

Policies and Procedures



Netherley Youth & Community Initiative

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Reg. Charity No.1112225

Company No. 5531622

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Section 1	Additions to Disciplinary Procedure
Section 2	Additions to Grievance Procedure
Section 3	Additions to Equal Opportunities
Section 4	Staff Supervision Policy
Section 5	Sickness and Absence Policy *additional section added from directgov website – check with payroll officer on annual basis
Section 6	Parental Leave Policy
Section 7	Maternity Policy
Section 8	Paternity Leave Policy
Section 9	Retirement Pension *changes made from 2015 please speak to payroll officer for further information

From September 2008, all providers of care for children from birth to five (*that is children from birth to 31 August after the child turns five*) are required to use the Early Years Foundation Stage (EYFS). The EYFS brings together and replaces the Curriculum Guidance for the Foundation Stage, the Birth to Three Early years foundation stage (EYFS) framework and the National Standards for Under-8s Day Care and Child minding. Most requirements of the EYFS are applicable to all types of setting – including out of school childcare.

Providers will be clear as to which of the childcare categories their settings are classed as.

*The following reflects the amendments relating to the Early Years Foundation Stage. **All changes have been incorporated** into the existing 'Getting it Right' policy document.*

1. Staffing.

- All staff are required to submit to a vetting procedure – this will include providing references which will be verified.
- Netherley Youth and Community Initiative (NY&CI) will not employ staff or volunteers that have been convicted of an offence or have been the subject of an order that disqualifies them from registration under regulations made under Section 76 of the Children's Act 2006. DBS (formerly CRB checks) will be carried out for all employees and volunteers and there after updated every three years. Sign a declaration each year to confirm no offences have been served since last DBS check for the Employee.
- Staff suitability is based on evidence from: references; full employment history; qualifications; interviews; identity checks; and other checks where applicable, for example, medical suitability.
- At least half of all staff will hold a full and relevant level 2 and 3 qualification (as defined by the Children's Workforce and Development Council – CWDC). All staff included in the adult: child ratio will be aged 17 years and over.

Staff to Children Ratios

- NY&CI is conscious of the importance of maintaining adequate staff to child ratios, ensuring that children are cared for safely and given adequate attention and support. In all cases the minimum staffing ratio for children under two is at least one member of staff for every three children (1:3); aged 2 will be 1:4; aged 3-7 will be 1:8. For children aged over eight, the Club will make every effort to maintain a ratio of staff to children of at least 1:12.
- The manager will ensure there are always at least two members of staff on duty at the premises at any given time.
- Each child will be assigned a key person, who has special responsibilities to help the child become familiar with the setting, feel confident, safe, and cared for. The key person will also build relationship with the parent to ensure that the needs of the child are being met.

NY&CI is committed to placing the best interests of children's welfare, care and development at the centre of all staffing matters.

- All staff are required to submit to a vetting procedure – this will include providing references which will be verified.
- The manager will arrange regular staff meetings where all staff are able to discuss and contribute in a positive manner. The manager should encourage staff to contribute to the development and quality of the programme of activities provided.

- Members of staff are expected to conduct themselves at all times in a professional, courteous, helpful, warm and consistent manner.
- Members of staff are expected to display both knowledge and understanding of multi-cultural issues and a commitment to treating all children as individuals and with equal concern and respect.
- Members of staff will have regard for maintaining appropriate uniform and personal appearance for working with children and with awareness of health and safety issues.
- Personal mobiles must be switched off and not used during working hours. If staff do need to receive an emergency call, the person calling them should use the main Office telephone number.
- The manager will ensure that space is made during the working day for staff to take regular breaks, ensuring that no member of staff exceeds the legal limit of six hours consecutive work without a break.

Terms and Conditions

- NY&CI is committed to promoting family friendly employment practises to help staff balance work and family commitments. NY&CI will make every effort to be flexible with staff and to promote harmonious working relations, through trade unions and other organisations.
- NY&CI will work with staff and their representatives to ensure that all employment legislation and regulations – including Statutory Maternity Pay, Statutory Paternity Pay, Parental Leave, Statutory Sick Pay and Working Time Regulations – are abided by.

In return, the club expects honesty, loyalty and diligence from its staff.

Qualifications, Experience and Safety Checks

The manager and all staff (including students and volunteers) will be suitably qualified, have relevant experience and have undergone DBS (Disclosure and Barring Service).

NY&CI will not employ staff or volunteers that have been convicted of an offence or have been the subject of an order that disqualifies them from registration under regulations made under Section 76 of the Children’s Act 2006. Enhanced DBS checks will be updated every three years. Staff are legally required to inform the manager of recent events or convictions which may relate to section 76 of the Childrens Act 2006.

Anyone who has not received an enhanced DBS check, but who is on the premises (such as a member of staff awaiting registration clearance) **will not be left alone with a child.**

Having a criminal record will not necessarily bar you from working with us. This will depend on the nature of the position and the circumstances and background of your offences. **(Refer to Policy Statement on the Recruitment of Ex- Offenders Appendix 1)**

Staff suitability is based on evidence from: references; full employment history; qualifications; interviews; identity checks; and other checks where applicable, for example, medical suitability.

At least half of all staff will hold a full and relevant level 2 qualification (as defined by the Children's Workforce and Development Council – CWDC). All staff included in the adult: child ratio will be aged 17 years and over*.

The manager will have at least an NVQ level three qualification appropriate to the post, along with at least two years' experience of working in a day care setting.

Standards of Behaviour

Under no circumstances should any arguments or disagreements between members of staff occur in the presence of children or parents/carers.

No smoking, alcohol or drug use is allowed on NY&CI's premises. Smoking staff should remove themselves from the grounds of NY&CI if they are to have a smoking break; failure to comply with staff rules will result in disciplinary.

No bullying, swearing, harassment or victimisation will be tolerated on NY&CI's premises.

Offensive behaviour such as sexist or racist language or harassment will not be tolerated.

All staff are expected to treat everyone respectfully at all times and inappropriate behaviour may lead to disciplinary action.

Staff to Children Ratios

NY&CI is conscious of the importance of maintaining adequate staff to child ratios, ensuring that children are cared for safely and given adequate attention and support. In all cases the minimum staffing ratio for children under two is at least one member of staff for every three children (1:3); aged 2 will be 1:4; aged 3-7 will be 1:8. For children aged over eight, NY&CI will make every effort to maintain a ratio of staff to children of at least 1:12.

The manager will ensure that there are always at least two members of staff on duty at the premises at any given time.

Each child will be assigned a key person, who has special responsibilities to help the child become familiar with the setting, feel confident, safe, and cared

* Childcare Register (CR) requires staff to be aged 18 years and over.

for. The key person will also build relationship with the parent to ensure that the needs of the child are being met.

The manager will further ensure that suitable and sufficient contingency plans are in place to cover emergencies, unexpected staff absences, staff breaks, holidays and sickness.

Confidentiality

Staff have a right to privacy, as do children and their parents/carers. Personal details should not be discussed except in exceptional circumstances.

Staff will not talk about individual incidents or the behaviour of children in front of parents/carers and other children.

Under no circumstances should staff provide any information about children to any branch of the media. All media enquiries should be passed in the first instance to the manager.

(Further details of NY&CI's confidentiality procedures are set out in the Documentation and Information policy)

Absences

Staff should negotiate statutory annual leave with the manager, in all cases giving as much notice as possible.

If staff are unable to attend work due to illness or other medical condition, they must contact the manager prior to the start of the working day, by telephone

Note: Netherley Youth & Community Initiative will NOT accept a text message as a form of communication to inform the project of an absence.

Staff should indicate why they are unable to attend work and when they expect to return.

On returning to work, staff should complete a self-certification form for any sickness absence.

For absences of longer than seven days, a doctor's certificate must be submitted.

The manager will keep records of all sick-leave, other absences and lateness.

The Management and committee have the overall responsibility to ensure that NY&CI maintains this commitment.

This policy will be reviewed at interne training day, any amendments will result in the policy being updated and displayed at the main office.

Mark Ord
NY&CI Chair

Date of Incorporation November 2021

2. Staff Development and Training

Staff are the NY&CI's most valuable resource, as it is only through their commitment and effort that good quality provision can be both established and maintained. We are therefore committed to providing good training and development opportunities for staff so that they are able to perform their roles both efficiently and effectively.

NY&CI recognises that regular training and monitoring of professional development is important for all staff. Staff development and training is vital because it allows staff to keep up to date with current thinking and practice about both play and child development issues. Additionally, with well-trained and motivated staff, NY&CI is better able to meet the diverse and complex needs of children within its local community.

However it is Netherley Youth & Community Initiatives policy that if we help financial fund for your continual professional development. On acceptance of the course, you adhere to our terms & conditions that you must remain as an employee for NY&CI for a further two years after successful completion of your qualification. Failure to comply with the terms and conditions of continual professional development training you will be subject to reimburse the project; for the full cost of training.

NY&CI is committed to providing for staff:

- A full induction process.
 - A regular system of appraisals.
 - An up-to-date record of staff qualifications and training.
- This will help to ensure that staff development needs are being met and that staff training and qualifications are meeting the requirements of the club, the Early Years Foundation Stage and the Childcare Register.

Staff Inductions

New members of staff will be issued with a job description and a copy of NY&CI's policies and procedures. Staff will also undergo an induction process during the first month of their employment and be assigned a mentor to help them settle in.

As part of the induction, the mentor will discuss and talk through everyday practices of NY&CI. These will include:

- Showing new staff around the premises, pointing out all fire exits, toilets and areas such as the kitchen and NY&CI office.

- Introducing the new member of staff to their colleagues, children and parents/carers where appropriate.
- Pointing out the practical implications of the club's policies and practices, including how they relate to NY&CI's obligations under the Early Years Foundation Stage and Childcare Register.

Staff Appraisal and supervision

The main objective of NY&CI's appraisal and supervision system is to review employees' performance and potential, and to identify suitable and appropriate training and development needs.

Appraisals will take the form of annual meetings between staff and the manager. They will be used to identify current knowledge, skills, areas for future development and potential training needs.

The appraisal and supervision process will be used to build up a Personal Development Plan (see below) for each member of staff.

Staff Meetings

There will be weekly staff meetings for problem solving, information sharing and acknowledging work issues. These are also opportunities for staff to reflect on their work performance and review any difficulties they may be facing. Staff meetings will be a forum for setting objectives for NY&CI.

Personal Development Planning

Personal Development Planning is a continuous process to ensure that staff needs are both identified and acted upon as they arise. It is the joint responsibility of both the member of staff and the manager to ensure that the plan is kept up to date and that all decisions are followed through.

The manager will keep a copy of this plan, but each staff member is also encouraged to keep a copy of their own Personal Development Plan, listing any training undertaken and additional skills gained since starting work at NY&CI.

Training Opportunities

NY&CI will do all it can to support staff who are working towards improving their qualifications and training experience. All staff are encouraged to take up training opportunities to expand their professional development and ensure an up-to-date knowledge of childcare issues.

It is the responsibility of the manager to identify and promote suitable training courses for staff and strongly encourage them to take advantage of these. Support will be given to help staff overcome any barriers to accessing such training.

Staff will be expected to attend training courses and update skills as and when requested by their manager. Staff will not suffer financially for any training that they are required to undertake.

Specific training courses in

- Food Hygiene,
- Paediatric First Aid,
- Equal Opportunities,
- Safeguarding children; PREVENT, Working together, CSE etc.
- Special Educational Needs
- Data Protection (GDPR)
- Health and Safety

are obligatory and staff members must always attend such courses when requested. It is the manager's responsibility to ensure that staff are kept up-to-date with recent legislation and are suitably enrolled on any courses that are necessary to fulfil the club's legal responsibilities, these training courses should be completed annually or 3 yearly depending on requirements from governing bodies.

The Management and committee have the overall responsibility to ensure that NY&CI maintains this commitment.

This policy will be reviewed at interne training day, any amendments will result in the policy being updated and displayed at the main office.

Mark Ord

Mark Ord
NY&CI Chair

Date of Incorporation November 2021

Sharon Williams

Sharon Williams
NY&CI Project Manager

Date of Incorporation November 2021

3. Recruitment, Promotion & Training Policy and Procedure

As an equal opportunities employer we are fully committed to establish and maintain a working environment in which recruitment and promotion within the company is based on merit.

We will provide terms and conditions of employment, training, promotion and appraisal without regard to race, colour, nationality, religion, gender, sexual orientation, ethnic or national origins, mental or physical condition, age or marital status.

No applicant for employment will be treated less favourably than another on the grounds of race, colour, nationality, religion, gender, sexual orientation, ethnic or national origins, mental or physical condition, age or marital status (except where there are legal limitations, e.g. persons aged over 65 and under 18 in certain jobs).

We will ensure that selection decisions will be made on ability only using objective job related criteria.

It is our policy to maintain a workforce that broadly reflects the local community in which we operate. To this end our recruitment methodology organisations around advertising in local daily newspapers and job organisations.

It is our policy to monitor and analyse information from job applicants to include data of individual, history of employment, Gender and referees for the individual. Employment would be subject to an enhanced DBS (Disclosure barring service) check carried out to ensure suitability for the post. The Management Committee has the overall responsibility to ensure that NY&CI maintains this commitment.

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Training

We are committed to the provisions of such information and training, instructions and supervision as may be necessary to enable all employees to carry out their duties without damage to property/ equipment and risk to health and safety of themselves or others.

New entrants, temporary staff, contractors and existing employees, including those transferred between posts, must be given appropriate induction training in the tasks which their duties involve and, if necessary, their duties will be restricted by their local

manager until competence has been demonstrated.

Before new instructions, procedures or systems of work are introduced, the manager must ensure that satisfactory training is given and wherever possible, the member is assessed in the required knowledge and understanding.

Training needs and courses content will be periodically reviewed to ensure relevance to needs and reflect requirements of legislation.

All employee training records should be kept up to date to reflect training and or courses completed during period of employment.

NY&CI operate a Joint appraisal system where it values its employee's continual personal development.

Communicating the Policy

All prospective employees, employees, associates, consultants and clients will receive a copy of this equal opportunities policy.

It is our policy to communicate the main theme of our policy in advertising material.

Monitoring and evaluating policy

To make the policy work it requires much more than this formal statement. It is the duty of the management members to accept their responsibilities for ensuring that they comply with the obligations in this policy.

Our policy is subject to regular review and where necessary action will be taken to change employment policies and practices in order to provide further equal opportunities.

4. Recruitment & Selection Policy

NY&CI relies heavily on the right people to make it work effectively and in return we need to ensure that our practices are consistent with legislative and best practice guidelines.

The NY&CI Recruitment and Selection Policy and Procedure sets out the principles and practices which will apply when recruiting staff. This guide provides advice and support to managers engaged in the process of recruitment. It does not, however, take the place of reading the policy and procedure, or indeed undertaking any recruitment and selection training.

It is expected that all staff engaged in recruitment and selection will undertake formal Recruitment and Selection Training, following which they will be assessed as either competent to interview or not.

NY&CI will comply with all relevant legislation voted below throughout the recruitment process:

- Sex Discrimination Act
- Race Relations Acts

Rehabilitation of Offenders Act

Employment relations Act

Asylum & immigrations Act

D.D.A.1995

Employment rights Act

All members of staff involved in the recruitment & selection process will ensure that they adhere to best practice, ensuring that it complies with NY&CI Equal Opportunities policy.

Mark Ord

Mark Ord Chair

NY&CI Management Committee

Sharon Williams

Sharon Williams

NY&CI Project Manager

Date of Incorporation November 2021

Date of Incorporation November 2021

5. Recruitment & Selection Procedure

Stage 1. Vacancy is created, either a new/replacement post.

Stage 2. The Project Manager reviews and drafts a job description/ person specification/advertisement/application form and information for the chair to appraise.

Stage 3. The Project Manager finalises the above, the Management Committee places the advertisement for the vacancy.

Stage 4. The response from the advertisement is managed by the Project Manager.

Stage 5. The short listing is organised by the Project Manager, and in liaison with the panel members whom undertakes the short-listing process.

Stage 6. The interviews are organised by the Project Manager.

Stage 7. The panel interviews are conducted.

Stage 8. The project Manager notifies successful and unsuccessful candidates.

Stage 9. Appointee clearance is sought e.g. medical, DBS, references.

Stage 10. The induction is managed by the project Manager in conjunction with the Chair, if appropriate.

If no appointment is made, re visits the following stages: 2, 4 and 5.

Mark Ord

Mark Ord Chair

NY&CI Management Committee

Date of Incorporation November 2021

Sharon Williams

Sharon Williams
NY&CI Project Manager

Date of Incorporation November 2021

6: Staff Disciplinary Procedures

NY&CI will maintain a well-motivated, highly skilled and professional staff team. However, occasionally action will need to be taken to encourage improvement in individual behaviour and performance.

NY&CI will provide a fair and consistent method of dealing with disciplinary incidents. Our aim is always to support and encourage staff, while promoting good employment relations.

If a member of staff is subject to disciplinary action, please refer to the process outlined in the staff handbook.

The Management and committee have the overall responsibility to ensure that NY&CI maintains this commitment.

This policy will be reviewed at interne training day, any amendments will result in the policy being updated and displayed at the main office.

Mark Ord

Mark Ord Chair
NY&CI Management Committee

Date of Incorporation November 2021

Sharon Williams

Sharon Williams
NY&CI Project Manager

Date of Incorporation November 2021

7. Students and Volunteers

We believe that a placement for a student or volunteer at our club is a valuable opportunity to build experience while learning about working within a childcare setting. Equally, we appreciate the positive contribution that such committed and enthusiastic people can bring to our club.

However, at all times the needs of the children are paramount and therefore the club will restrict the number of students and volunteers admitted at any particular time, in order to minimise disruption to the club's core activities.

The manager is responsible for ensuring that all students and volunteers are supported whilst working at the club and that they are supervised at all times. All students and volunteers must provide a character reference via school (Compact work experience programme). And it is our duty to carry out an enhanced DBS check on *all* volunteers.

The manager will enter into a formal written agreement with volunteers detailing what is expected of them i.e. dress code, behaviour and confidentiality; at the start of the placement agreeing hours of work. Volunteers must read, understand and sign the conditions of work before accepting or making a commitment to voluntary work.

