



Admissions Policy

The Club is open to any child aged 3 -12 years attending St Illtyd Primary School. The parent/carer must complete and sign the child registration form and parent/club contract confirming that they have read and understood the policies and procedures and agree to abide by the terms and conditions of the Club prior to the child attending. Parents/carers must inform the Club of any changes to the information provided.

Parent/carers must give one month's notice in writing to the management when they wish to terminate their contract with the Club.

All children and adults are treated with equal concern and respect. No child will be discriminated against on the grounds of race, colour, ethnic or national origin, religious beliefs, disability or in any other matter to do with the club.

In order to ensure fairness in the allocation of places, the following criteria will be taken into consideration:

1. While available places exist these will be allocated on a first come - first offer basis.
2. Then, first priority will be given to children of working parents / single working parents, parents who are studying, or training to re-enter the workforce.
3. Then places will be given to children who are booking for every day of the week.
4. Then siblings of children already at the Club will have priority over others
5. Provision will be made for social services, employer or other sponsored places.

Places can be reserved in advance in order to secure placements and payment is required on booking.

Fees must be paid one month in advance when booking your child's place. This is not refundable.

If the Club is over-subscribed a waiting list will be kept and administered by the senior Playworker.

The management reserves the right to refuse admission to, or terminate a contract with the parents of any child whose behaviour is, in our opinion, not in the best interest of the other children's health and safety. (This course of action would only be implemented once our agreed procedures for addressing unacceptable behaviour have been exhausted).

Anti Bullying Policy

This club is committed to providing an environment that is safe, friendly and caring for all. Bullying of any type is not accepted in the Club. This policy relates to all staff, children and parents/carers linked to the Club.

Bullying is defined as:

'the wilful, conscious desire to hurt, control, threaten or frighten someone. It is when someone or several people, repeatedly over a period of time, do or say unpleasant things to another person or group of people, or keep teasing them in an unwanted way.' [Bullies out <http://www.bulliesout.com/index.php?page=pro1> Accessed February 2011]

Bullying can include:

- physical pushing, kicking, hitting, pinching etc
- name calling, sarcasm, spreading rumours, persistent teasing and emotional torment through ridicule, humiliation and the continual ignoring of individuals
- racial taunts, graffiti, gestures, sectarianism
- sexual comments and/or suggestions
- unwanted physical contact

[http://www.nspcc.org.uk/inform/cpsu/helpandadvice/organisations/childprotection/anti_bullying_guidance_young_people_wdf75939.pdf Accessed February 2011]

Bullying is not an accepted behaviour at the Club. Anyone found to be bullying will be dealt with in an appropriate manner, in line with our behaviour policy, child protection policy, and any other relevant policies.

Disclosures of bullying or changes in behaviour that suggest a child is being bullied will be dealt with in the following way:

- The child will be comforted and encouraged to explain what has happened.
- The senior Playworker will investigate the matter in a sensitive manner (see confidentiality policy).
- Relevant records will be kept (in the incident book).
- Where the bullying has been perpetrated by another child the senior Playworker will work in partnership with the child and their parents (where appropriate) to find a positive way forward.
- Following the investigation the Club's behaviour management policy may be implemented if deemed appropriate.

Opportunities for discussion, information and resources on the subject of bullying will be used as an integral part of the Club's programme. Specific instances may also trigger discreet activities on the subject in order to raise children's awareness.

Playworkers will be encouraged to attend relevant training wherever possible. While petty 'tale telling' is not desirable, genuine 'whistle-blowing' on bullying and other unacceptable

behaviour will be acted on promptly. Allegations of bullying by staff will be investigated immediately and the issue dealt with in accordance with the disciplinary procedure.

Arrival and Collection of Children Policy

Arrival:

- Parents must notify the Club 14:00 regarding attendance / non-attendance of their child. This can be via email: stillyd@funfoundations.wales or via the main phone line 01446 771117
- During term time, children will be collected from the school hall by an appropriate number of Playworkers (dependant on numbers of children booked in to the Club) and safely escorted to the Club premises.
- The school teachers and children will know the Club Playworkers or individuals acting as escorts. All escorts will wear identification. In all circumstances the escorts will have relevant checks carried out.

