel motivated and be normal so she can find herself the job that she wants and come out the poverty cycle. So, she can go to the job