The manager will ensure that students and volunteers undertake the full induction process given to permanent staff, as set out in the club's 'Staffing' policy.

New students and volunteers will be allocated a member of staff who will have day to day responsibility for them and their needs while at the club.

Students and volunteers will be expected to adopt a professional manner at all times, and work within the club's existing policies and procedures.

While on the placement, students and volunteers will be both allowed – and expected – to participate in all aspects of work at the club, unless otherwise instructed by the manager. Students and volunteers will attend staff meetings and be encouraged to contribute ideas and share opinions.

Regular supervision and appraisal sessions with the manager and the designated member of staff will be established as a means of monitoring progress.

Students and volunteers on placement will not be included in the staff to children ratio.

Under 16s can also do work experience i.e. Duke of Edinburgh etc. as long as they are supervised and supported as minors

Volunteers who are 17 and over can only be counted in the staffing ratios if there are at least two full time staff members on duty, one of whom holds an appropriate qualification.

The Management and committee have the overall responsibility to ensure that NY&CI maintains this commitment.

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Mark Ord

Mark Ord Chair
NY&CI Management Committee

Date of Incorporation November 2021

Sharon Williams

Sharon Williams
NY&CI Project Manager

Date of Incorporation November 2021

8: Mission Statement

This statement outlines the services that children, parents/carers and the community can expect from NY&CI, and the values that inform our work:

NY&CI aims to:

- Provide a happy, safe, warm and stimulating environment for all children to play, learn and develop freely.
- Help children to develop responsibility for themselves and their actions and to become competent, confident, independent and co-operative individuals.
- Encourage children to have a positive attitude and respect for both themselves and other people.
- Promote a positive relationship with parents/carers and work in partnership with them to provide high quality play and care for their children.
- Offer inclusive services that are accessible to all children in the community.
- Undergo regular monitoring and evaluation of our services to ensure that NY&CI continues to meet the needs of children and parents/carers.

NY&CI is committed to meeting the needs of parents and carers by:

- Listening and responding to their views and concerns.
- Keeping them informed of our policies and procedures, including opening times, fees and charges, and programmes of activities.
- Sharing and discussing their child's achievements, experiences, progress and friendships, along with any difficulties that may arise.

NY&CI is committed to providing:

- Care and activities that put the needs and safety of children first.
- A programme of activities that is interesting, educational, stimulating and fun.
- Activities that promote each child's social, physical, moral and intellectual development.
- Access to a variety of facilities and equipment under safe and supervised conditions.

- A staff team that is experienced, well trained and properly supported.
- Services that meet the conditions of the Children’s Act 2006 and all other relevant childcare legislation Childrens act 2010.
- An environment where no child is bullied or suffers discrimination in any form.

The Management and committee have the overall responsibility to ensure that NY&CI maintains this commitment.

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Mark Ord Chair
NY&CI Management Committee

Date of Incorporation November 2021

Sharon Williams

Sharon Williams
NY&CI Project Manager

Date of Incorporation November 2021

9: Settling In

All children are unique and the amount of time that a child takes to settle into NY&CI can vary enormously. Therefore, children will be given time to settle in at their own pace, so as to make them feel welcome, safe and confident in a new environment.

NY&CI strongly encourages parents/carers to visit the premises with their children during the week before they are due to start. During this week, NY&CI requires that the parents/carers concerned engage with along with completing and returning the Welcome Pack. Children new to NY&CI will be greeted in a warm and friendly manner. They will be introduced to all members of staff and informed about any other regular visitors to NY&CI.

Depending on the age and maturity of the child, the parent/carer will stay with the child while the rules and routines are being explained. The parent/carer will have the option of being part of the induction process if they so wish.

Children will be informed about NY&CI's routines and the programme of activities. They will be shown around, told where they can and cannot go. Parents and Carers will be informed of signing in/ out procedures must be adhered to on collection of their child.

Ground rules will be explained to the child and they will be encouraged to ask questions and raise any concerns. The child will be told about the fire evacuation procedure and the locations of all fire exits, according to the provisions of the Fire Safety policy.

Parents/carers are offered the opportunity to stay with their child for a period of time during their first week.

On their first day, children will be introduced to the other children at NY&CI. The child will be allocated a 'buddy' who, under the supervision of a member of staff, will show them around the club and introduce them to the other children. The child will then be encouraged to get to know the other children and settle into the group.

In addition to a 'buddy', each child will be assigned a key person, who has special responsibilities to help the child settle in. The key person will help the child become familiar with the setting, feel confident, safe, and cared for.

All staff will supervise children new to NY&CI to ensure that they are happy in their new surroundings. The appropriate level of such supervision will be judged according to the child's age, maturity and previous experiences.

Staff will ask on a regular basis how a child is feeling, what activities they enjoy and if they are unhappy about anything. At the end of the first, second and third weeks, the manager will find time to talk to the child about how they are settling in.

If it seems that a child is taking a long time to settle in, this will be discussed with their parents/carers at the earliest opportunity. Likewise, if a parent/carer feels that there is a problem during the settling in period, they should raise this with a member of staff.

Staff will always be available to discuss any concerns or other issues with parents/carers regarding their child and their attendance at NY&CI. If parents/carers wish to meet with the manager, they should make an appointment to come in for a chat.

The Management and committee have the overall responsibility to ensure that NY&CI maintains this commitment.

This policy will be reviewed at internal training day, any amendments will result in the policy being updated and displayed at the main office.

Mark Ord

Mark Ord Chair
NY&CI Management Committee

Date of Incorporation November 2021

Sharon Williams

Sharon Williams
NY&CI Project Manager

Date of Incorporation November 2021

10: Arrivals and Departures

NY&CI will give a warm and friendly welcome to each child on arrival and ensure that they depart safely at the end of each session.

Admissions

It is the responsibility of the manager to ensure that an accurate record is kept of all children in NY&CI, and that any arrival or departure to and from the premises is recorded in the register. The register will be kept in an accessible location on the premises at all times (for exemptions to this rule, see the Visits and Outings policy). This process will be supplemented by regular head counts during the day.

It is a requirement of the EYFS that records of daily registers be kept for at least three years from the last entry. (Providers are required to show these documents during the next OFSTED Inspection.)

Arrivals

On arrival, a member of staff will immediately record the child's attendance in the daily register, including the time of registration.

The EYFS and CR states that records of daily registers need to be kept for at least three years from the last entry as a minimum (providers are required to show these documents during the next OFSTED Inspection).

If the parent/carer wants their child to be given medicine during the day by a member of staff, they must complete and sign the Administering Medication Form. Further details of this procedure are contained in the club's Health, Illness and Emergency policy.

Departures

If the child is to be collected by someone other than the parent/carer, this must be indicated to a member of staff and recorded at the start of the session. The adult nominated to collect a child must be one of those named on the Admissions Form (see Appendix Five). Only adults – aged 16 years and over – and with suitable identification, will be authorised to collect children.

Permission and arrangements for children leaving the club alone at the end of a session will be a matter for discussion between the manager and parents/carers, based on an understanding of a child's age, maturity and previous experience.

Written consent for children leaving the club alone must be submitted to the club before such arrangements are able to commence.
No child will be allowed to leave the club unaccompanied*.

No adult other than those named on the Admissions Form will be allowed to leave the club with a child. In the event that someone else should arrive without prior knowledge, the club will telephone the parent/carer immediately.
If the parent/carer or alternative nominated adult is going to be late to collect their child, staff must be informed of this on arrival. If the designated adult is late in picking up their child without prior warning, the provisions of the Uncollected Children policy will be activated.

Upon departure, the register will be marked to show that the child has left the premises. The time of departure will also be recorded.

Absences

If a child is going to be absent from a session, parents must indicate this to NY&CI in advance.

If a child is absent without explanation for more than three days concurrently, staff will contact the parents/carers to try to ascertain the reasons behind this.

Regular absences from NY&CI could be an early sign and/or symptom that a child or family may be encountering some difficulties and might need support from the relevant statutory agencies. The club and its staff will always try to discover the causes of prolonged and unexplained absences.

Escorting Children between School and NY&CI

Where children are escorted between school premises and the club, the following procedures will be carried out:

The manager will ensure that a thorough risk assessment is carried out and regularly reviewed, according to the provisions of the Risk Assessment policy.
A contact within the school will be identified, with whom the manager will liaise.

A clear agreement will be reached between the club and the school about when responsibility for children's safety is officially transferred.

The manager will ensure that an identical register of all children who require escorting between locations is kept by both the school and the club and updated daily.

A regular meeting place for children will be established within both the school and the club. If the meeting place is complex, children under eight should be escorted directly from and to classrooms and the club's premises.

* Except where the childcare is open access childcare.

There will always be two staff members accompanying any such group including a member of staff at the front and one at the rear.

Staff will ensure that children are given instructions on road safety.

If a child is absent from NY&CI without prior warning, staff will check to see if they attended school that day – they will not simply accept the word of other children. If the whereabouts of the child is not clear, staff will immediately inform the designated contact at the school and the parents/carers.

Transport

Where possible, NY&CI will use a minibus when escorting children's longer distances. When escorting children by minibus or other private vehicle, staff will ensure that the following rules are always adhered to:

- In addition to the driver, there will always be at least one adult supervising at all times. This adult will be seated in the back of the vehicle and nearest to the door. All adults, who are involved in the transportation of children will have appropriate and up to date enhanced Criminal Records Bureau checks.
- We restrict small children from sitting in the front of the mini bus due to the seatbelts are not adjustable. Height restriction= 4ft >for children.
- The driver will have a valid licence to transport the children a D1 licence is required and MIDAS training certificate. NY&CI obtains a Section 19 Small Bus Permit for the collection of the children. (This explained further in the Mini Bus Policy)
- All vehicles are suitably insured and regularly serviced. All children are wearing seat belts.

The Management and committee have the overall responsibility to ensure that NY&CI maintains this commitment.

This policy will be reviewed at internal training day, any amendments will result in the policy being updated and displayed at the main office.

Mark Ord

Mark Ord Chair
NY&CI Management Committee

Date of Incorporation November 2021

Sharon Williams

Sharon Williams
NY&CI Project Manager

Date of Incorporation November 2021

11: Care, Learning and Play

The programme of activities and the atmosphere of our club aims to encourage confidence, independence and enjoyment. Our work has, as its core, the aim of enabling children to develop their emotional, social, cognitive, interpersonal and physical skills, and their desire to explore, discover and be creative.

The club will provide a well-planned and organised play environment that offers children rich and stimulating experiences, alongside opportunities to explore, experiment, plan and make decisions for themselves. The programme of activities will recognise and take into account the differing ages, interests, backgrounds and abilities of the children.

Staff will undertake sensitive observational assessment. Based on the EYFS principles, staff will be able to recognize where each child is in their learning and put in place the most effective activity to support each child in extending their development and learning, based on their interest and needs.

Activities are carefully planned to allow children to build on their natural curiosity, advance their thinking, use their imagination and develop positive social relationships. At all times, the club will recognise a child's individuality, effort and achievement.

Wherever appropriate, children will be involved in the process of planning activities so that the programme reflects their opinions, and so that children feel some ownership over their club. Such processes will be governed by the procedures set out in the Involving and Consulting Children policy.

Staffing arrangements will provide opportunities for:

- Reflection on practice.
- Recognise that working with children is a complex, challenging and demanding task and that often there are no easy answers.
- That learning is a shared process and that children learn most effectively when, with the support of a knowledgeable and trusted adult, they are actively involved and interested.

Staff will display flexible styles of leadership and respond appropriately to children according to their age, understanding and needs.

Staff will support, recognise and promote achievements by all children.

The club will provide children with a range of equipment and resources appropriate to their age and interests, according to the provisions of the Equipment policy.

Children will be offered access to outdoor play every day, subject to weather conditions.

No child will ever be left unsupervised during activities at the club.

The programme of activities will be displayed in a place that is accessible to all children and to their parents/carers, including start and finish times.

The manager will ensure that time is managed properly, so as to allow for activity sessions to be evaluated.

The Management and committee have the overall responsibility to ensure that NY&CI maintains this commitment.

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Mark Ord Chair
NY&CI Management Committee

Date of Incorporation November 2021

Sharon Williams

Sharon Williams
NY&CI Project Manager

Date of Incorporation November 2021

12: Involving and Consulting Children

Our Club, and all its members of staff, are committed to the principle of involving and consulting children whenever decisions are made within the Club that affect them.

The club believes that actively promoting the participation of children in decision-making processes is beneficial to children, staff and the Club as a whole.

The club's commitment to involving and consulting children stems from the 'listening to children' provisions set out in Articles 12 and 13 of the United Nations Convention on the Rights of the Child. These state that:

- A child's opinion will be taken into account in anything that affects them.
- Children will have information disseminated in a way that enables them to make choices and decisions.

For children, involvement and consultation helps them to develop new skills such as negotiating, sharing and understanding the perspectives of others. It helps them to understand how decisions are made, and recognises that their opinions are important.

For both staff and the club, there are multiple benefits of such an approach such as improved behaviour, a relationship with children based on partnership, a more cohesive environment and activities and decisions that children feel a sense of ownership over.

All children will be listened to and consulted actively. This will take a number of forms, including:

- Listening to what they say in speech and other forms of communication.
- Observing body language and behaviour.
- Drama and role play.
- Through play and creative expression and the use of visual aids.
- Via regular group-based discussions and Q and A sessions.
- Questionnaires and other regular feedback on activities.
- Regular children's meetings, between children and staff, discussing the club's activities and any other relevant topics.

Age, maturity and the type of decision being made will determine the extent and nature of children's involvement. However, the emphasis should always be strongly in favour of involving children.

Consultation and involvement will be regularly monitored and acted upon so that children are able to see that their input has led to visible outcomes. The club and its staff will also be clear about what decisions children will be involved in an attempt to offer clear explanations if and when consultation and involvement is deemed inappropriate.

The Management and committee have the overall responsibility to ensure that NY&CI maintains this commitment.

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Sharon Williams

Sharon Williams
NY&CI Project Manager

Date of Incorporation November 2021

13: Physical Environment

NY&CI is committed to providing children with a stimulating and safe environment. We will do all we can to make our premises welcoming and friendly to children, their parents/carers and any other visitors.

NY&CI's premises are safe, secure and adequately spacious for its purpose. The environment and atmosphere of the club is welcoming to children and offers access to the necessary facilities for a broad and varied programme of activities.

NY&CI is committed to taking every possible step to ensure that all children have equal access to facilities, activities and play opportunities; including children with special educational needs and/or disabilities (for further details see the Special Needs policy).

NY&CI's premises comply with all the requirements of the Disability Discrimination Act 2005 and 1995 and all other relevant regulations and guidance.

The manager is responsible for ensuring that the club's premises are clean, well-lit with daylight the main source of light, adequately ventilated and maintained at an appropriate temperature. Daily risk assessments are carried out, in accordance with the Risk Assessment policy, to ensure that the facilities are maintained in a suitable state of repair and decoration.

During the opening hours, the premises are used by and solely available to NY&CI, its staff and the children, as far as this is possible.

NY&CI will do all it can to maintain an open room layout, allowing children to choose from a variety of play opportunities. All children will have adequate space to play and interact freely (a minimum of 2.3 square metres space per child aged 3-7 years; aged 2 - min 2.5 m² ; under 2 years - min 3.5 m²).

There is adequate space for storing the entirety of NY&CI's equipment safely and securely.

Under normal circumstances, staff will ensure that there is one toilet and one wash basin with hot and cold water available for every 12 children, ensuring an adequate balance between male and female facilities.

No children will be allowed in the kitchen area

Members of staff will have access to a landline telephone on NY&CI's premises at all times. (No access to personal Mobile phones)

Outdoor Play

Any outdoor play will take place in safe secure and well-supervised spaces. A thorough safety check and risk assessment will take place before any outdoor activities commence.

Outdoor play areas will be well maintained and will be made safe to all children.

In the event of snow or ice on external walkways, staff will ensure that this is regularly cleared and kept safe.

Staff will make sure there is a regular supply of water available to children at all times, especially in hot conditions. In such circumstances, staff will also ensure that children are adequately protected from the sun, according to the provisions set out in the Health, Illness and Emergency policy.

The Management and committee have the overall responsibility to ensure that NY&CI maintains this commitment.

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Sharon Williams

Sharon Williams
NY&CI Project Manager

Date of Incorporation November 2021

14: Equipment

Our club is committed to providing children with access to a wide range of equipment that stimulates enjoyment, learning and development, both indoors and outdoors.

All furniture, toys and equipment are kept clean, well maintained and in good repair and in accordance with BSEN safety standards or the Toys (Safety) Regulations (1995) where applicable.

Equipment will be properly maintained and inspected in accordance with the manufacturer's instructions. All electrical toys and equipment are subject to PAT (Portable Appliance Testing), and that relevant staff are trained on the correct use of computers and other IT equipment.

Levels of staff supervision will be sufficient to ensure that the safety of children is assured, and set according to the type of equipment being used, along with the ages and number of children involved in a given activity.

All equipment and resources will be selected with care, and risk assessments carried out before new toys and equipment are purchased, according to the principles of the Risk Assessment policy.

Outside a club's opening hours, all equipment will be kept in a suitable and secure location; safe from unauthorised access or use. When discovered, defective or broken equipment will be taken out of use and stored in a safe place before being disposed of. Flammable equipment will be stored in a safe location away from sources of heat and/or naked flames.

The Management and committee have the overall responsibility to ensure that NY&CI maintains this commitment.

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Mark Ord Chair

Date of Incorporation November 2021

Sharon Williams

Sharon Williams
NY&CI Project Manager

Date of Incorporation November 2021

15: Health and Safety

Our club takes the maintenance of health and safety extremely seriously as a matter of both legal and moral importance. All staff will be familiarised with the provisions contained within this policy as part of their induction and be expected to act in accordance with them at all times.

The club aims to ensure the health, safety and welfare of all staff, children, visitors and other individuals who may be affected by the club's activities and actual existence. The Health and Safety at Work Act 1974 and the Workplace (Health, Safety and Welfare) Regulations 1999 and their associated Approved Code of Practice (ACoP) and guidance will be complied with at all times. The Manager and staff will always strive to go beyond the minimum statutory standards to ensure that health and safety remains the first priority.