Collection:

- Parents must collect their children by 17:29 at the latest.
- Under no circumstances will a child be released to an unknown person.
- It is the responsibility of the parent / guardian to ensure that any changes to the named individuals who can collect their child are communicated to the senior Playworker in writing and/ or verbally. If just verbally, identification must be available from the person collecting, along with knowledge of the child's password.
- The person collecting a child must approach a Playworker so that Playworkers know who is being collected, and by whom, and can sign the children out.
- Daily attendance records are updated promptly with the time children are collected.
- If a parent/carer is late collecting their child, the Club reserves the right to make a charge of £15.00 for every fifteen minutes the parent is late.
- In the case of a parent/carer failing to collect the child, the senior Playworker calls the named contacts (including emergency contacts) to come to the Club to take the child home. In the event of no contact being made after 30 minutes, the senior Playworker contacts the Duty Officer at Social Services to advise them of the situation, and take their advice on further action. The Registered Person/ responsible individual is also informed.
- No child will ever be left unsupervised because a parent/carer has failed to collect them.
- If there are concerns when a child is collected that to hand over the child may be placing the child at some risk, the Playworker seeks advice from a senior Playworker/ manager/designated child protection officer who will speak to the parent/carer, and do what is reasonable in the circumstances to safeguard the child's welfare. This may include asking the parent/carer whether another named contact is available to come and collect the child. In certain circumstances, the senior Playworker/manager/designated child protection officer may inform the parent/carer that following handover,

they will call the Social Services Duty Officer and that the Club's child protection policy may be implemented.

Behaviour Policy

All children who attend the Club have a right to play and enjoy their activities without feeling intimidated, harassed, or be subject to verbal or physical abuse.

We believe that children have a right to feel safe and secure in our care, and we promote behaviour which encourages individuals to respect one another in the following ways:

Encouraging all children to agree what types of behaviour are acceptable and what is unacceptable. This agreed code of behaviour will be displayed in the Club and reviewed when necessary. This code of behaviour will be included as part of the induction process for new children and staff.

- Good behaviour will always be praised by staff.
- Children will be encouraged to talk through their feelings rather than resort to unacceptable behaviour.
- Discussing openly with children any issues so that they can develop their understanding of acceptable and unacceptable behaviour.
- Unacceptable behaviour will be dealt with as positively as possible with reasons being explained to the child involved.
- Staff will act as positive role models at all times.

The following behaviour will not be tolerated in this club

- Bullying, (refer to anti-bullying policy)
- Harassment
- Intimidation
- Behaviour that is likely to lead to the health and safety of others being compromised.

In instances of unacceptable behaviour, the following steps will apply:

- The incident will be discussed privately with the child, in an appropriate way and taking full account of the child's level of understanding and he/she will be encouraged to resolve any conflict with any other child/ren involved.
- We will gauge appropriate behaviour by the individual child's age, level of understanding and specific needs. Children who have recognised behavioural difficulties will be given extra support in the Club to help them manage their own behaviour. We recognise that there may be special circumstances which might affect a child's behaviour, and we will deal with this appropriately.
- Details of more serious breaches are recorded in an incident book and the parent/carer informed of the incident, and any action taken, on the day it occurred.

- Staff do not use any form of physical intervention unless it is necessary to prevent personal injury to the child, other children or an adult, or serious damage to property.
- If a child continually endangers the health, safety or welfare of the other children or staff, a letter will be sent to the parent/carer.
- If the unacceptable behaviour persists, the parent/carer will receive a letter warning that, if the unacceptable behaviour continues, there is a risk that the child may be excluded from attending the Club.
- Should the unacceptable behaviour continue the child will be excluded. This will first be discussed with Fun Foundations' management and the parent/carer. Conditions may be put in place so that the child may return to the Club.
- The child is kept informed of each stage of this process as relevant and appropriate to age and understanding.

In the event that a child commits an action of such seriousness, the management reserves the right to exclude that child immediately and their parents/carers will be contacted. Parents/carers have a right to appeal in the first instance using the Club's complaints policy and procedure.