The steps below will be actioned as a matter of course:

- Create an environment that is safe and without risk to health.
- Prevent accidents and cases of work-related ill health.
- Use, maintain and store equipment safely.
- Ensure that all staff are competent in the work in which they are engaged.

Responsibilities of the Registered Person, the Manager and Staff

The identification, assessment and control of hazards within NY&CI is vital in reducing accidents and incidents. Both the manager and one other designated member of staff are responsible for assessing risks to health and safety arising out of NY&CI's activities and introducing suitable steps to eliminate or control any such risk identified.

It is vital to ensure that health and safety matters are taken seriously by all members of staff and other persons who are affected by NY&CI's activities. Staff who have been found to have blatantly disregarded safety instructions or recognised safe practices will be subject to the procedures laid out in the Staff Disciplinary Procedures policy.

The Registered Person holds ultimate responsibility and liability for ensuring that the club operates in a safe and hazard free manner. The Registered Person – along with

the manager – is responsible for ensuring that staff both understand and accept their responsibilities in relation to health and safety procedures.

The Registered Person will ensure that a clearly defined procedure for emergency evacuation of the premises is in place and adequate arrangements exist for the following:

- Providing adequate health and safety training for all staff.
- Ensuring that all accidents, incidents and dangerous occurrences are adequately reported and recorded (including informing the Health and Safety Executive, and OFSTED, where appropriate).
- Reviewing all reported accidents, incidents and dangerous occurrences, and NY&CI's response, to enable corrective measures to be implemented.
- Ensuring that all staff, volunteers and any other adults who come into contact with children at NY&CI have appropriate and up to date enhanced Criminal Record Bureau checks.

The manager is responsible for the day-to-day implementation, management and monitoring of the Health and Safety policy. The manager is required to report any matter of concern regarding the Health and Safety policy to the Registered Person.

The manager will ensure that:

- An additional designated member of staff is made jointly responsible with them for the health and safety and risk assessment provisions at the club, as set out in this and other policies.
- Regular safety inspections are carried out and the reports accurately logged.
- Any action required as a result of a health and safety inspection is taken as rapidly as possible.
- Information received on health and safety matters is distributed to the Registered Person and all members of staff.
- An investigation is carried out on all reported accidents, incidents and dangerous occurrences.
- Staff are adequately trained to fulfil their role within the Health and Safety policy.
- Staff are responsible for ensuring that the provisions of the Health and Safety policy are adhered to at all times. As such, they are required to:
 - Have regard for the Health and Safety policy and their responsibilities under it.
 - Have regard for any health and safety guidance issued by the Manager or the designated member of staff, and act upon it whenever appropriate.

- Take reasonable care for their own health and safety as well as of other persons who may be affected by their acts or omissions at work.
- Take all reasonable care to see that the equipment and premises that are used by children, and the activities that are carried out at the club, are safe.

Report any accidents, incidents or dangerous occurrences that have led to, or may in the future be likely to lead to, injury or damage, and assist in the investigation of any such events.

Undergo relevant health and safety training when instructed to do so by the manager.

Insurance

The Children Act 2006 and the Health and Safety at Work Act 1974, place a number of legal responsibilities on the club. Therefore, the club has insurance cover appropriate to its duties under this legislation, including Employer' Liability Insurance. Responsibility will, in most cases, rest with the club, but staff will take reasonable care, both for themselves and other people who may be affected by their acts or omissions at work. If the club is held responsible for any incident that may occur, public liability insurance will cover compensation.

Liability

Under provisions contained in the Occupiers Liability Act 1957, the club has a duty to ensure that both children and any visitors are kept reasonably safe. The parties named in the wording of the premises contract are responsible for this duty.

The club's full responsibilities and procedures in respect of Health and Safety, are contained in this policy, alongside the relevant sections of the following policies:

- Staffing
- Physical Environment
- Equipment
- Risk Assessment
- Site Security
- Fire Safety
- Visits and Outings
- Health, Illness and Emergency
- Hygiene
- Managing Behaviour
- Child Protection
- Documentation and Information

The Management and committee have the overall responsibility to ensure that NY&CI maintains this commitment.

This policy will be reviewed at internal training day, any amendments will result in the policy being updated and displayed at the main office.

Mark Ord

Mark Ord Chair
NY&CI Management Committee

Date of Incorporation November 2021

Sharon Williams

Sharon Williams
NY&CI Project Manager

Date of Incorporation November 2021

16: Risk Management/Risk Assessments

We understand the importance of ensuring that systems are in place for checking that our club is a safe and secure place for children, staff and other visitors. Our risk assessment procedures are part of a continuous process to prevent any dangerous incident taking place. They are the responsibility of all staff as part of their daily duties.

In accordance with our duties under the Management of Health and Safety at Work Regulations 1999, the club is required to undertake regular risk assessments and take any necessary action arising from these according to provisions set out in the Health and Safety policy and elsewhere.

Risk assessment will be conducted at least once a year or immediately, where the need arises.

The manager is responsible for making sure that risk assessments are completed, logged and effectively monitored. Reviews are conducted when there is any change to equipment or resources, any change to the club's premises.

The manager is further responsible for conducting any necessary reviews or making changes to the club's policies or procedures in the light of any potential risks that they or other members of staff discover.

A visual inspection of both the equipment and the entire premises – both indoor and outdoor – will be carried out daily. This will, ordinarily, be carried out by a designated member of staff on arrival at the club and will be completed before any children arrive.

During the session, staff will be vigilant and continuously aware of any potential risks to health and safety arising from:

- The club's environment, both indoors and outdoors
- All surfaces, both indoors and outdoors
- All equipment used by children or staff

On discovering a hazard, staff will take all steps necessary to making themselves and any other people potentially affected safe. They will then notify the Manager and ensure that a record is made in the Incident Record Book.

The manager is then responsible for ensuring that any necessary action is taken.

Recording Accidents, Incidents and Dangerous Occurrences

All accidents, incidents and dangerous occurrences will be recorded in either the Incident Record Book or the Accident Record Book on the same day as the event took place.

Records must contain:

- The time, date and nature of the incident, accident or dangerous occurrence.
- Details of the people involved.
- The type, nature and location of any injury sustained.
- The action taken and by whom.
- The signature of the member of staff who dealt with the event, any witnesses and, if deemed necessary, a countersignature by the parents/carers of the child or children involved.

Staff should inform the parents/carers of the child or children concerned at the end of the session in which the incident, accident or dangerous occurrence took place. Where this is not possible, the information will be passed on at the earliest possible opportunity.

The Management and committee have the overall responsibility to ensure that NY&CI maintains this commitment.

This policy will be reviewed at internal training day, any amendments will result in the policy being updated and displayed at the main office.

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NY&CI Management Committee

Date of Incorporation November 2021

Sharon Williams

Sharon Williams
NY&CI Project Manager

Date of Incorporation November 2021

17: Site Security

Our club is committed to providing care and learning for children in a safe and secure environment. All staff have an individual and collective responsibility to ensure that they have continuous regard for the safety and security of all children at the club.

Parents/carers are encouraged to talk to their children about the importance of remaining safe and not leaving the club's premises during the session. These messages will be reinforced by both the club and its staff. Safety and security procedures will be regularly reviewed by the manager in consultation with staff and parents/carers.

Staff and any other authorised persons who are regular visitors to the club will be issued with either an identity badge or clearly identifiable clothing, which they are expected to wear them at all times while on the club's premises.

Supervision

Children will not be left unsupervised at any time during activity sessions. In the event of staff shortages, available space will be restricted to ensure that children are adequately supervised, in accordance with the staff ratio provisions set out in the Staffing policy. The manager will ensure that no one enters the premises without the knowledge of a member of staff.

Visitors

The club has a Visitors Book which is kept close to the main entrance in which visitors must sign on arrival, alongside giving the following information:

- Their name.
- The date and time of their arrival.
- The reason for their visit.
- Their expected departure time.

Visitors to the club will not be left unsupervised with children at any time.

Staff have a duty to approach any visitor on the premises who has not signed in. They must introduce themselves and establish immediately who the visitor is and the reason for them being on the club's premises. If the visitor has no suitable reason to be on the club's premises, then they will be asked to leave immediately and escorted from the premises. If the visitor repeatedly refuses to leave, the police will be telephoned immediately.

A record will be made of any such incidents in the Incident Record Book, and the manager will be immediately notified.

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NY&CI Project Manager

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18: Fire Safety

Our club understands the importance of vigilance to fire safety hazards. The club has notices explaining the fire procedures positioned next to every fire exit. All staff, volunteers and children are aware of the fire safety procedures set out in this policy.

The Registered Person will ensure there is in place a clearly defined procedure for the emergency evacuation of the premises in the case of a fire.

All staff understands their roles and responsibility in the event of a fire and are aware of the location of all fire exits, the fire assembly point and where fire safety equipment is stored. They are all trained in using basic fire-fighting equipment. Particular attention is paid to distinguishing between the various types of fire extinguisher and their methods of operation.

Children will be made aware of the fire safety procedures during their settling in period and on regular occasion from then on. All children will be made aware of the location of fire exits and the fire assembly point.

Fire doors and fire exits are clearly marked, are not obstructed at any times, and are easily opened from the inside.

Fire exits are kept closed at all times but never locked. Fire extinguishers and fire alarm systems are regularly tested in accordance with manufacturer's guidance.

The manager will appoint a designated Fire Safety Officer who will be responsible for arranging fire drills and tests. Fire drills will take place periodically and staff will be informed of when these will occur.

Twice a year, the club will hold a fire drill without prior warning. This may be amended to ensure all newcomers are aware of the fire drill.

All fire drills, fire incidents and equipment checks will be recorded in the Incident Record book.

Certification from the Fire Service is no longer relevant. The responsible person must carry out a fire safety risk assessment and implement and maintain a fire management plan.

Fire Prevention

The club will take all steps possible to prevent fires occurring. As such, the manager and the staff team are responsible for:

- Ensuring that power points are not overloaded with adaptors.
- Ensuring that the club's No Smoking policy is always observed.
- Checking for frayed or trailing wires.
- Checking that fuses are replaced safely.
- Unplugging all equipment before leaving the premises.
- Storing any potentially flammable materials safely.

The manager will explain fire safety procedures to new staff, students and volunteers as part of the induction process.

In the event of a fire

A member of staff will raise the alarm immediately and the emergency services will be called at the earliest possible opportunity.

All children will immediately be escorted out of the building and to the assembly point using the nearest marked exit. No attempt will be made to collect personal belongings, or to re-enter the building after evacuation.

The entire premises will be checked by the Fire Safety Officer and the register will be collected, providing that this does not put anyone at risk. On exiting the building, the Fire Safety Officer will close all accessible doors and windows to prevent the spread of fire.

The register will be taken and all children and staff accounted for. If any person is missing from the register, the emergency services will be informed immediately.

If for any reason the designated fire safety officer is absent at the time of an incident, the manager will assume responsibility or nominate a replacement member of staff. The Management and committee have the overall responsibility to ensure that NY&CI maintains this commitment.

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Sharon Williams

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NY&CI Project Manager

Date of Incorporation November 2021

19: Visits and Outings

Our club believes that visits and outings play an important and enriching role in the programme of activities that we provide for children. However, during such events, the safety of children remains paramount.

Prior to a visit or outing, if logistically possible, a member of staff will carry out an exploratory visit of the proposed destination so as to pre-empt any potential difficulties.

The manager will ensure that a thorough risk assessment has been carried out prior to the proposed visit of an outing, according to the provisions set out in the Risk Assessment policy. This should include consideration of the journey and any transportation involved. If a prior visit is not possible, the manager will write to the venue requesting all relevant information and a risk assessment statement where available.

The club will make every effort to involve children in the planning of a visit or outing. Staff will explain to children the aims and objectives of the event, along with what is expected of them in terms of their behaviour and contribution.

Children will be talked through any potential safety hazards and told to remain with staff at all times. Staff will explain to children what to do in an emergency, including designating a suitable meeting point.

Parental Consent

No less than two weeks before a proposed visit or outing, the club will send a letter and the Visits and Outings Form to parents/carers giving them detailed information about the proposed event. This will include a full programme of activities, any costs involved, an outline of any journey involved and the mode of transport being used as well as approximate arrival and departure times.

Parental consent is needed for all off-site visits and outings. The manager will take a photocopy of the signed Visits and Outings Forms on the trip while the original will be stored in the club's records.

Parents/carers have the absolute right to withhold consent for a proposed visit or outing. No child who does not have a signed consent form will be allowed to participate.

During visits and outings

On visits or outings, the staff to child ratio will be 1:8, unless all children are over 10 in which case it can be 1:10; subject to the nature of the activity and the risk assessment.

- Children will remain under close supervision at all times.
- When children are on outings, there will always be at least one member of staff who has a current paediatric first aid certificate.
- The manager will ensure that a full First Aid kit is on hand, in compliance with the relevant provisions of the Health, Illness and Emergency policy.
- Two designated members of staff will keep mobile phones with them at all times and their numbers will be circulated to all parents/carers in advance of the visits and outings. These numbers will also be left at the club in case of an emergency.
- A register will be taken at the beginning, middle and end of the visit or outing. Additionally, regular head counts will be taken by staff.
- A list of all members of staff and children participating in the visit or outing, along with relevant mobile phone numbers, will be left with the member of staff left on duty at the club's premises (if staff numbers allow for such a provision).
- Records will be kept about vehicles in which children are transported, including insurance details and a list of named drivers. Drivers using their own transport will have adequate insurance cover.

The Management and committee have the overall responsibility to ensure that NY&CI maintains this commitment.

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Sharon Williams.....

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NY&CI Project Manager

Date of Incorporation November 2021

20: Health, Illness and Emergency

Our club is committed to encouraging and promoting good health and to dealing efficiently and effectively with illnesses and emergencies that may arise while children are in our care.

First Aid

Under duties set out in the Health and Safety (First Aid) Regulations 1981, the Club recognises its responsibilities in providing adequate and appropriate equipment, facilities and personnel to enable suitable first aid to be given at the club.

The club has a designated member of staff responsible for First Aid. This person has an up to date First Aid certificate. They are responsible for maintaining the correct contents of all First Aid boxes and administering basic First Aid when necessary and appropriate.

The manager and the designated member of staff will ensure that there will always be at least one member of staff who has a current paediatric first aid certificate available at all times during sessions at the club. The manager will be responsible for enabling the members of staff concerned to receive adequate first aid training. First Aid training will have met the criteria set out by the DCSF.

The First Aid box will be regularly checked to ensure its contents are up to date, in good condition and fulfil the criteria set out in the Health and Safety (First Aid) Regulations 1981 (attachment reissued with amendments 2015)

The box should contain:

- A card or leaflet giving general guidance
- Sterile triangular bandages
- Adhesive plasters
- A sterile eye pad with attachment
- Cotton wool
- Crepe bandages
- A sterile gauze
- Micropore tape
- Sterile cornering for serious wounds
- Individually wrapped assorted dressings
- Waterproof disposable gloves
- A disposable bag for soiled material

The location of the First Aid box, and the names of any other qualified first-aiders, will be clearly displayed around the club's premises.

A First Aid box will be taken on all off site visits or outings. This is the responsibility of the designated First Aider, or where this is not possible, the manager.

In the Event of a Major Accident, Incident or Illness

The club requests that parents/carers complete and sign the Emergency Medical Treatment Form, enabling the manager or any member of staff so empowered, to give permission for emergency medical treatment for their child in the event of a major accident, incident or illness occurring at the club.

In the event of such an event, the following procedures will apply:

- In the first instance, the First Aider will be notified and take responsibility for deciding upon the appropriate action.
- The First Aider will assess the situation and decide whether the child needs to go straight to hospital or whether they can safely wait for their parent/carer to arrive.
- If the child needs to go straight to hospital, an ambulance will be called. The parent/carer will also be contacted. A member of staff will accompany the child to the hospital and will consent to medical treatment being given, so long as the Emergency Medical Treatment Form has been completed and sign.
- Children's records will be taken to hospital with the child.
- If the child does not need to go straight to hospital but their condition means they should go home, the parent/carer will be contacted and asked to collect their child. In the meantime, the child will be made as comfortable as possible and be kept under close supervision (from this point on, the provisions of the club's Infectious and Communicable Diseases policy will govern the child's return to the club).
- Parents/carers will be made fully aware of the details of any incidents involving their child's health and safety, and any actions taken by the Club and its staff.
- All such accidents or incidents will be recorded in detail and logged in the Incident Record Book or the Accident Record Book. Parents/carers will be asked to sign in the relevant section of the book to acknowledge the incident or accident and any action taken by the club and its staff.
- The manager and other relevant members of staff should consider whether the accident or incident highlights any actual or potential weaknesses in the club's policies or procedures, and act accordingly, making suitable adjustments where necessary.

In the Event of a Minor Accident, Incident or Illness

- In the first instance, the designated First Aider will be notified and take responsibility for deciding upon any appropriate action.

- If the child does not need hospital treatment and is judged to be able to safely remain at the club, the First Aider will remove the child from the activities and, if appropriate, treat the injury/illness themselves.
- If and when the child is feeling sufficiently better, they will be resettled back into the activities, but will be kept under close supervision for the remainder of the session.
- At the end of the session, the First Aider will fully inform the parent/carer of the incident or accident and any treatment given.
- If the injury or illness incurred is such that treatment by the First Aider is deemed inappropriate, but does not warrant hospitalisation, the parent/carer will be contacted immediately and asked to collect their child. Until the parent/carer arrives, the child will be kept under close supervision and as comfortable as possible (from this point on, the provisions of the Club's Infectious and Communicable Diseases policy will govern the child's return to the club).
- All such accidents and incidents will be recorded in detail and logged in the Incident Record Book or the Accident Record Book and parents/carers should sign to acknowledge the incident and any action taken.
- The manager and any other relevant staff will consider whether the accident or incident highlighted any actual or potential weaknesses in the club's policies or procedures, and make suitable adjustments if necessary.

Medication

In circumstances where the designated First-Aider is absent, the manager will assume all responsibilities, or nominate an appropriately trained replacement.

- Wherever possible, children who are prescribed medication should receive their doses at home. If it is necessary for medication to be taken during sessions at the club, children should be encouraged to take personal responsibility for this, where this is appropriate. Parents/carers and staff should discuss such situations at the earliest possible opportunity and decide together on the best course of action.
- Staff may only administer medication to the child if it is prescribed by a GP, and if the request to do so is from the child's parent or carer and is given in writing at the start of a session, stating frequency and dosage. Parents/carers can make such a request by completing and signing the Adminstrating Medication Form.
- Staff have the right to decline such a request from a parent/carer if they are in any way uncomfortable with this. The club is likely to decline a request from parents/carers to administer medication where this involves technical knowledge or training.

The procedure for administering medication at the club is as follows:

Medication will never be given without the prior written request of the parent/carer and a written and signed instruction from the child's GP, including frequency, dosage, any potential side effects and any other pertinent information.

Where the administration of prescription medicine requires technical/medical knowledge, individual training will be provided for staff from a qualified health professional. The training will be specific to the individual child. The staff will also be responsible for ensuring that:

- Prior consent is arranged.
- All necessary details are recorded.
- That the medication is properly labelled and safely stored during the session.
- Another member of staff acts as a witness to ensure that the correct dosage is given.
- Parents/carers sign in the Medication Record Book to acknowledge that the medication has been given.

If for any reason a child refuses to take their medication, staff will not attempt to force them to do so against their wishes. If and when such a situation occurs, the Manager and the child's parent/carer will be notified, and the incident recorded in the Medication Record Book.

Staff *will not* administer 'over the counter' medication, only that prescribed by the child's GP.

Where children carry their own medication i.e. (asthma pumps or insulin for example), the club recommends that staff hold onto the medication until it is required. This is to minimise possible loss of medication and to ensure the safety of other children. Inhalers should always be labelled with the child's name.

If there is any change in the type of medication – whether regarding dosage or other changes to the information given on the Administering Medication Form – a new form must be completed.

Full details of all medication administered at the club, along with all Administering Medication Forms, will be recorded and stored in the Medication Record Book.

Sun Protection

The manager and staff understand the dangers posed to children and themselves by over exposure to the sun.

In hot weather, parents/carers are encouraged to provide sunscreen for their children. A store of sun protection will also be kept on the premises. Children will also be encouraged to wear a hat when playing outside in the sun.

When necessary, staff may apply sunscreen to children who cannot do so for themselves, where prior permission has been given by the parent/carer on the Admissions Form (see Appendix Four).

In hot weather, staff will encourage children to drink water frequently. Staff will also ensure that shady areas out of the sun are always available to children when playing outside.

Closing the centre in an emergency

In very exceptional circumstances, the club may need to be closed at very short notice due to an unexpected emergency. Such incidents could include:

- Serious weather conditions (combined with heating system failure).
- Burst water pipes.
- Discovery of dangerous structural damage.
- Fire or bomb scare/explosion.
- Death of a member of staff.
- Serious assault on a staff member by the public.
- Serious accident or illness.

In such circumstances, the manager and staff will ensure that all steps are taken to keep both the children and themselves safe. All staff and children will assemble at the pre-arranged venue, where a register will be taken.

Steps will then be taken to inform parents/carers and to take the necessary actions in relation to the cause of the closure. All children will be supervised until they are safely collected.

The Management and committee have the overall responsibility to ensure that NY&CI maintains this commitment.

This policy will be reviewed at internal training day, any amendments will result in the policy being updated and displayed at the main office.

Mark Ord

Mark Ord Chair

Date of Incorporation November 2021

Sharon Williams

Sharon Williams
NY&CI Project Manager

Date of Incorporation November 2021

21: Hygiene

Our club recognises the importance of maintaining the highest possible standards of hygiene in and around the premises so as to minimise the risks posed to children, staff and other visitors.

The manager and staff are committed to taking all practicable steps to prevent and control the spread of infectious germs, and to uphold high standards of personal hygiene in order to minimise the risk of catching or spreading infections.

Personal Hygiene

In all circumstances, staff will adhere to the following examples of good personal hygiene:

- Washing hands before and after handling food or drink.
- Washing hands after using the toilet.
- Encouraging children to adopt these same routines.
- Covering cuts and abrasions while at the premises.
- Keeping long hair tied back.
- Taking any other steps that are likely to minimise the spread of infections.

Hygiene in the Club

The manager and all staff will be vigilant to any potential threats to good hygiene in the club. To this end, a generally clean and tidy environment will be maintained at all times. More specifically, the manager will ensure that toilets are cleaned daily and that there is always an adequate supply of soap and hand drying facilities for both staff and children. Staff will also be vigilant to any sharp objects, such as glass, which may be on the premises.

Dealing with Spillages

Spillages of substances likely to result in the spread of infections will be dealt with rapidly and carefully. Blood, vomit, urine and faeces will be cleaned up immediately and disposed of safely and hygienically. Staff will wear disposable plastic gloves and an apron while using bleach or disinfectant solution, and wash themselves

thoroughly afterwards. Children will be kept well clear while such substances are being dealt with.

First Aid and Hygiene

Further to the provisions set out in the Health, Illness and Emergency policy, the designated First Aider will be mindful of the need to observe the highest standards of personal hygiene when administering any treatment to children.

As such, they will wash their hands thoroughly both before and after giving first aid, and ensure that any cuts, wounds or skin damage are covered by plasters or disposable gloves.

Kitchen Hygiene

All areas where food and drink are stored, prepared and eaten are prone to the spread of infections. Therefore, staff must be particularly careful to observe high standards of hygiene in such instances. To this end the following steps will be taken:

- Waste will be disposed of safely and all bins will be kept covered.
- Food storage facilities will be regularly and thoroughly cleaned.
- Kitchen equipment will be thoroughly cleaned after every use.
- Staff and children will wash and dry their hands thoroughly before coming into contact with food.
- If cooking is done as an activity, all surfaces and equipment involved will be thoroughly cleaned before and after the session.

Additionally, staff will be aware of the provisions set out in the Food and Drink policy when handling, preparing, cooking and serving food or drink at the club.

Animals

No animal will be allowed on the premises without the prior knowledge and permission of the manager. Children are strongly encouraged from bringing pets or other animals to the club, and parents/carers are asked to help enforce this rule. If for any reason an animal does come onto the premises, the manager will be immediately informed.

The Management and committee have the overall responsibility to ensure that NY&CI maintains this commitment.

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Mark Ord

Mark Ord Chair
NY&CI Management Committee

Date of Incorporation November 2021

22: Infectious and Communicable Diseases

Our club is committed to the health and safety of all children and staff who play, learn and work here. As such, the club will take necessary steps to prevent the spread of infection. It will sometimes be necessary to require a poorly child to be collected early from a session or be kept at home while they get better. In such cases, the provisions of the Health, Illness and Emergency policy will be implemented.

In accordance with the procedures set out in the Health, Illness and Emergency policy, parents/carers will be notified immediately if their child has become ill and needs to go home. Poorly children will be comforted, kept safe and under close supervision until they are collected.

If a child has had to go home prematurely due to illness, they should remain at home until they are better for at least 24 hours, or according to the times set out in the table below. If a member of staff becomes ill at work, similar restrictions on their return will apply.

If a child or member of staff becomes ill outside club hours, they should notify the club as soon as possible. The minimum exclusion periods outlined in the table below will then come into operation.

If any infectious or communicable disease is detected on the club's premises, the club will inform parents/carers personally in writing as soon as possible. The club is committed to sharing as much information as possible about the source of the disease and the steps being taken to remove it. Ofsted will also be informed of any infectious or communicable diseases discovered on the club's premises.

Head lice

When a case of head lice is discovered at the club, the situation will be handled carefully and safely. The child concerned will not be isolated from other children, and there is no need for them to be excluded from activities or sessions at the club.

When the child concerned is collected, their parent/carer will be informed in a sensitive manner.

Other parents/carers will be informed as quickly as possible in writing, including advice and guidance on treating head lice.

Staff will check themselves regularly for lice and treat whenever necessary.

Minimum Exclusion Periods for Illness and Disease

DISEASE	PERIOD OF EXCLUSION
Antibiotics prescribed	First 24 hours
Chicken Pox	7 days from when the rash first appeared
Conjunctivitis	24 hours or until the eyes have stopped 'weeping'
Diarrhoea	24 hours
Diphtheria	2-5 days
Gastro-enteritis, food poisoning, Salmonella and Dysentery	24 hours or until advised by the doctor
Glandular Fever	Until certified well
Hand, Foot and Mouth disease	During acute phase and while rash and ulcers are present
Hepatitis A	7 days from onset of jaundice & when recovered
Hepatitis B	Until clinic
ally well	
High temperature	24 hours
Impetigo	Until the skin has healed
Infective hepatitis	7 days from the onset
Measles	7 days from when the rash first appeared
Meningitis	Until certified well
Mumps	7 days minimum or until the swelling has subsided
Pediculosis (lice)	Until treatment has been given
Pertussis (Whooping cough)	21 days from the onset
Plantar warts	Should be treated and covered
Poliomyelitis	Until certified well
Ringworm of scalp	Until cured
Ringworm of the body	Until treatment has been given
Rubella (German Measles)	4 days from onset of rash
Scabies	Until treatment has been given
Scarlet fever and streptococcal infection of the throat	3 days from the start of the treatment
Tuberculosis	Until declared free from infection by a doctor
Typhoid fever	Until declared free from infection by a doctor
Warts (including Verrucae)	Exclusion not necessary. Sufferer should keep feet covered.
Covid 19	Must isolate for 10 days from first symptoms; high temp, cough or loss of taste or smell.

This list is not necessarily exhaustive, and staff are encouraged to contact local health services if they are in any doubt.

The Management and committee have the overall responsibility to ensure that NY&CI maintains this commitment.

This policy will be reviewed at internal training day, any amendments will result in the policy being updated and displayed at the main office.

Mark Ord

Mark Ord Chair
Management Committee

Date of Incorporation November 2021

Sharon Williams

Sharon Williams
NY&CI Project Manager

Date of Incorporation November 2021

23: Smoking, Alcohol and Drugs

Our club strongly prohibits the use or possession of cigarettes, alcohol and illegal drugs on our premises at anytime. If staff, volunteers or children are found to have broken the rules in respect of this policy, it will be treated as a very serious disciplinary matter.

All staff will be made aware of the provisions of this policy during their induction, including the importance of them setting a positive example to children. All children will be made aware of the rules during their settling in period. Any contravention of the provisions of this policy will be dealt with under the club's Staff Disciplinary Procedures and Behaviour Management policies.

Drugs

Staff, volunteers or children who arrive at the club clearly under the influence of illegal drugs, will be asked to leave immediately and disciplinary procedures implemented.

If a child is found in possession of illegal drugs on the premises, their parent/carer will be informed at the end of the session. If staff are found in possession of illegal drugs, serious disciplinary action will follow.

In cases where staff are taking prescribed drugs that may affect their ability to function effectively at work, the manager must be informed as early as possible.

If a member of staff has good reason to suspect that a parent/carer is under the influence of illegal drugs when they drop off or collect their child, they have a duty to inform both the manager and the designated Safeguarding Children/Child Protection Officer, according to the provisions of the Safeguarding Children/Child Protection policy.

In such circumstances, the Manager and the Safeguarding Children/Child Protection Officer will then be responsible for deciding upon the appropriate course of action, ensuring that the safety and protection of the child remains paramount at all times.

Staff will make all possible efforts to ensure that children are not allowed to travel in a vehicle driven by someone who is clearly under the influence of illegal drugs.

Where an illegal act is suspected to have taken place, the police will be called.

Alcohol

Staff, volunteers or children who arrive at the club clearly under the influence of alcohol, will be asked to leave immediately and disciplinary procedures will follow.

If a child is found in possession of alcohol on the premises, their parent/carer will be informed at the end of the session. Staff are strongly advised not to bring alcohol onto the club's premises.

If a member of staff has good reason to suspect that a parent/carer is under the influence of alcohol when they drop off or collect their child, to the extent that the safety of the child is threatened, they have a duty to inform both the manager and the designated Child Protection Officer, according to the provisions of the Safeguarding Children/Child Protection policy.

The manager and the Safeguarding Children/Child Protection Officer will then be responsible for deciding upon the appropriate course of action, ensuring that the safety and protection of the child remains paramount at all times.

Staff will make all possible efforts to ensure that children are not allowed to travel in a vehicle driven by someone who is clearly over the legal alcohol limit.

Where an illegal act is suspected to have taken place, the police will be called.

Smoking

Smoking is not permitted anywhere on the premises. This rule applies equally to staff, students, volunteers, children, parents/carers or any other visitors.

If a child is found in possession of cigarettes on the premises, they will be confiscated and their parent/carer informed at the end of the session.

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Mark Ord Chair
NY&CI Management Committee

Date of Incorporation November 2021

24: Food and Drink

Our club is committed to providing healthy, nutritious and tasty food and drinks for children during our sessions. The manager and staff will make every effort to ensure that food and drink is safely prepared and sensitive to the dietary, religious and cultural requirements of all the children.

When preparing food and drink, staff will be mindful of the provisions of the Hygiene policy so as to ensure that the safety of staff and children is paramount. In addition to these provisions, staff will be careful to ensure both the safety of themselves and children when using sharp or dangerous equipment in food and drink preparation.

The manager and staff are mindful of their responsibilities and obligations under the Food Safety Act 1990. The club is registered with the local authority to provide food. All staff who either handle or prepare food have up to date Food Handling Certificates and are fully trained in food storage, preparation, cooking and food safety.

As part of a child's settling in period, the club requires that the parents and carers complete the Admissions Form, including information about any special dietary requirements or allergies the child suffers from, along with their food and drink preferences. The manager and staff will ensure that food and drink offered to children takes account of this information so as to safeguard their health, and meet – as far as possible – their particular preferences.

No child will ever be forced to eat or drink something against their will and the withholding or granting of food and drink will never be used as either a punishment or reward.

Healthy Eating

The club recognises the importance of healthy eating and a balanced and nutritious diet. Because of this, the club will endeavour to make a variety of foods available including; meat, vegetarian and vegan options, plenty of fruit and low fat and low sugary food. Sandwiches can be made with either brown or white bread, depending on a child's preference.

The club will not regularly provide sweets for children and will avoid excessive amounts of fatty or sugary foods. The club will provide a choice of non-sugary drinks and make sure that fresh drinking water is available at all times.

Cultural and Religious Diversity

The club and its staff are committed to embracing the cultural and religious diversity of the families who use our services. The manager and staff will work with parents/carers to ensure that any particular dietary requirements are met. The club is also keen to help introduce children to different religious and cultural festivals and events through different types of food/drink sessions.

The Management and committee have the overall responsibility to ensure that NY&CI maintains this commitment.

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Mark Ord Chair
NY&CI Management Committee

Date of Incorporation November 2021

Sharon Williams

Sharon Williams
NY&CI Project Manager

Date of Incorporation November 2021

25: Equal Opportunities

Our club is committed to taking positive and proactive steps to ensure that we provide a safe and caring environment, free from discrimination, for everyone in our community.

The club's equal opportunities procedures aim to help everyone involved in the club to counteract and eliminate both direct and indirect discrimination in decision making, employment practices and service provision and to ensure that our services strive to achieve equality of opportunity for all.

The club aims to provide a welcoming and caring environment that promotes and reflects cultural and social diversity and is equally accessible to all. The club will endeavour to challenge any offensive behaviour, language or attitudes with regards to race, ethnicity, nationality, class, religion, culture, gender, language, sexual orientation and disability.

The club recognises that achieving the objectives of our equal opportunities policy relies on the active involvement of parents/carers, as set out in the Partnership with Parents/Carers policy. As such, the club will both welcome and encourage parents and carers to get involved in the running and management of the club, and to comment on the effectiveness of its policies and procedures.

The club will facilitate regular opportunities for consultation with parents/carers about the service that the Club provides, as a means of monitoring the effectiveness of the equal opportunities policy.

Equal Opportunities Procedures

To realise the club's objective of creating an environment free from discrimination and welcoming to all, the club will:

- Ensure that all children, including those with learning difficulties and disabilities, will be included and supported – with reasonable adjustments made for them
- Ensure that its services are open and available to all parents/carers and children in the local community.
- Ensure that issues of race, ethnicity, nationality, class, religion, culture, gender, language, sexual orientation and disability do not inhibit a child from accessing the club's services.
- Treat all children and their parents/carers with equal concern and value.
- Have regard for promoting understanding, respect and awareness of diversity and equal opportunities issues in planning and implementing the club's programme of activities.

Help all children to celebrate and express their cultural and religious identity by providing a wide range of appropriate resources and activities.

- Ensure that the club's recruitment policies and procedures are open, fair and non-discriminatory.
 - Endeavour to recruit a staff team that reflects the make-up of the club's local community.
 - Ensure that all members of staff are aware of, and understand, the Equal Opportunities policy as it relates to all aspects of its work.
 - Encourage and support staff to act as positive role models to children by displaying and promoting tolerant and respectful behaviour, language and attitudes and challenging any discriminatory incident, according to the provisions set out in the Staff Disciplinary Procedures, the Behaviour Management, and Dealing with Racial Harassment policies.
 - Treat seriously any member of staff found to be acting, or have been acting, in a discriminatory way, according to the provisions of the Staff Disciplinary Procedures policy.
 - Work to fulfil all the legal requirements of the Sex Discrimination Act 1975, the Disability Discrimination Act 1995, the Human Rights Act 1998 and the Race Relations (Amendment) Act 2000.
- The manager will be responsible for ensuring that the Equal Opportunities policy is implemented and that its effectiveness is regularly monitored. They will be responsible for ensuring that:

- Staff receive appropriate training.
 - The Equal Opportunities policy is consistent with current legislation and guidance.
 - Appropriate action is taken wherever discriminatory behaviour, language or attitudes become apparent.
- All the club's policies and procedures will be kept under review to ensure they do not operate in a discriminatory manner or in any way against its commitment to equal opportunities.