The Club delegates responsibility for behaviour management issues to Amy Ferguson.

This policy will be kept under active review and any revisions will be notified to parents/carers and CIW within 28 days as appropriate¹.

Child Induction Policy

- Children with their parents/carers are welcome to visit the Club before they start.
- Playworkers welcome questions from parents/carers and children.
- A 'statement of purpose' is available on Fun Foundations' web-site.
- The Club's policies and procedures are also available to download on Fun Foundations' web-site.
- The Club aims to help new children settle in quickly and find out their likes and dislikes.
- All Playworkers will support new children and a key worker will be assigned to each new child to provide them with extra support in their first few weeks.
- Children can play freely or join in other activities on offer.
- The needs of the individual child will be respected.

¹ Standard 9.2, National Minimum Standards for Regulated Child Care, Regulation 23 (4), The Child Minding and Day Care (Wales) Regulations 2010

- We will help new children get to know other children and staff.
- The key worker will arrange for a guided tour of the Club and explain the Club's routines such as snacks, outdoor play and emergency/fire drills, code of behaviour and any other relevant information.
- Playworkers welcome questions from parents about their child.

Child Protection Policy

Children have the right to be properly cared for and protected from violence, abuse and neglect by their parents and anyone looking after them. (Article 19 - UN Convention on the Rights of the Child).

In Wales this is further underpinned by the Rights of Children and Young Persons (Wales) Measure 2011.

As an organisation working with children, the Club has a responsibility to safeguard and promote children's welfare and protect them from harm. The child's welfare is always the paramount consideration and the protection of the child is the Club and the Registered Person's/Responsible Individual's first priority.

This policy has been developed in line with the

- All Wales Child Protection Procedures 2008 (www.awcpp.org.uk)
- Safeguarding Children: Working Together under the Children Act 2004 (<http://wales.gov.uk/topics/childrenyoungpeople/publications/safeguardingunder2004act/?lang=en>)

The Local Authority is the prime authority for dealing with child protection investigations, although concerns may be reported to a police officer or an officer of the National Society for the Prevention of Cruelty to Children (NSPCC).

The Club takes steps to protect children by:

- Maintaining a child-centred ethos in the Club
- Having a robust staff and volunteer recruitment procedure (this includes maintaining current enhanced DBS checks (and where relevant, Independent Safeguarding Authority (ISA) checks, referring to <http://www.isa.homeoffice.gov.uk/> for up to date information and requirements) and checks on fitness references and qualifications in line with relevant day-care regulations
- Having an awareness of [The Protection of Children Act 1999: A practical guide to the Act for all organisations working with children](#) which relates to the Government's aim of establishing a framework of a coherent cross-sector scheme for identifying those people considered to be unsuitable to work with children.

- Having robust procedures for staff, students, visitors and volunteers.
- Ensuring no student, volunteer, visitor is left unsupervised at any time, and that a record of their attendance – including dates and times – is kept.
- Ensuring all staff are trained in child protection procedures (this includes recognition of signs of abuse).
- Maintaining appropriate staff: children ratios for the supervision of children (in line with, or exceeding, regulatory requirements)
- Implementing and maintaining a current risk assessment of all activity in the Club and ensuring adequate insurance cover is provided
- Designating a suitable child protection officer, Amy Ferguson who acts on behalf of the Club in any child protection matters.
- Informing all parents/carers of the child protection policy and procedures (including relevant contact numbers) as each family starts to use the Club.

The procedure

There are two routes:

Route 1: A disclosure about a child

Route 2: A disclosure about professional abuse

Route 1: In the event of a member of staff having a concern/suspicion that a child has suffered abuse / neglect or if someone tells a member of staff that they or another child or young person is being abused / suffering neglect:

The member of staff acts without delay (and as is appropriate to the age/stage of the individual child):

- Shows that they have heard what they are being told and that they take the allegations seriously.
- Encourages the child to talk but does not prompt or ask leading questions.
- Avoids making the child tell their story several times to different people.
- Explains what actions they must take (using agreed procedures).
- Does not promise to keep what they have been told a secret or confidential, but explains that they will share information only on a 'need to know' basis.