The Management and committee have the overall responsibility to ensure that NY&CI maintains this commitment.

This policy will be reviewed at internal training day, any amendments will result in the policy being updated and displayed at the main office.

Mark Ord

Mark Ord Chair
NY&CI Management Committee

Date of Incorporation November 2021

Sharon Williams

Sharon Williams
NY&CI Project Manager

Date of Incorporation November 2021

26: Dealing with Racial Harassment

Our club is committed to promoting tolerance and fairness towards all members of staff, students, volunteers, children and parents/carers. We fully and wholeheartedly adhere to both the spirit and detail of both the Race Relations Act 1976 and the Race Relations (Amendment) Act 2000, which outlaw discrimination against anyone on grounds of race, colour, nationality or ethnicity.

The club accepts its duty to try to eliminate discrimination and to promote equality of opportunity and good race relations. All staff and children at the club are entitled to an environment free from harassment and discrimination, as outlined in the Equal Opportunities policy

Preventing Racial Harassment and Discrimination

Proactive steps can be taken to prevent racial harassment and discrimination, and order for the club to carry out necessary steps to deal with racial discrimination and harassment, the club will:

- Ensure that all children are valued, irrespective of their race, colour, nationality or ethnicity.
- Encourage individuals to treat each other with respect, regardless of their race, colour, nationality or ethnicity.
- Acknowledge the existence of racism in society and take steps to promote harmonious race relations in our community.
- Promote good relations between different ethnic groups and cultures within the Club and in the wider community.
- Ensure that different cultural and religious needs are met, understood and communicated to all individuals involved in the club.

Examples of Racial Harassment and Discrimination

Racial harassment and discrimination can manifest itself in a variety of ways, some overt and others much less so. Some examples of unacceptable behaviour include:

- The use of patronising words or actions towards an individual for racial reasons – including name calling, insults and racial jokes.
- Threats made against a person or group of people because of their race, colour, nationality or ethnicity.
- Racist graffiti or any other written insults or the distribution of racist literature.
- Physical assault or abuse against a person or group of people because of their race, colour, nationality or ethnicity.

All staff and children should be encouraged to take responsibility for promoting Zero tolerance towards racism. For protecting each other from racial harassment and discrimination by reporting any suspected incident to the manager or another responsible person.

NY&CI as an Employer

As an employer, NY&CI is committed to ensuring that the workforce reflects the multicultural community that it serves. To this end, NY&CI will:

- Advertise job vacancies in a variety of media sources and outlets and in a variety of places.

- Ensure that the club's human resource procedures prohibit racial discrimination and harassment, and investigate any concerns when this is suspected of failing.
- Investigate any allegation of racial discrimination or harassment according to the provisions of the Staff Disciplinary Procedures and Behaviour Management policies.
- Collect and monitor information about the ethnic background of the staff team and children.

Addressing Racial Harassment and Discrimination

If a member of staff or a child becomes aware of an incident of racial harassment or discrimination occurring at the club, they will be encouraged to report the incident to the manager or other senior member of staff.

Any allegation made against a member of staff or a child will be investigated thoroughly. The individual concerned will be told that such behaviour will not be tolerated at NY&CI, and those steps will have to be taken to ensure that it does not happen again.

Each incident will be fully investigated and details will be recorded in a separate section of the Incident Record Book.

In the case of children, incidents will be reported to their parent/carer and a course of action agreed upon to resolve the situation, in accordance with the provisions of the Behaviour Management policy. However, if a solution cannot be found, then the club may have to inform the child – and their parent/carer – that they are no longer able to attend sessions at the club, in accordance with the Suspensions and Exclusions policy.

In the case of staff, provisions within the Staff Disciplinary Procedures policy will be activated and a record of the incident will be kept and made available to statutory authorities if appropriate.

The manager is responsible for ensuring that all incidents are handled both professionally and sensitively. All incidents will be kept confidential, with initials being used in the place of names in the Incident Record book. In cases where the manager is involved in an allegation, the Registered Person will handle the incident, or nominate a senior member of staff in their place.

In all cases, continued racial harassment or discrimination from any individual will result in exclusion from the club, where all other efforts have failed to provide a satisfactorily resolution.

The Management and committee have the overall responsibility to ensure that NY&CI maintains this commitment.

This policy will be reviewed at internal training day, any amendments will result in the policy being updated and displayed at the main office.

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Mark Ord Chair
NY&CI Management Committee

Date of Incorporation November 2021

Sharon Williams

Sharon Williams
NY&CI Project Manager

Date of Incorporation November 2021

27: Special Needs

NY&CI is aware that some children have special educational needs and/or physical disabilities, that require particular support and assistance. We are committed to taking appropriate action to make sure that all children are able to access our services, made to feel welcome, and that our activities promote their welfare and development.

NY&CI is committed to the integration of all children in its care. We also believe that children with special educational needs and/or physical disabilities have a right to play, learn and be able to develop to their full potential alongside other children. Whenever possible, children with special educational needs and/or physical disabilities will have access to the same facilities, activities and play opportunities as their peers. Everybody stands to gain if all children are allowed to share the same opportunities and are helped to overcome any disadvantages that they may face.

The policies, procedures and practices of the club in relation to children with special educational needs and/or physical disabilities are consistent with current legislation and guidance. These include the Special Educational Needs and Disability Act 2001 and the Disability Discrimination Act 1995.

We believe that by identifying individual needs and taking proactive steps alongside parents/carers and other statutory professionals or agencies, all children should be able to play a full, active and equal part in NY&CI's activities.

Special Educational Needs and Disability Co-ordinator (SENCO)

The manager will appoint a member of staff as the Special Educational Needs and Disability Co-ordinator to manage provision for children with special educational needs and/or physical disabilities. This individual will be fully trained and experienced in the care and assessment of such children.

All members of staff will be expected to assist the Special Educational Needs and Physical Disability Co-ordinator in caring for children with special educational needs and/or physical disabilities. The Co-ordinator's responsibilities will include:

- Working alongside the manager to ensure that all staff are aware of all legislation, regulations and other guidance on working with children with special educational needs and/or physical disabilities.
- Working with the manager to ensure that all staff who work with children with special educational needs and/or physical disabilities and have appropriate skills and training.
- Co-ordinating regular monitoring and reviews of children's progress; involving parents/carers, other members of staff, relevant representatives from statutory agencies and, if appropriate, the child themselves. Alongside the manager, they will also be responsible for ensuring that any actions following such reviews are followed through.

- Assessing each child's specific needs and adapting the club's facilities, procedures, practices and activities as appropriate.
- Ensuring that systems are in place to adequately plan, implement, monitor, review and evaluate the Special Needs policy.
- Ensuring that children with special educational needs and/or physical disability are fully considered when activities are being planned and prepared.
- Liaising with parents/carers about the needs of their children and the plans and actions of the club, as well as being the point of contact for parents/carers.
- Liaising with other agencies and seeking advice, support and training for themselves and other staff as is necessary.
- Supporting other members of staff to become more skilled and experienced in the care of children with special educational needs and/or physical disabilities.
- Ensuring that all children are treated with equal concern and respect and are encouraged to take part in all activities.
- Ensuring that accurate observations and assessments of children's progress are regularly made and properly recorded.

The Management and committee have the overall responsibility to ensure that NY&CI maintains this commitment.

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Mark Ord Chair
NY&CI Management Committee

Date of Incorporation November 2021

Sharon Williams

Sharon Williams
NY&CI Project Manager

Date of Incorporation November 2021

28: Behaviour Management

Our club recognises the importance of positive and effective behaviour management strategies in promoting children's welfare, learning and enjoyment.

The aims of our Behaviour Management policy are to help children to

- Develop a sense of caring and respect for one another.
- Build caring and co-operative relationships with other children and adults.
- Develop a range of social skills and help them learn what constitutes acceptable behaviour.
- Develop confidence, self-discipline and self-esteem in an atmosphere of mutual respect and encouragement.

Behaviour Management Strategies

NY&CI, the manager and the staff team will manage behaviour according to clear, consistent and positive strategies. Parents/carers are encouraged to contribute to these strategies, raising any concerns or suggestions.

Behaviour management in the club will be structured around the following principles:

- Staff and children will work together to establish a clear set of 'ground rules' governing all behaviour in the club. These will be periodically reviewed so that new children have a say in how the rules of the club operate.
- NY&CI's 'ground rules will apply equally to all children and staff.
- Positive behaviour will be reinforced with praise and encouragement.
- Negative behaviour will be challenged in a calm but assertive manner. In the first instance, staff will try to re-direct children's energies by offering them alternative and positive options. Staff will be open in stating and explaining non-negotiable issues.
- When dealing with negative behaviour, staff will always communicate in a clear, calm and positive manner.
- Staff will make every effort to set a positive example to children by behaving in a friendly and tolerant manner themselves, promoting an atmosphere where children and adults respect and value one another.
- Staff will avoid shouting at work.
- Staff will facilitate regular and open discussions with children about their behaviour. This will help them to understand the negative aspects of their behaviour and enable them to have their say and be helped to think through the causes and effects of their actions.

- Staff will work as a team by discussing incidents and resolving to act collectively and consistently.
- Staff will try to discuss concerns with parents/carers at the earliest possible opportunity in an attempt to help identify the causes of negative behaviour and share strategies for dealing with it.
- Children who experience bullying, racism or other unacceptable behaviour will be given the confidence to speak out
- Staff will encourage and facilitate mediation between children to try to resolve conflicts by discussion and negotiation.
- Activities will be varied, well planned and structured, so that children are not easily bored or distracted.

Dealing with Negative Behaviour

All staff should distinguish between disengaged, disruptive or unacceptable behaviour to enable to adopt strategies that will be suited to the needs of handling the situation.

'Disengaged' behaviour may indicate that a child is bored, unsettled or unhappy. With sensitive interventions, staff will often be able to re-engage a child in purposeful activity.

'Disruptive' behaviour describes a child whose behaviour prevents other children from enjoying themselves. Staff will collectively discuss incidents and agree on the best way to deal with them.

'Unacceptable' behaviour refers to non-negotiable actions and may include discriminatory remarks, violence, bullying or destruction of equipment. Staff will be clear that consequences will follow from such behaviour, including in the first instance, temporarily removing a child from the activity session.

When an incidence of negative behaviour occurs, staff will listen to the child or children concerned and hear their reasons for their actions. Staff will explain to the child that such actions have consequences for themselves and others concerned.

Staff will make every attempt to ensure that children understand what is being said to them. Children will always be given the opportunity to make amends for their behaviour and, unless it is judged inappropriate, be able to rejoin the activity.

In the event that unacceptable behaviour persists, more serious actions may have to be taken, in accordance with the Suspensions and Exclusions policy. At all times, children will have explained to them the potential consequences of their actions.

The Use of Physical Interventions

Staff will use physical interventions only as a last resort and only then if they have reasonable grounds for believing that immediate action is necessary to prevent a child from significantly injuring themselves or others or to prevent serious damage to themselves and property.

Before reaching this stage, staff will have used all possible non-physical actions, such as dialogue and diversion, to deal with the behaviour. The child or children concerned will be warned verbally that physical intervention will be used if they do not stop.

Only the minimum force necessary to prevent injury or damage should be applied. For example; by leading and diverting a child by a hand or by an arm around their shoulders.

Staff will use physical intervention as an act of care and control and never punishment. Physical interventions will not be used purely to force a child to do what they have been told and when there is no immediate risk to people or property.

As soon as it is safe, the physical intervention should be gradually relaxed to allow the child or children to regain self-control.

The force of the physical intervention will be always appropriate to the age, size and strength of the child or children involved.

If staff are not confident about their ability to contain a particular situation or type of behaviour, consideration will be given to calling the Manager or, in extreme cases, the police.

Where a member of staff has had to intervene physically to restrain a child, the manager will be notified and the incident recorded in the Incident Record Book. The incident will be discussed with the parent/carer at the earliest possible opportunity.

NOTE: If a staff member commits any act of violence or abuse towards a child at the club, serious disciplinary action will be implemented, according to the provisions of the Staff Disciplinary Procedures Policy.

The Management and committee have the overall responsibility to ensure that NY&CI maintains this commitment.

This policy will be reviewed at internal training day, any amendments will result in the policy being updated and displayed at the main office.

Mark Ord

Mark Ord Chair
NY&CI Management Committee

Date of Incorporation November 2021

Sharon Williams

Sharon Williams
NY&CI Project Manager

Date of Incorporation November 2021

29: Bullying

NY&CI is committed to providing an environment for children that is safe, welcoming and free from bullying. Bullying of any form is unacceptable in our Workplace, whether the offender is a child or an adult. The victim is never responsible for being the target of bullying.

Everyone involved in NY&CI, staff, children and parent/carers, will be made aware of the club's stance towards bullying. Such behaviour will not be tolerated or excused under any circumstances.

NY&CI defines bullying as the repeated harassment of others through emotional, physical, verbal or psychological abuse. Examples of such behaviour are as follows:

Emotional: Being deliberately unkind, shunning or excluding another person from a group or tormenting them.

Physical: Pushing, scratching, spitting, kicking, hitting, biting, taking or damaging belongings, tripping up, punching or using any other sort of violence against another person.

Verbal: Name-calling, put-downs, ridiculing or using words to attack, threaten or insult.

Psychological: Behaviour likely to instil a sense of fear or anxiety in another person.

Preventing Bullying Behaviour

The manager and the staff will make every effort to create a zero tolerance and caring and safe environment within our club, where bullying behaviour is not acceptable. Staff will discuss the issues surrounding bullying openly, including why bullying behaviour will not be tolerated and what the consequences of bullying behaviour will be.

Dealing with Bullying Behaviour

Despite all efforts to prevent it, bullying behaviour is likely to occur on occasion and the Club recognises this fact. In the event of such incidents, the following principles will govern the Club's response:

- All incidents of bullying will be addressed thoroughly and sensitively.
- Children will be encouraged to immediately report any incident of bullying that they witness. They will be reassured that what they say will be taken seriously and handled carefully.
- If a child or a member of staff tells someone that they are being bullied, they will be given the time to explain what has happened and reassured that they were right to tell.

- The individual who has been the victim of bullying will be helped and supported by the staff team. They will be kept under close supervision and staff will check on their welfare regularly.
- In most cases, bullying behaviour can be addressed according to the strategies set out in the Behaviour Management policy. The bully will be encouraged to discuss their behaviour and think through the consequences of their actions. Where appropriate, they will be encouraged to talk through the incident with the other person concerned.
- Where bullying behaviour persists, more serious actions may have to be taken, as laid out in the Suspensions and Exclusions policy.
- A member of staff will inform the parents/carers of all the children involved in a bullying incident at the earliest possible opportunity. If appropriate, staff will facilitate a meeting between the relevant parents/carers. At all times, staff will handle such incidents with care and sensitivity.
- All incidents of bullying will be reported to the manager and will be recorded in the Incident Record Book. In the light of reported incidents, the Manager and other relevant staff will review the club's procedures in respect of bullying.
- An anti-bullying contract has been drawn up for both children and parents to sign. Each child and parent are required to sign the policy if their child wishes to access any service here at NY&CI (breakfast, afterschool club youth provision and holiday provision. We take bullying seriously and each member can ask for a copy of the signed document. **(Please ask admin staff for a copy of this document)**

The Management and committee have the overall responsibility to ensure that NY&CI maintains this commitment.

This policy will be reviewed at internal training day, any amendments will result in the policy being updated and displayed at the main office.

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NY&CI Management Committee

Date of Incorporation November 2021

Sharon Williams

Sharon Williams
NY&CI Project Manager

Date of Incorporation November 2021

30: Suspensions and Exclusions

Our club is committed to dealing with negative behaviour in a non-confrontational and constructive manner. Wherever possible, disruptive or challenging behaviour will be tackled collectively between staff and children in the Club. Such procedures are outlined in the Behaviour Management policy.

However, there are occasions when such strategies alone will not alter or prevent negative behaviour.

Persistent unacceptable behaviour from a child will result in them receiving a formal warning from staff about their actions. Staff will explain to the child why their behaviour is unacceptable and the consequences of any further such incidents. Children will be encouraged to discuss their behaviour, to explain their actions, and helped to develop strategies to avoiding repeat incidents.

Details of all warnings, suspensions and exclusions will be recorded and kept on the club's records. Each warning should be discussed with the child concerned and their parent/carer. All staff will be made aware of any warnings given to a child. As a last resort, the club has the right to temporarily suspend or permanently exclude a child in the event of persistent and irresolvable unacceptable behaviour.

Only in the event of an extremely serious or dangerous incident will a child be suspended from the club with immediate effect. In such circumstances, the child's parent/carer will be contacted immediately and asked to collect their child. Children will not be allowed to leave the premises until a parent/carer arrives to collect them.

After an immediate suspension has taken place, the manager will arrange a meeting with the child concerned and their parents/carers to discuss the incident and decide if it will be possible for them to return to the club.

Suspensions and exclusions should be seen as consistent, fair and proportionate to the behaviour concerned. In setting such a sanction, consideration should be given to the child's age and maturity. Any other relevant information about the child and their situation should also be considered.

Children will only be suspended or excluded as a last resort, when there is no alternative action that could be taken, or when it is felt that other children and/or staff are potentially at risk. Wherever possible, the club will give parents/carers time to make alternative arrangements for childcare during a period of suspension.

Staff should always keep parents/carers informed about behaviour management issues relating to their child and attempt to work with them to tackle the causes of disruptive or unacceptable behaviour.

No member of staff may impose a suspension from the Club without prior discussion with the manager. Staff will consult the manager as early as possible if in danger or suspension or exclusion from the club.

When a suspension is over and before a child is allowed to return to the club, there will be a discussion between staff, the child and their parent/carer, setting out the conditions of their return.

The Management and committee have the overall responsibility to ensure that NY&CI maintains this commitment.

This policy will be reviewed at internal training day, any amendments will result in the policy being updated and displayed at the main office.

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Mark Ord Chair
NY&CI Management Committee

Date of Incorporation November 2021

Sharon Williams

Sharon Williams
NY&CI Project Manager

Date of Incorporation November 2021

31: Partnership with Parents and Carers

NY&CI recognises that parents/carers play the fundamental role in a child's development and this should be acknowledged as the basis for a partnership between the club and parents/carers.

The staff team is committed to working in partnership with parent/carers to provide high quality, safe and stimulating care, learning and play opportunities for children. NY&CI aims to achieve this by:

- Ensuring that parents/carers are made to feel welcome and valued in all dealings with NY&CI.
- Informing parents about the registration system for the compulsory and/or voluntary parts of the childcare register.
- Ensuring that parents'/carers' concerns are always listened to by NY&CI whenever they are raised. The manager will ensure that parents/carers receive a prompt response from NY&CI.
- Working with parents to support their children. This involves sensitive observational assessment - based on the EYFS principles. NY&CI will identify the learning need of each child and respond accordingly.
- Providing parents with regular information about activities undertaken by the children, for example, through walls displays, and other examples of work.
- A pledge to parents/carers, which will outline what they can expect from NY&CI will be given to every parent/carer when their child starts at NY&CI. A copy will also be posted up in the foyer of the premises.
- Making all information and records held by NY&CI on a child available to their parents/carers, unless it is subject to investigation by the police or other statutory agencies.
- Ensuring that NY&CI's policies and procedures are made available to parents/carers on request. Also, making copies of the complaints procedure and safeguarding procedures available to parents.
- Ensuring that any complaints from parents/carers are dealt with swiftly and effectively in accordance with the provisions of the Complaints Procedure policy.
- Encouraging parents/carers to undertake supportive roles at NY&CI, such as volunteering or participating in activities, visits or outings.
- Keeping parents/carers up to date with any changes in the operation of NY&CI, such as alterations to the opening times or fee levels.

For occasions in which childcare cannot be provided, the Manager will make alternative arrangements with parents and/or other childcare providers.

The Management and committee have the overall responsibility to ensure that NY&CI maintains this commitment.

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Sharon Williams

Sharon Williams
NY&CI Project Manager

Date of Incorporation November 2021

32: Uncollected Children

NY&CI has the highest regard for the safety of the children in our care – from the moment they arrive to the moment that they leave.

At the end of every session, staff will ensure that all children are collected by a parent, carer or designated adult, in accordance with the Arrivals and Departures policy. If for some reason a child is not collected at the end of a session, the following procedures will be activated.

- If a parent, carer or designated adult is more than 15 minutes late in collecting their child, the Manager will be informed.
- The manager will call the parent, carer or designated adult, and use any other emergency contact details available in order to try to ascertain the cause for the delay, and how long it is likely to last. Messages will always be left on any answer phone requesting a prompt reply.
- While waiting to be collected, the child will be supervised by at least two members of staff who will offer them as much support and reassurance as is necessary.

There is a nominal fee of £10 per child for each 15 minutes you are late

- If, after repeated attempts, no contact is made with the parent, carer or designated adult, and a further period of 30 minutes has elapsed, the manager will call the local social services department for advice. Care line 0151 233 3700 – Ofsted 03001231231
- In the event of the social services being called and responsibility for the child being passed to a child protection agency, the manager will attempt to leave a further telephone message with the parent/carer or designated adults' answerphone. Furthermore, a note will be left on the door of NY&CI premises informing the parent,

carer or designated adult of what has happened. The note will reassure them of their child's safety and instruct them to contact the local social services department.

- Under no circumstances will a child be taken to the home of a member of staff, or away from NY&CI premises unless absolutely necessary, in the course of waiting for them to be collected at the end of a session.
- The child will remain in the care of NY&CI until they are collected by the parent, carer or designated adult, or alternatively placed in the care of social services.
- Incidents of late collection will be recorded by the manager and discussed with parents/carers at the earliest opportunity. Parents and carers will be informed that late collection will result in the imposition of a fine or the loss of their child's place at the club.

The Management and committee have the overall responsibility to ensure that NY&CI maintains this commitment.

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Mark Ord Chair
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Date of Incorporation November 2021

Sharon Williams

Sharon Williams
NY&CI Project Manager

Date of Incorporation November 2021

33: Missing Children

NY&CI has the highest regard for the safety of the children in our care. Staff will always be extremely aware of the potential for children to go missing during sessions.

Even when all precautions are properly observed, emergencies can still arise. Therefore, members of staff will undertake periodic head counts, especially at the transition points between sessions (in addition to the registration procedures set out in the Arrival and Departures policy). If for any reason a member of staff cannot account for a child's whereabouts during a session at the club, the following procedure will be activated:

- The member of staff in question will inform both the manager and the rest of the staff team that the child is missing and a thorough search of the entire premises will commence. The staff team will be careful not to create an atmosphere of panic and to ensure that the other children remain safe and adequately supervised.

- The manager will nominate two members of staff, to search the area surrounding the premises. All staff will be extra vigilant to any potentially suspicious behaviour or persons in and around the premises.
- If after 15 minutes of thorough searching the child is still missing, the manager will inform the police and then the child's parent/carer.
- While waiting for the police and the parent/carer to arrive, searches for the child will continue. During this period, other members of staff will maintain as normal a routine as is possible for the rest of the children at NY&CI.
- The manager will be responsible for meeting the police and the missing child's parent/carer. The manager will co-ordinate any actions instructed by the police, and do all they can to comfort and reassure the parents/carers.
- Once the incident is resolved, the manager and the staff team will review relevant policies and procedures and implement any necessary changes (paying particular note to the relevant provisions of NY&CI's Site Security and Risk Assessment policies).
- All incidents of children going missing from NY&CI will be recorded in the Incident Record Book, and in cases where either the police or social services have been informed, OFSTED will also be informed, as soon as is practicable.

The Management and committee have the overall responsibility to ensure that NY&CI maintains this commitment.

This policy will be reviewed at internal training day, any amendments will result in the policy being updated and displayed at the main office.

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Mark Ord Chair
NY&CI Management Committee

Date of Incorporation November 2021

Sharon Williams

Sharon Williams
NY&CI Project Manager

Date of Incorporation November 2021

34: Complaints Procedure

NY&CI is committed to providing a safe, stimulating, consistent and accessible service to children and their parents/carers. We always aim to provide high quality services for everyone, but accept that sometimes things do not always go to plan. In such circumstances, we want to know so that we can put them right and learn from our mistakes.

This policy constitutes NY&CI's formal Complaints Procedure. It will be displayed on the premises at all times.

Under normal circumstances, the manager will be responsible for managing complaints. If a complaint is made against the manager, the Registered Person will conduct the investigation. All complaints made to staff will be recorded in detail in the Incident Record Book. The Registered Person will ensure that each complaint is fully investigated.

If the manager has good reason to believe that the situation has child protection implications, the designated Safeguarding Officer will be informed who will then ensure that the local social services department is contacted, according to the procedure set out in the Child Protection policy. If any party involved in the complaint has good reason to believe that a criminal offence has been committed, then the police are contacted.

Stage One

If a parent/carer has a complaint about some aspect of NY&CI's activity, or about the conduct of an individual member of staff, it will often be possible to resolve the problem by simply speaking to the individual concerned and/or to the manager. As outlined in the Partnership with Parents/Carers policy, NY&CI is committed to open and regular dialogue with parents/carers and NY&CI welcomes all comments on its services, regardless of whether they are positive or negative.

In the first instance, parents/carers are encouraged to speak directly to the relevant member of staff, if deemed appropriate. If not, the manager should be approached and they will try to resolve the problem. If a satisfactory resolution cannot be found, then Stage Two of the procedure will formally come into operation.

Stage Two

If informal discussions of a complaint or problem have not produced a satisfactory resolution to the situation, parents/carers should put their complaint in detail and in writing to the manager. Relevant names, dates, evidence and any other important information on the nature of the complaint should be included.

NY&CI will acknowledge receipt of the complaint as soon as possible – within three working days at least – and fully investigate the matter. If there is any delay, NY&CI will advise the parent/carers of this and offer an explanation. The Manager will be responsible for sending them a full and formal response to the complaint – within 28 days of having received the complaint*.

* The CR requires a parent who makes a complaint, receive a written outcome of the investigation within 20 days of having made the complaint.

The formal response to the complaint from NY&CI will be sent to the parent/carer concerned and copied to all relevant members of staff if appropriate. The response will include an account of the findings; any actions taken as a result, recommendations for dealing with the complaint and any amendments to NY&CI's policies or procedures emerging from the investigation.

The manager will arrange a time to meet the parent/carer concerned and any other relevant individuals, such as members of staff, to discuss the complaint and NY&CI's response to it. The manager will judge if it is best for all parties to meet together or if individual meetings are more appropriate.

If at the conclusion of this process parents/carers remain dissatisfied with the response they have received, the original complaint along with NY&CI's response will be passed to the Registered Person who will adjudicate the case.

The Registered Person will communicate a detailed response, including any actions to be taken, to both the manager and the parents/carers concerned within 15 working days.

Records of all complaints must be retained for a period of at least 3 years from when the record was made.

Parents will be allowed access to all written records about their children on request (except in exceptional cases).

Parents will be given on request, the address and telephone number of Ofsted.

Making a Complaint to OFSTED

Any parent/carer can, at any time, submit a complaint to OFSTED about any aspect of registered childcare provision OFSTED will consider and investigate all complaints received.

The Management and committee have the overall responsibility to ensure that NY&CI maintains this commitment.

This policy will be reviewed at internal training day, any amendments will result in the policy being updated and displayed at the main office.

Mark Ord

Mark Ord Chair
NY&CI Management Committee

Date of Incorporation November 2021

Sharon Williams

Sharon Williams
NY&CI Project Manager

Date of Incorporation November 2021

35: Whistle Blowing -Safeguarding

Whistle Blowing is the term used for an employee raising concerns about practices and procedures in their workplace.

The Whistle Blowing Policy aims to provide a detailed framework for formal reporting of concerns regarding corruption, malpractice, illegal acts or any other form of act encountered in the course/context of employment giving cause for concern.

The Purpose of this policy is to:

- To encourage individuals to feel confident in raising concerns about the safety and welfare of children, young people and vulnerable adults involved in the services delivered by Netherley youth & community initiative.
- concerns and top receive feedback on any action taken
- To ensure that individuals receive a response to their concerns

The policy provides step by step instruction on how to proceed in the event that an employee wishes to make a whistle-blowing complaint. The roles of all parties to a whistle-blowing case are set out legislative and organisational assurances of support for the whistle-blower are provided. The policy also defines the steps to be taken in the event of malicious whistle-blowing.

Protection as an employee for blowing the whistle

You are protected as a whistle-blower if you:

- are a 'worker'
- believe that malpractice in the workplace is happening, has happened in the past or will happen in the future
- are revealing information of the right type (a 'qualifying disclosure')
- reveal it to the right person, and in the right way (making it a 'protected disclosure')

'Worker' has a special wide meaning in the case of whistleblowing. As well as employees it includes, agency workers and people who aren't employed but are in training with employers. Some self-employed people may be considered to be workers for the purpose of whistleblowing if they are supervised or work off-site.

Protected disclosures

For your disclosure to be protected by the law you should make it to the right person and in the right way. You must:

- make the disclosure in good faith (which means with honest intent and without malice)
- reasonably believe that the information is substantially true

- reasonably believe you are making the disclosure to the right 'prescribed person'

If you make a qualifying disclosure in good faith to your employer, or through a process that your employer has agreed, you are protected. You should check your employment contract to see if your employer has set out a process for whistle blowing.

If you feel unable to make a disclosure to your employer then there are other 'prescribed people' you can make a disclosure to. If you are unsure, you should always get professional advice before going ahead. Anything you say to a legal adviser in order to get advice is automatically protected.

You could make a qualifying disclosure to the person responsible for the area of concern to you. For example, you might raise concerns about health and safety with a health and safety representative.

In some circumstances you may be able to make a disclosure to someone who isn't prescribed. More information on prescribed persons is contained in the 'blowing the whistle on workplace wrongdoing' article.

Safeguarding children: OFSTED's whistle-blower hotline

OFSTED is piloting a whistle-blower hotline for council employees and those working with young children who want to report concerns about practices and procedures for the safeguarding of children and young people.

The hotline can be contacted by:

- Telephone Ofsted 0300 123 1231 (Monday to Friday from 8am to 6pm)
- Email – whistleblowing@ofsted.gov.uk
- Letter – The National Business Unit, Ofsted, Piccadilly Gate, Store Street, Manchester M1 2WD

Before using the hotline, OFSTED recommend that individuals first read their employer's whistleblowing policy and raise their concerns with the employer. Relieved

If the employer does not have a whistleblowing policy or if the individual is still not sure how to raise your concerns, the individual should first get free and confidential advice from the independent whistleblowing charity Public Concern at Work on: Tel: 020 7404 6609 or email helpline@pcaw.co.uk

Guidance on whistleblowing legislation can be found at

<http://www.pcaw.co.uk/law/uk/legislation.htm>

<http://www.pcaw.co.uk>

<http://www.ofsted.gov.uk/Ofsted-home/About-us/Contact-us/Safeguarding-children-Ofsted-s-whistleblower-hotline>

<http://www.ofsted.gov.uk/Ofsted-home/News/News-Archive/2009/April/Whistleblower-hotline-pilot>

36: Safeguarding children

NY&CI believes that children have the right to be completely secure from both the fear and reality of abuse, and we are committed to protecting all the children in our care from harm.

NY&CI will appoint a member of staff as the Designated Safeguarding Officer. This Officer will have suitable experience, training and expertise, and will be responsible for liaising with social services, Local Safeguarding Children Partnership (LSCP) and Ofsted in any child protection matter.

Designated Person: Sharon Williams - 07736793664

Designated Deputy: Gemma Williams - 01514876421

In the event of any concerns regarding a child then either of the above named should be informed at the earliest available opportunity. The designated person will inform the relevant Social Service Department without delay. The designated person will also ensure that the child protection procedures are kept up to date and reviewed.

NY&CI's child protection procedures comply with all relevant legislation and other guidance or advice from the Local Safeguarding Children Partnership.

NY&CI is committed to reviewing its Safeguarding Children policy and procedures at regular intervals. The policy and its procedures will be shared with parents/carers during their child's settling in period.

The objective of NY&CI is to ensure that all staff and volunteers working with children are carefully selected, understand and accept responsibility for the safety of those individuals in their care.

To ensure that the child's welfare is of paramount importance when undertaking any activities.

To respond swiftly and appropriately to all suspicions or allegations of abuse and to ensure confidential information is restricted to the appropriate individuals within NY&CI and appropriate external agencies.

Recruitment:

All reasonable steps will be taken to ensure unsuitable individuals are prevented from having any involvement with Netherley Youth & Community Initiative.

Staff and Volunteer recruitment procedures will include a Disclosure and Barring Service (DBS) checks, at the appropriate level, for all personnel with access to children and should always include self-declaration and the use of references. This will include all members of the staff and management team. All prospective staff/volunteers should be 'interviewed' this need not to be a formal interview.

We will ensure all staff and volunteers have appropriate training.

Should any concerns arise following a DBS Disclosure then this will be passed onto Liverpool City Council for Voluntary Service and/or Liverpool City Council's Children's Safeguarding Board will be contacted for information and guidance. Any Disclosure that causes concern will be accessed to establish the level of risk the

subject poses to children, other service users, colleagues, the general public and/or our organisation. A number of questions will be asked:

- Does the offence relate directly to work with children?
- What is the seriousness of the offence(s) and the circumstances surrounding it?
- How long is it since the offence was committed?
- Does the subject have a pattern of offending?
- Has the subject's situation changed since the offence occurred?
- What is the subject's explanation of the offence?
- Did the subject declare the offence prior to the Disclosure?

If all these questions are not answered satisfactorily then the prospective staff/volunteer will not be allowed to join the organisation.

All new staff/volunteers will go through a probation and induction process, including relevant training. Ongoing training and supervision will ensure all staff/volunteers are adequately supported.

Each member of staff and Volunteers at NY&CI are required to complete it on an annually basis. This is a signed declaration from each employer to confirm they are a suitable person to work with children at NY&CI.

Any concerns about staff/volunteer should be passed on to the designated person: Sharon Williams Project Manager of Netherley Youth & Community Initiative.

Recognising Child Abuse

Child abuse manifests itself in a variety of different ways, some overt and others much less so. All staff have child protection training and will be vigilant to signs and evidence of physical, sexual and emotional abuse or neglect.

Physical Abuse: This involves hitting, shaking, throwing, burning, suffocating or any other physical harm. Deliberately causing a child's ill health also constitutes physical abuse.

Sexual Abuse: This involves forcing or enticing a child to take part in sexual activities, whether or not the child is aware of what is happening. The activities may involve physical contact, including penetrative or non-penetrative acts. Showing children pornographic materials, sexual activities, or encouraging children to behave in sexually inappropriate ways also constitutes sexual abuse.

Emotional abuse: Varying degrees of emotional abuse is present in virtually all child protection incidents, but can also constitute abuse in its own right. Emotional abuse involves persistent or severe emotional ill-treatment or torture causing, or likely to cause, severe adverse effects on the emotional stability of a child. Such behaviour may involve conveying to a child that they are worthless, unloved, or inadequate, or making them feel unnecessarily frightened or vulnerable.

Neglect: Neglect is the persistent failure to meet a child's basic physical, emotional or psychological needs, such as is likely to have a severe impact on their health, development or emotional stability. Neglect may involve failing to provide adequate food, shelter or clothing for a child, or failing to adequately protect them from physical harm or ill health. Neglect can also manifest itself in a failure to meet the basic emotional needs of child.

Staff Support and Training

NY&CI is committed to ensuring that it meets its responsibilities in respect of child protection through the provision of support and training to staff. Therefore, NY&CI will ensure that:

- All staff, students and volunteers are carefully recruited, have verified references and have full and up to date Criminal Record Bureau checks (Now DBS)
- All staff and volunteers are given a copy of the Safeguarding Children policy during their induction, and have its implications explained to them.
- All staff and volunteers receive regular training and supervision in child protection issues and are provided with any relevant information and guidance.
- All staff are provided with supervision and management support commensurate with their responsibilities in relation to child protection, and their requirement to maintain caring and safe relationships with children.
- All staff are aware of the main indicators of child abuse.
- All staff are aware of their statutory requirements in respect of the disclosure or discovery of child abuse and the procedure for doing so. All students and volunteers are instructed to report the disclosure or discovery of abuse to the Manager.
- NY&CI will take appropriate action in relation to the findings of any investigation into allegations of abuse, consistent with its duties to protect the safety of children and uphold fair processes for staff, students and volunteers.
- Any member of staff, a student or volunteer under investigation for the alleged abuse of a child, will be subject to the provisions of the Staff Disciplinary Policy.