The member of staff:

- Writes down, using the exact words, what they have been told and/or seen - this is done without delay and within 24 hours
- Makes a note of the date, time, place and people present in the discussion
- Does not confront the alleged abuser
- Reports the concerns to the Registered Person/Responsible Individual and /or designated child protection officer or in their absence their line manager as possible, but without delay.
- The written record is passed to the child protection officer and kept safely and confidentially.

The Club's designated child protection officer reports the concerns immediately to the Duty Social Worker at the local office.

The need to seek advice should never delay any emergency action needed to protect a child.

Route 2: If the behaviour of a colleague, adult (including members of the public) towards children or young people causes concern:

It is important to differentiate between cases involving issues such as poor professional practice and cases that give rise to child protection concerns (including cases involving abuse of trust). Whilst the former may be handled through disciplinary procedures or other avenues, child protection concerns should always be dealt with through local child protection procedures in line with this guidance and, in particular, the guidance contained in Chapter 8 (*Dealing with Individual Cases*). (*Safeguarding Children: Working Together to Safeguard Children under the Children Act 2004.12.3*)

- The procedure as above (Route 1) is implemented and adapted as appropriate to the person who is making the disclosure.
- The member of staff is informed and written records of discussions and decisions are made in line with the Staff Disciplinary Policy and Procedure
- The Club's Registered Person considers the options for removal /suspension without prejudice from duty of the member of staff pending decisions made at the Strategy Discussion, (which is arranged by Social Services).
- The Registered Person informs CIW of any allegations of serious harm to a child committed by any person looking after children in the Club, or by any person living, working, or employed on the premises, or any abuse alleged to have taken place on the premises.

Making the Referral (following Route 1 or Route 2)

- A referral to Social Services is made as soon as a problem, suspicion or concern about a child becomes apparent, and at least **within 24 hours**
- Outside office hours, referrals are made to the Social Services Emergency Duty Team or the Police
- The Duty Social Worker taking the referral is given as much of the following information as possible by the Club's referrer:
 - The nature of the concerns;
 - How and why those concerns have arisen;
 - The full name, address and date of birth (or age) of the child;
 - The names, addresses and dates of birth / ages of family members, along with any other names which they use or are known by;

- The names and relationship of all those with parental responsibility, where known
- Information on any other adults living in the household;
- Information relating to other professionals involved with the family, including the name of the child's school and GP;
- Any information held on the child's developmental needs and his / her parents'/caregivers' ability to respond to these needs within the context of the wider family environment;
- Any information affecting the safety of staff.

The Club' Registered Person holds responsibility to ensure that child protection concerns are taken seriously and followed through, remaining accountable for their role in the child protection process.

If they remain concerned about a child they will re-refer the child and/or bring this to the immediate discussion of the Social Services senior manager with responsibility for child protection for the area.

Prevent Duty 2015

Protecting children from the risk of radicalisation is part of our wider safeguarding duties and will follow any concerns up via our safeguarding procedures. We support children to build resilience to radicalisation by promoting fundamental British values and enabling them to challenge extremism. We meet the requirement of this duty by:-

- Risk assessment - staff should be alert to changes in children's behaviour which could indicate that they may be in need of help or protection and report concerns via the safeguarding procedures.
- Training - It is essential that our staff are able to identify children who may be vulnerable to radicalisation, and know what to do when they are identified.
- IT policies – All staff are aware of the risks posed by the online activity of extremist and terrorist groups and how to manage access to the internet.
- Partnership working – The Prevent duty builds on existing local partnership arrangements for safeguarding and we also work to build close link with parents to be able to offer support and guidance as they are in a key position to spot signs of radicalisation.

Female Genital Mutilation (FGM)

It is illegal in the UK to subject a girl or woman to female genital mutilation (FGM), to take a child abroad to undergo FGM or for any person to advise, help or force a girl to inflict FGM on herself. It is also an offence to fail to protect a girl from the risk of FGM.

Any information that a girl or young woman is at risk of or has undergone FGM must result in a referral to Children's Social Care.