Safe Caring

All staff understand the NY&CI's safeguarding procedures and have had appropriate training and guidance in the principles of safe caring. To this end:

- Every effort will be made to avoid or minimise time when members of staff, students or volunteers are left alone with a child. If staff are alone with a child, the door of the room should be kept open and another member of staff should be informed.
- If a child makes inappropriate physical contact with a member of staff, students or volunteer, this will be recorded fully in the Incident Record Book.
- Staff will never carry out a personal task for children that they can do for themselves. Where this is essential, staff will help a child whilst being accompanied by a colleague. Unless a child has a particular need, staff should not accompany children into the toilet. Staff are aware that this and other similar activities could be misconstrued.

- Staff will be mindful of how and where they touch children, given their age and emotional understanding. Unnecessary or potentially inappropriate physical contact will be avoided at all times.
- All allegations made by a child against a member of staff will be fully recorded, including any actions taken, in the Incident Record Book. In the event of there being a witness to an incident, they should sign the records to confirm this. We also have CCTV available to look back on in any incidents that are reported to help witness and support staff and children in any allegations.

Dealing with Allegations

NY&CI is committed to ensuring that it meets its responsibilities in respect of safeguarding children by treating any allegation seriously and sensitively. NY&CI will review the levels of need within the allegation and consult with parents/carers depending on the circumstances ensuring the child will not be put in any harm. On discovering an allegation of abuse, the designated safeguarding officer will consult with multi agencies at the early help hub for advice or guidance, if our designated safeguarding officer is not fully satisfied with explanations or have been advised to take it further then we will then make a referral to ChildLine and complete a multi-agency referral form the further action will be taken via referring the case to

Children's Child line integrated services 0151 233 3700

Further to this, the following principles will govern any suspected or reported case of abuse:

- Where actual or suspected abuse comes to the attention of staff, they will report this to the manager and the Designated Safeguarding Officer at the earliest possible opportunity.
- Staff are encouraged and supported to trust their professional judgment and if they suspect abuse has or is taking place to report this.
- Full written records of all reported incidents will be produced and maintained. Information recorded will include full details of the alleged incident; details of all the parties involved; any evidence or explanations offered by interested parties; relevant dates, times and locations and any supporting information or evidence from members of staff. NY&CI will demonstrate great care in distinguishing between fact and opinion when recording suspected incidents of child abuse.
- The manager and the Designated Safeguarding Officer will be responsible for ensuring that written records are dated, signed and kept confidentially.
- If an allegation of abuse is made against the manager or the Designated Safeguarding Officer, the Registered Person will be informed as soon as possible. They will then assume responsibility for the situation or delegate this role to a senior member of staff.
- Staff will ensure that all concerns and allegations are treated with sensitivity and confidentiality.

- Any children involved in alleged incidents will be comforted and reassured. In circumstances where a child makes an allegation or a disclosure, the member of staff concerned will:

1 Listen fully to all the child has to say.

2 Make no observable judgement.

3 Ask open questions that encourages the child to speak in their own words, and to not direct questions specifically when a disclosure is given.

4 Ensure the child is safe, comfortable and not left alone.

5 Make no promises that cannot be kept; such as promising not to tell anybody what they are being told.

Where possible, NY&CI will always respect the wishes of children and young people who do not consent to share confidential information. However, the lack of consent can be override if the facts of the case are in the public interest.

NY&CI will always consider the safety and welfare of a child or young person when making decisions to share information about them. Where there is concern that the child is suffering or at risk of suffering significant harm, the child's safety and welfare must be the overriding factor.

Staff will be made aware of the Liverpool City Council booklets '*Your Responsibilities when you have concerns about a child*' (2009)

Referring Allegations to Child Protection Agencies

If the manager or the Designated Safeguarding Officer has reasonable grounds for believing that a child has been – or is in grave danger of being – subject to abuse, the following procedure will be activated:

Firstly, staff will speak to parents about any concerns and try to discuss the matter, however in some cases this may not be in the best interest of the child therefore will be discussed at the earliest possible opportunity with ChildLine for further immediate action, on the number below;

ChildLine Children's services 0151 233 3700

- The manager or the Designated Safeguarding Officer will communicate as much information about the allegation and related incidents as is consistent with advice given by social services and the police.

- At all times, the safety, protection and interests of children concerned will take precedence. The manager and staff will work with and support parents/carers as far as they are legally able.

- NY&CI will assist the social services and the police, as far as it is able, during any investigation of abuse or neglect. This will include disclosing written and verbal information and evidence.

- OFSTED will be informed of any allegations of abuse against a member of staff, student or volunteer, or any abuse that is alleged to have taken place on the premises or during a visit or outing within 14 days.

A separate file with additional information regarding Safeguarding is available and kept with all key files. Also located within the file is a Safeguarding Referral Form which if needed, must be completed and returned to the nominated Safeguarding Officer.

CHILD SEXUAL EXPLOITATION (CSE)

NY&CI have a responsibility to help identify children and young people at risk of sexual exploitation; agencies also have responsibility both individually and collectively for ensuring that the child or young person is protected from any further risk of harm. NY&CI will ensure all staff are fully trained to become aware of the tell-tale signs.

Our aim is to prevent and safeguard all children from child sexual exploitation and to prevent and safeguard individual children who are identified as at risk, or victims of child sexual exploitation.

NY&CI work within the guidelines set out in the Liverpool Safeguarding Children Partnership who uses a Multi-Agency Competency Framework for safeguarding children. Where NY&CI staff or DSO feel it should be escalated, we would then contact Belle Vale Early Help HUB – Margaret Burns Lead Manager Early Help Hub for further guidance, which may then be escalated to ChildLine.

A copy of the Multi Agency Strategy 2016-17 is available on request

Female Genital mutilation

NY&CI have a duty of care to protect and prevent any female child/young person from this abuse.

In October 2015 it is a legal requirement and been enforced as a legal requirement is an offence for any person to as a professional body to report any information regarding to a child of age from 4years to 15 of ethnicity – African etc. Staff of NY&CI have undertaken training from the LSCP, to look for signs to look out for in children where this may occur.

Any concerns we have a duty of care to inform the police as it is an offence to obtain any information of a child being taken out of the United Kingdom to have a religious ritual carried out as - Female Genital Mutilation. Any persons associated in taking the child from United Kingdom will be breaking the law. This is a prison offence.

As a professional body we can also be prosecuted from obtaining vital information which could prevent this unlawful act from occurring. Please refer to Children who run away or go missing from home or care strategy Policy

Related Guidance updated in August 2016 to include updates of legislation on F.G.M.
[Children and families who go missing procedure August 2016](#)

**Any Concerns – Complete an incident form and contact police on 101 and report information then inform Care line 03001231231.
Ofsted 03001231231**

Sources of Further Information:

The Department of Health website www.doh.gov.uk contains a practical guide to the law relating to child protection, especially The Protection of Children Act 1999. It also has a link to a publication entitled: “What to do if you’re worried a child is being abused”. This publication has been developed to assist practitioners to safeguard and promote the welfare of children. It sets out the process for safeguarding children. It is aimed at those who come into contact with children and families in their everyday work. The booklet ‘Safe from Harm’: Code of Practice for safeguarding the welfare of Children in Voluntary Organisations in England and Wales, is available from the Home Office website www.homeoffice.gov.uk .

For England and Wales, the Disclosure and Barring Service (D.B.S.) ‘one stop’ service of records checks for information provided by Police, Department of Health and Department of Education and Skills. Further details can be found on their website www.disclosures.co.uk

The Liverpool Safeguarding Children Partnership (LSCP) is an interagency forum established to ensure that different services and professional groups cooperate effectively to Safeguard children in Liverpool.

The work of the LSCP is monitored by the Children and Families Strategic Partnership (CFSP) a multiagency group chaired by the Chief Executive of North Liverpool PCT.

If you have a concern about a child which you wish to discuss please contact:

- **Careline Children’s Service on 0151 233 3700.**
- **Merseyside Police on 999 or 0151 709 6010.**
- **Child Protection Helpline 0808 800 5000.**

Information about the LCSP can be found at <https://liverpoolscp.org.uk/scp>
NSPCC. A registered charity established to prevent cruelty to children. Help line for concerns about a child’s welfare. 0808 800 5000 (24 Hours)

Website www.nspcc.org.uk

Barnardos will support with child protection training. For further information contact:
Email: Samantha.morey@barnardos.org.uk

Radicalisation and Extremism Policy

NY&CI staff and volunteers have all been trained by the LSCP Liverpool safeguarding Childrens Partnership. To ensure quality care and expertise to prevent radicalisation and extremism amongst are children or young people at NY&CI. Any

irregular patterns of conversation change or behaviour changes are to be noted and recorded. If behaviour increases to be brought to the attention of DSO at NY&CI who will then seek guidance and advice from the LADO (Local Authority Designated Safeguarding Officer). We have a duty of care to prevent and protect children and young people and to ensure safe protection at all times.

Staff are familiar with the tell-tale signs, for example change in conversations reference to political agenda, political movement over in the east. Becoming isolated from friends and families etc. Manager will seek support and advice from Staff will continue to observe irregular behaviour patterns. Offer help and assistance towards the child. If behaviour is becoming strange and irregular and persistent to seek further agencies – LADO, Careline, LSCP, Police.

Staff and volunteers will continue to observe and put into practice the prevent duty responsibility to ensure we are fully committed to protect and preserve vulnerable children and families.

NY&CI aims are to put into practice the prevent duty policy and promote procedures from Channel production. -Prevent and safeguard children.

The Prevent duty: NY&CI fulfil the Prevent duty, it is essential that staff are able to identify children who may be vulnerable to radicalisation, and know what to do when they are identified. Protecting children from the risk of radicalisation should be seen as part of schools' and childcare providers' wider safeguarding duties, and is similar in nature to protecting children from other harms (e.g. drugs, gangs, neglect, sexual exploitation), whether these come from within their family or are the product of outside influences.

It is important to emphasise that the Prevent duty is not intended to stop pupils debating controversial issues.

The statutory framework for the Early Years Foundation Stage sets standards for learning, development and care for children from 0-5, thereby assisting their personal, social and emotional development and understanding of the world. The Prevent duty is entirely consistent with schools' and childcare providers' existing responsibilities and should not be burdensome. makes specific reference to the need to have safeguarding arrangements to promote pupils' welfare and prevent radicalisation and extremism.

NY&CI Prevent duty summarises the requirements of four general themes:

Risk assessment,

NY&CI Staff have undergone training to reduce risk and prevent the risk of children being drawn into terrorism, including support for extremist ideas. The general risks affecting children and young people may vary from area to area, and according to their age. As childcare provider, we have a duty to identify risks understand these risks so that we can respond in an appropriate and proportionate way.

Staff should be aware of the ongoing increased risk, of online radicalisation, How they seek to radicalise young people through the use of social media and the internet.

There is no single way of identifying an individual who is likely to be susceptible to a terrorist ideology. As with managing other safeguarding risks, staff should be alert to

changes in children's behaviour which could indicate that they may be in need of help or protection. Children at risk of radicalisation may display different signs or seek to hide their views.

Staff should use their professional judgement in identifying children who might be at risk of radicalisation and act proportionately. Even very young children may be vulnerable to radicalisation by others, whether in the family or outside, and display concerning behaviour. The Prevent duty does not require childcare providers to carry out unnecessary intrusion into family life but as with any other safeguarding risk, they must take action when they observe behaviour of concern. Schools and childcare providers should have clear procedures in place for protecting children at risk of radicalisation.

Working in partnership.

NY&CI works alongside agencies of support for example The Early Help Hub based in Belle vale sure start. We access the Early help directory. Access all training via LSCP. Reach out to other agencies such as addiction, sure start and police. Our main source of networking is with all four local primary schools. We have strong communications to ensure the safe and wellbeing of the child. If a family is in need of additional support NY&CI or the school may have opened a EHAT which will offer additional support for the family during their time of need. By working together with other professionals enables us to offer additional support for the family essential support to prevent families escalating further up to the scale of 3 and 4 based to Need guidance and levels of Need Framework.

Multiagency networking is essential for the wellbeing and safety of a child. Its paramount the flow of communications flow through staff of NY&CI and other professionals to ensure vulnerable children, who have complex needs and may feel isolated via a bereavement in the family etc. It is important to observe Childrens behaviour patterns; we can offer one to one chat and raise concern during staff meeting. If behaviour increases the manager will share her concerns amongst other professionals, e.g. School teacher. The manager will then seek further support from other professionals as this could well lead for the child to radicalisation and extremism vulnerability.

Escalation Policy

'Effective Escalation Supports Effective Safeguarding'. Escalation is a process of formally challenging a decision made by another professional, group or organisation. Escalation procedures ensure that all professionals have a quick and straightforward means of resolving professional differences in order to safeguard the welfare of children and young people.

Effective working together depends on an open approach, clarity of roles and responsibilities and genuine, and honest, relationships between agencies. Escalation is a means of resolving professional differences and is an integral part of joint working to safeguard children. Netherley Youth & Community Initiative (NYCI) encourages effective challenge to support effective safeguarding. All agencies across the partnership have agreed to work in a culture of genuine partnership working and have committed to the following principles;

- The safety and wellbeing of individual children and young people is the paramount consideration in any effective challenge and escalation.
- Effective challenge is a positive action.
- Practitioners should take responsibility for their own cases and actions;
- Any disagreements between agencies should be resolved as simply and quickly as possible;
- Practitioners should respect the views of others, whatever their level of experience, the role they fulfil or agency they represent.
- Practitioners and managers should always be prepared to review decisions and plans with an open mind;
- Working together effectively depends on resolving disagreements to the satisfaction of workers and agencies, with a genuine commitment to partnership working.

Differing opinions could arise in a number of areas, but are most likely to arise when considering:

- levels of need and intervention,
- lack of understanding of roles and responsibilities,
- The need for action and communication

WHEN ANY PROFESSIONAL CONSIDERS A CHILD IS AT IMMEDIATE RISK OF SIGNIFICANT HARM, THEN THE INDIVIDUAL MUST ENSURE THEIR CONCERNS ARE ESCALATED ON THE SAME WORKING DAY USING ESTABLISHED SAFEGUARDING PROCEDURES.

Where professionals consider that the practice, or the decision making of other professionals is placing children at risk of harm, they must be assertive act swiftly and ensure that they challenge any relevant professionals in line with this policy.

- The safety of individual children is the paramount consideration in any professional activity.
- Resolution should be sought within the shortest timescale possible to ensure the child is protected.

This procedure is not designed to replace complaint processes established within individual partner agencies.

Escalation Process

Process to be followed were escalation process needs to be used in cases of disagreement resolution;

1. Try to resolve the difference between agencies and staff directly involved to share information.
2. Escalate to Management of both agencies to see if concerns can be resolved and information shared.
3. Where resolution cannot be made management to contact Local Early Help Hub (Belle Vale) to consort their records i.e., Liquid Logic, social workers.
4. Finally, Escalation would then have Management contact our Local Authority Designated Officer (LADO);

Ray Said (<tel:015123308460>, mobile: 07841727309)

Pauline Trubshaw (<tel:01512330846>, Mobile: 07716702034)

Mark Ord

Mark Ord Chair
NY&CI Management Committee

Date of Incorporation November 2021

Sharon Williams

Sharon Williams
NY&CI Project Manager

Date of Incorporation November 2021

Staff training

NY&CI are robust on training to ensure we update and comply with all current safeguarding legislation. The manager, deputy and majority of staff have all undergone training associated with sexual exploitation, domestic violence, WRAP (workshop to raise awareness of Prevent) and Female Genital Mutilation (FGM). NY&CI networks amongst professionals to obtain up to date legislation as a safeguarding officer. The information is then cascaded down to other staff members. Updated policies will be implemented to embed good practice within our setting.

IT policies

To ensure that children are safe from terrorist and extremist material when accessing the internet during NY&CI childcare provision.

We have restrictions in place to prevent any unrewarded sources of information from being displayed. Also, a member of staff supervises at all times when children access the computers to ensure safety at all times within the computer room. Chat rooms are prohibited at all times.

As a childcare provider our strategic partner, 4Children, have published the following good practice examples demonstrating what promoting fundamental British Values means in the early years.

Building Childrens resilience to radicalisation

By providing a safe environment for children to come along and freely debate debating controversial issues and helping them understand how they can influence and participate in decision making. As a childcare provider we promote personal social and Health Education (PSHE), which can be effective way of providing pupils with time to explore sensitive or controversial issues and equipping them with the knowledge and skills to understand and manage difficult situations. The subject can be used to teach the child recognise and manage risk, and make safer choices and recognise when pressures from others threatens their personal safety and wellbeing. To enable them to develop effective ways of resisting pressures. Including knowing when and how to get help. AS a provider we need to by encouraging the child to develop positive energy through PSHE such as resilience, determination, self-esteem and confidence. Number of resources is available to support schools, and as a childcare provider we will help them to develop as a child, here they are vulnerable to radicalisation and case studies illustrating the types of intervention that may be appropriate (via School Head teachers) in addition to channel.

What to do if you have a concern as explained above, if a member of staff from NY&CI has a concern about a particular child, they should follow it up with DSO and then thereafter if concerns increase, network with the school and child's form tutor. the school's normal safeguarding procedures, including discussing with the school's designated safeguarding lead, and were deemed necessary, with children's social care. In Prevent priority areas, the local authority will have a Prevent lead who can also provide support. You can also contact your local police force or dial 101 (the non-emergency number). They can talk to you in confidence about your concerns and help you gain access to support and advice. The Department for Education has dedicated a telephone helpline **(020 7340 7264)** to enable staff and governors to raise concerns relating to extremism directly. Concerns can also be raised by email to counter.extremism@education.gsi.gov.uk. Please note that the helpline is not intended for use in emergency situations, such as a child being at immediate risk of harm or a security incident, in which case the normal emergency procedures should be followed.