- If we are worried about a child (or adult) who is at risk of FGM or has had FGM, we will follow our safeguarding policies and procedures, supporting the child in a sensitive manner.

- We will not however approach the child's family or those with influence within the community, in advance of any enquiries by the police, adult or children's social care.

Record Keeping

- The Club keeps accurate, concise and clear record keeping in straightforward language to underpin good child protection practice
- The Club's arrangements for retention, storage and destruction of electronic and paper records of child protection matters meet the relevant regulations (including Data Protection Act 1998, day-care regulations) and Social Services requirements where necessary.
- The Club's child protection records:
 - Use clear, straightforward language;
 - Are signed, dated and timed;
 - Are concise, legible and comply with professional standards and requirements;
 - Are accurate in fact and distinguish between fact, opinion, judgement and hypothesis;
 - Are organised and include detailed recording and chronologies and summaries including all contacts;
 - Are comprehensive;
 - Clearly record judgements made and actions and decisions taken;
 - Clarify where decisions have been taken jointly across agencies, or endorsed by a manager;
 - Record both formal and informal supervision discussions;
 - Record directions given and agreements or disagreements made in consultation with managers.
- The Club's representative (child protection officer) attends any multi-agency meeting held (e.g. Strategy Discussion) and provides reports as necessary and appropriate.
- The Strategy Discussion considers risk associated with any allegation and should determine whether or not a member of staff will be suspended from duty without prejudice.
- Decisions are recorded in writing.

Contacts for Referral

Social Services Duty Officer 01446 725202

Social Services out of hours 02920 788570

- This must be followed within two working days by completing the Multi-Agency Referral Form (MARF) either in writing or via e-mail to: dutymarfs@valeofglamorgan.gov.uk

The Duty Officer
Vale of Glamorgan Council, Community Services
1 Haydock House
Holton Road
Barry
CF63 4HA

Advice may be sought prior to referral from the above asking for the duty desk, or the LEA Designated Lead Officer for Child Protection, David Davies, 01446 709184 / 07813 840286, Jenny Smith – Safeguarding Officer 01446 709180 or in their absence Jane Werrett, 01446 709147.

Children's Complaints Policy & Procedure

Children's Complaints Policy

It is important that you enjoy coming to the Club, that you have fun and that you feel safe here.

We want you to tell us about the things that matter to you in the Club. Your opinions are very important to us and we will deal with your concerns as quickly as we can and tell you about anything we need to do.

You have a right to tell us if you think we could do some things better or if you think you are not happy at the Club. You can tell us or use the children's complaints form. These can be found in a box in the coat trolley or ask one of the Playworkers for one.

Children's Complaints Procedure

Fill in the form and put it in the suggestions box in the coat trolley or give it to the senior Playworker.



The suggestion box is emptied daily so we will look at your comments straight away.



We will answer your comments by speaking to you in private within 7 days to tell you about what we intend to do. There may be some things we may need to discuss with your parents/carers or other people who use the Club. We do this only if we have to, and we will always let you know first.



We have 14 days to sort out the problem and let you know the result. (If it is likely to take longer we will let you know. The Club keeps a record of all complaints and actions taken. They are kept safely and shared only with people who may see them for legal reasons).





If you are not happy about our decisions, or if you think they are wrong, you can ask for the manager to look at your form. Their name is Amy Ferguson. They will reply to you. We may need to discuss your feedback with your parents/carers.

If you still feel unhappy about the situation, you can send your complaint to Care Inspectorate Wales (CIW). We suggest that you speak to your parents/carers about this.

You can send your complaints to:

Website: <https://careinspectorate.wales/>

Email: CIW@gov.wales

Telephone: 0300 790 0126

In writing: Care Inspectorate Wales, Welsh Government office, Rhydyar Business Park, Merthyr Tydfil CF48 1UZ

Children's Complaint Form

Club should be a fun and safe place for you.

Please talk to a play worker if you have a problem or you are upset when you are in the club. We are here to help and listen and will try and sort things out.

If you don't want to talk to a Playworker, then fill in this form and put it in the suggestions box in the coat trolley or give it to the senior Playworker.