MOBILE PHONES

No phones are permitted during the setting. All mobiles should be left in the office and only used after a session has ended. Staff and volunteers must not use mobile phones for taking pictures unless it is a phone provided by the work place for updating social media and sending photos via email for funding etc. And the staff member taking the photographs is fully aware of children who do not have consent from parents/ carers for photographs within NY&CI **Anyone using a personal mobile phone during sessions will be disciplined.**

The Management and committee have the overall responsibility to ensure that NY&CI maintains this commitment.

This policy will be reviewed at internal training day, any amendments will result in the policy being updated and displayed at the main office.

Mark Ord

Mark Ord Chair
NY&CI Management Committee

Date of incorporation November 2021

Sharon Williams

Sharon Williams
NY&CI Project Manager

Date of incorporation November 2021

37: Documentation and Information- Data Protection

NY&CI recognises the importance of maintaining up to date and accurate records, policies and procedures necessary to operate safely, efficiently and in accordance with the law.

NY&CI is also aware of its obligations with regard to the storing and sharing of information under the Data Protection Act 1998, and is committed to complying with its regulations and guidance. The manager and staff are aware of the implications of the Data Protection Act 1998 in so far as it affects their roles and responsibilities within NY&CI.

NY&CI is committed to a policy of openness with parents/carers with regard to its policies and procedures and the information that the club holds on their child. Records and information will be made available to parents/carers on written request unless subject to an exemption. If for any reason a request is going to be refused, then this decision, and an explanation, will be communicated in writing.

NY&CI's certificate of registration or any notice of suspension of registration will be displayed on the premises at all times.

Record Keeping

Ordinarily, information kept on a child will include:

- Birth name (along with any other name the child is known by).
- Date of birth
- Gender
- School attended
- Ethnic background*
- Religion
- Languages spoken
- Home address and telephone number(s)
- Parents and carers names and addresses
- Parents or carers place of work and contact number(s)
- Name of parent the child normally lives with
- Any other emergency contact names and numbers.
- Family doctor's name, address and telephone number
- Health visitor's name, address and telephone number (if applicable)

* This data can be collected on a voluntary basis. The ethnicity of a child should only be recorded if parents have given ethnicity.

- Details of any special health issues (including a special educational needs or physical disability statement)
- Details of any special dietary requirements, allergies and food and drink preferences
- Record of immunisation
- Appropriate records of children's progress and achievements.
- Names of people authorised by parents/carers to collect children, along with recent photographs
- Any other information relating to the child deemed by staff or parents/carers to be relevant and significant

Additionally, and in accordance with our policies and procedures, the following records and information will be stored and maintained by NY&CI.

- An up-to-date record of all the staff, students and volunteers who work at the club, including their name; address; telephone number; **Disclosure and Barring Systems** check; references; employment details and any other information (such as their Personal Development Plan) accrued during their time spent working at **NY&CI**.
- A record of any other individuals who reside at, or regularly visit/spend time at **NY&CI**, including their contact details.
- The daily attendance registers, as set out in the Arrivals and Departures policy.
- An up to date waiting list with details of all children waiting for a place at **NY&CI**, as set out in the Documentation and Information policy.
- Records of the activities planned and implemented by **NY&CI**, including any off-site visits and outings.
- Records of any medication being held by staff on behalf of children, along with the signed Administration of Medication Form, in the Medication Record Book (in accordance with the Health, Illness and Emergency policy).
- Records of any medication administered to any child, including dates, circumstances and who administered it - this includes self administered medication.
- Records of signed Emergency Medical Treatment Forms, giving parental authorisation for staff to consent to emergency treatment for children (in accordance with the Health, Illness and Emergency policy).
- A record of the risk assessment clearly stating, when it was carried out, by whom, date of review, and any action following.

- An Inventory Record of all equipment owned or used by **NY&CI**, including safety checks and repairs carried out, (in accordance with the Equipment policy).
- A fully completed and up to date Accident Record Book and Incident Record Book.
- Additionally, a regularly updated version of the admissions list will be kept off the premises, but close by, in case of an emergency, such as a fire. Information and records held on children will be kept in a locked file, access to which will be restricted to the manager and one other designated member of staff.

The management has overall responsibility for the maintenance and updating of children's records and ensuring that they are accurate.

All required records relating to individual children are maintained and retained for three years after children last attended the club. This rule will be disregarded where regulations and guidance from Ofsted or other statutory agencies overrides it.

All records above will be retained for a period of 2 years.

Notification of Changes

NY&CI recognises its responsibilities in keeping children, parents/carers, staff and OFSTED informed of any changes to the running or management of the club that will directly affect them.

Wherever possible, if changes are to be made affected parties will be given as much warning as possible. In the case of proposed changes that are of considerable scope or importance, **NY&CI** will facilitate consultation with the affected groups or individuals.

In the following cases, it is mandatory for **NY&CI** to inform Ofsted at the earliest possible opportunity – within 14 days after the change occurs:

- Any significant change to the premises.
- Change of premises address where childcare is provided.
- Change in the type of childcare, for example, from after school club to childminding.
- Any change of the registered person's name, address or telephone number.
- Any change in registered person and person in day-to-day charge.
- Any changes that will affect the suitability of the registered person or anyone who cares for children on the premises. For example, committing an offence that would result in disqualification.
- Any incident of food poisoning affecting two or more children in the care of the childcare setting.

- Any serious accident or injury to, or death of any child receiving childcare.
- Any serious accident or injury to, or death of any person on the childcare premises.
- Any allegation of serious harm or abuse of any child committed by a member of staff (whether the offence is committed on or off site).
- Any allegation of serious harm or abuse of any child occurring on the premises and committed by any person (whether they are children, staff, parents or visitors).
- Any significant change to the operational plan of the club.
- Any other significant events.

Confidentiality

The manager, staff, volunteers and any other individual associated with the running or management of **NY&CI** will respect confidentiality by:

- Not discussing confidential matters about children with other parents/carers.
- Not discussing confidential matters about parents/carers with children or other parents/carers.
- Not discussing confidential information about other staff members.
- Only passing sensitive information, in written or oral form, to relevant people.

In circumstances where staff have good reason to believe that a child is at risk, or is likely to be at risk, of child abuse or neglect, the Safeguarding Children policy will override confidentiality on a 'need to know' basis **to ensure we work together efficiently for the safety of the child.**

Staff failing to show due regard for confidentiality will be liable to disciplinary action under the provisions of the Staff Disciplinary Procedures policy.

The Management and committee have the overall responsibility to ensure that NY&CI maintains this commitment.

This policy will be reviewed at internal training day, any amendments will result in the policy being updated and displayed at the main office.

Mark Ord

Mark Ord Chair
NY&CI Management Committee

Date of Incorporation November 2021

Sharon Williams

Sharon Williams
NY&CI Project Manager

Date of Incorporation November 2021

38: Admissions and Fees

NY&CI is committed to providing a fair and open admission system that offers a competitively priced and good value service. As a provider of registered childcare, we both encourage and actively support eligible parents/carers claiming and taking up the childcare element of the Working Tax Credit **and Universal Credit**.

Admissions

When a parent/carer contacts **NY&CI** enquiring about a place for their child, they will be given all the relevant information they require including details of the Admissions and Fees policy, and informed of whether there is currently a suitable place available for their child.

If a suitable place is available the parent/carer and, where possible, the child will be invited to visit **NY&CI** and speak to members of staff. If the parent/carer agrees to abide by all the terms and conditions of admission, including the level of fees and arrangements for payment, they will be asked to complete and sign the Admissions Form (see Appendix Four) to confirm their child's place.

Parents/carers will also be encouraged to complete and sign the Emergency Medical Treatment Form (see Appendix Two).

Once the admission is secure, the manager, or a designated member of staff, will contact the parent/carer concerned to arrange a date for the child's first session at **NY&CI**. At this stage, the provisions of the Settling In policy will come into operation.

Waiting List

To ensure that admissions to **NY&CI** are offered on a fair and transparent basis, the following procedure will apply to the management of waiting lists:

- If, on making an enquiry about a place for their child, a parent/carer is informed that there is not currently a suitable one available, **NY&CI** waiting list procedure will be explained and then activated on the parent/carer's behalf.
- Parents/carers will be encouraged to submit their request for a place for their child to **NY&CI** in writing. The details of this request will be placed on the waiting list, in the order that they are submitted.
- The waiting list will be kept and used on a 'first come first served' basis. **NY&CI** will advise the parent/carer of how long they are likely to have to wait before a suitable place becomes available. This information will only be an estimate and will not constitute a binding guarantee from **NY&CI**.

- When a vacancy at **NY&CI** becomes available, the manager will contact the parent/carer whose child is suitable for the place and is highest up on the waiting list.
- If that parent/carer still wishes to take up the place for their child, they will be asked to complete the Admissions Form and follow the remaining steps of the admissions procedure outlined above.
- If the parent/carer concerned no longer wishes to take up a place, the parent/carer of the next suitable child on the list will be contacted.

Fees

NY&CI understands that the cost of registered childcare may seem expensive to a parent/carer. However, we are a charitable non-profit organisation, providing a high quality, safe and stimulating service for children at the best price we can offer and to ensure the continued high standards and sustainability of it must ask that parents/carers respect its policy in respect of fees.

- The level of fees will be set by the Registered Person and reviewed annually in the light of **NY&CI**'s financial position, its future strategic plans and any other broader economic or social considerations deemed relevant
- Payment of fees should be made weekly or monthly, on an agreed day prior to the start of the week or month in question. Individual payment arrangements will be negotiated between the manager and parents/carers.
- **NY&CI** will be sympathetic to requests for daily payment. Parents/carers wishing to negotiate this or any other alteration to the standard fees policy should arrange a meeting with the manager at the earliest possible opportunity.
- If the fees are not paid on time, **NY&CI** will notify the parent/carer in writing and request payment at the earliest possible opportunity.
- The manager has the right to issue a formal warning to the parent/carer and inform them that continued late payment will result in their child's place at **NY&CI** being forfeited.
- If fees are paid persistently late or not at all with no explanation, **NY&CI** will be forced to terminate that child's place. Under exceptional circumstances, the manager may agree to allow the child to continue attending **NY&CI** for the remainder of that week.
- Parents/carers are encouraged to speak to a member of staff or the manager if they have any query about the fees policy, or if, for any reason, they are likely to have difficulty in making a payment on time. Parents/carers are strongly advised to arrange a meeting at the earliest possible opportunity, to avoid jeopardising their child's place at **NY&CI**.

The Management and committee have the overall responsibility to ensure that NY&CI maintains this commitment.

This policy will be reviewed at internal training day, any amendments will result in the policy being updated and displayed at the main office.

Mark Ord

Mark Ord Chair
NY&CI Management Committee

Date of Incorporation November 2021

Sharon Williams

Sharon Williams
NY&CI Project Manager

Date of Incorporation November 2021

Appendix 1

Policy statement on the recruitment of ex-offenders

As an organisation assessing applicants' suitability for positions which are included in the Rehabilitation of Offenders Act 1974 (Exceptions) Order using criminal record checks processed through the Disclosure and Barring Service (DBS), Netherley Youth & Community Initiative complies fully with the Code of Practice and undertakes to treat all applications for positions fairly. NY&CI undertakes not to discriminate unfairly against any subject of a criminal record check on the basis of a conviction or other information revealed.

NY&CI can only ask an individual to provide details of convictions and cautions that NY&CI are legally entitled to know about. Where a DBS certificate at either standard or enhanced level can legally be requested (where the position is one that is included in the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 as amended) and where appropriate Police Act Regulations (as amended). NY&CI can only ask an individual about convictions and cautions that are not protected.

NY&CI is committed to the fair treatment of its staff, potential staff or users of its services, regardless of race, gender, religion, sexual orientation, responsibilities for dependants, age, physical/mental disability or offending background.

NY&CI has a written policy on the recruitment of ex-offenders which is made available to all DBS applicants at the outset of the recruitment process.

NY&CI actively promotes equality of opportunity for all with the right mix of talent, skills and potential and welcome applications from a wide range of candidates, including those with criminal records. NY&CI select all candidates for interview based on their skills, qualifications and experience.

An application for a criminal record check is only submitted to DBS after a thorough risk assessment has indicated that one is both proportionate and relevant to the position concerned. For those positions where a criminal record check is identified as necessary, all application forms job adverts and recruitment briefs will contain a statement that an application for a DBS certificate will be submitted in the event of the individual being offered the position.

NY&CI ensures that all those in NY&CI who are involved in the recruitment process have been suitably trained to identify and assess the relevance and circumstances of offences NY&CI also ensures that they have received appropriate guidance and training in the relevant legislation relating to the employment of ex-offenders, e.g. the Rehabilitation of Offenders Act 1974.

At interview, or in a separate discussion, NY&CI ensures that an open and measured discussion takes place on the subject of any offences or other matter that might be relevant to the position. Failure to reveal information that is directly relevant to the position sought could lead to withdrawal of an offer of employment.

NY&CI makes every subject of a criminal records check submitted to DBS aware of the existence of the Code of Practice and makes a copy available on request.

NY&CI undertakes to discuss any matter revealed on a DBS certificate with the individual seeking the position before withdrawing a conditional offer of employment

Further information regarding conviction information

On 29 May 2013 legislation¹ came into force that allows certain old and minor cautions and convictions to no longer be subject to disclosure.

- In addition, employers will no longer be able to take an individual's old and minor cautions and convictions into account when making decisions.
- All cautions and convictions for specified serious violent and sexual offences, and other specified offences of relevance for posts concerned with safeguarding children and vulnerable adults, will remain subject to disclosure. In addition, all convictions resulting in a custodial sentence, whether or not suspended, will remain subject to disclosure, as will all convictions where an individual has more than one conviction recorded.

¹ See Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (Amendment) (England and Wales) Order 2013; and Police Act 1997 (Criminal Record Certificates: Relevant Matters) (Amendment) (England and Wales) Order 2013

Appendix 2

Visits and Outings Form

Name of Club

Telephone Number of Club

Name of Visit/Outing

Date of Visit/Outing

Child's Name

Date of Birth

Any Relevant Medical Conditions/Info:

Allergies

Dietary Requirements:

Any Other Relevant Information:

Parents/Carers Name

Address:

Emergency Contact Number

Child's Medical Number

I hereby consent to my child participating in the above event.

Signature of Parent/Carer:

Date

Please return this form to:

By

If you have any questions or comments, please get in touch with the manager.
Your child will not be able to attend this event if you do not complete and return this form by the date indicated.

Appendix 3

Emergency Medical Treatment Form

Child's Name:

Date of Birth:

Doctor's Name:

Doctor's Address:

Doctor's Telephone Number:

Any other relevant medical information (ie: Allergies, family medical history etc):

Parents/Carers Name:

Address:

Emergency Contact Number:

Child's Medical Number:

In the event that my child is involved in a serious incident while at the club, I expect the manager, or a delegated member of staff, to contact me immediately on the above emergency contact number.

In the event that my child requires immediate medical treatment before I will be able to get to the Hospital, I hereby authorise the manager, or a delegated member of staff, to consent to emergency medical treatment on my behalf.

I understand that this authorisation will remain valid unless I contact the manager to withdraw it.

Signature of Parent/Carer:

Date:

Appendix 4

Administering Medication Form

Child's Name:

Date of Birth:

Name/Type of Medication:

Dosage:

Start of Prescription:

End of Prescription:

Doctor's Name:

Doctor's Address:

Doctor's Telephone Number:

Any other relevant medical information (ie: Allergies, family medical history etc):

Parents/Carers Name:

Address:

Emergency Contact Number:

Child's Medical Number:

I hereby consent to the manager, or a delegated member of staff, administering the above medication according to the details given here and any other relevant medical advice.

Signature of Parent/Carer:

Date:

If you have any questions or comments please get in touch with the manager. Members of staff at the club will not be able to administer medication to your child if you do not complete and return this form. Under no circumstances will members of staff administer medication against the will of a child.

Appendix 5

Admissions Form

Child's Full Name:

Name to be used at the Club:

Date of Birth:

Gender:

School Attended:

Ethnicity:

Religion (if any):

Languages Spoken:

Names of Parents/Carers:

Home Address:

Telephone Number:

Mobile Number:

Parents/Carers Place of Work:

Parents/Carers Daytime Telephone Number:

Other Emergency Contact Details:

Names of Persons Authorised to collect your child (including contact numbers):

Doctor's Name:

Doctor's Address/Telephone Number:

Health Visitors Name (if applicable):

Health Visitors Address/Telephone Number (if applicable):

Details of any Significant Health Issues (including a special educational needs and/or physical disabilities statement):

Details of any Special Dietary Requirements, Allergies and Significant Food and Drink Preferences:

Record of Immunisations (including dates):

Do you consent for members of staff at the Club to apply sun cream to your child in hot conditions?

Yes/No

Any Other Relevant Information:

I hereby consent for my child to take up a place at this club, according to the terms and conditions set out in its policies and procedures. I have understood the expectations and obligations relating to both myself and the club, and agree to abide by them.

I understand that persistent late or non-payment of fees will jeopardise my child's continued attendance at the club.

I confirm that the information given above is correct, and I promise to contact the manager as soon as any of the details change.

Signature of Parent/Carer:

Date:

If you have any questions or comments please get in touch with the manager.

Appendix 6

Parent Consent Form for Photographs/ Computer Suite/Twitter Account

PHOTOGRAPHS/ CONSENT FORM

Child's Name.....

D.O.B.....

I wish/ do not wish my child to be photographed during club sessions

Parent/ carer signature.....

Print Name.....

Date.....

COMPUTER CONSENT FORM

Child's Name.....

D.O.B.....

I wish/ do not wish my child to have access to the computer suite and internet during club sessions.

Parent/ Carer signature.....

Print Name.....

Date.....

TWITTER CONSENT FORM

Child's Name.....

D.O.B.....

I wish/ do not wish my child to included in any Tweets during club sessions/residential's

Parent/ carer signature.....

Print Name.....

Date.....