It is your right to have someone you trust help you make a complaint. Tell us if you want us to help you find someone.

What is your name?	
What are you upset about?	

What can we do to help?

Need to talk to someone else?

- **Call Childline** at any time on 0800 1111 to speak to a counsellor. Calls are free and confidential.
- **Text Childline.** You can receive text messages provided by Childline for information and advice on certain issues.
- **Chat to a Childline counsellor** online in a 1-2-1 session any time you want. Sign up to start talking. <http://www.childline.org.uk/Talk/Pages/Text.aspx>
- **Call Meic:** 080880 23456 for free, confidential information, advice and support for young people. www.meiccymru.org

Children's Participation Policy

Children who are capable of forming their own views have the right to express those views freely in all matters affecting the child, the views of the child being given due weight in accordance with the age and maturity of the child (Article 12, UN Convention on the Rights of the Child).

'Participation means that it is my right to be involved in making decisions, planning and reviewing any action that might affect me. Having a voice, having a choice" (National Children and Young People's Participation Standards)

In Wales children's rights are also supported by the Rights of Children and Young Persons (Wales) Measure 2011.

At the Club we believe participation should be at the heart of everything we do. We recognise that being listened to and heard, and being involved in decisions will help create a sense of ownership and increase self-esteem in children.

We are committed to providing a club where children can participate fully in all aspects of the club. As a result, the Club will:

Provide all children with enough information to get involved. We will make sure that this information is given in a way that is understandable to all children at the Club.

- Let children decide for themselves if they want to be involved in any activities and decide what they want to do.
- Challenge any discrimination.

- Treat all children with respect. We will listen to what children say to us.
- Work in ways that will help children to get involved, if that is what they want.
- Give children feedback on the things that they have talked to us about. This feedback will be in a way that is understandable for all children in the Club.
- Work with the children at our Club to improve how we work.
- Recognise that children also have the right to not participate if that is their choice.

Complaints Policy and Procedure²

The Club celebrates achievements and success and looks for ways to improve the service for families. The Club welcomes suggestions and constructive criticism from parents/ carers and children to help us maintain a high quality provision.

Share your concerns and suggestions by:

- Speaking to the Club's senior Playworker - if you prefer to do this outside of normal club hours and in confidence, please arrange a convenient time
- Writing and placing the suggestion in the suggestions box kept on the After School Club display board.

The Club feeds back any action taken in response to suggestions, comments and concerns either verbally, in writing or when appropriate by placing a notice on the notice board about any changes made to operations as a result.

From time to time, a parent/carer, child (or local authority arranging care for a child in the Club), may find it necessary to make a complaint.

The Club's policy is to respond to and resolve complaints quickly, effectively and where possible in a positive and informal manner.

At all times, the welfare of the child is safeguarded and promoted and their ascertainable wishes and feelings are taken into account.

All staff at the Club are familiar with the complaints policy and procedure and confidentiality is maintained at all times.

In the event of a complaint:

If your complaint is about the Registered Person, you must follow the **STAGE 2 procedure** (called the formal consideration) and inform the local office of Care Inspectorate Wales (CIW) Website: <https://careinspectorate.wales/>

² This policy and procedure has been written in line with The Child Minding and Day Care (Wales) Regulations 2010 - and the principles set out in *Listening and Learning: A guide to handling complaints and representations in local authority social services in Wales* (ISBN 0-11-091240-3) WAG 2005 (**NB:** This document is subject to change following a consultation document currently being prepared by the Welsh Government (as at 13.06.11):

<http://wales.gov.uk/dhss/publications/socialcare/guidance/listening/listeninge.pdf;jsessionid=2MzvNbQPxK0pYvG29T1918dR2NKwxWw/N6INwyfyS6PLTWL.C32Jn8!-1962665969?lang=en>

Email: CIW@gov.wales

Telephone: 0300 790 0126

In writing: Care Inspectorate Wales, Welsh Government office, Rhydycar Business Park, Merthyr Tydfil CF48 1UZ

CIW may ask you to follow up a verbal complaint in writing.

If you think your complaint is of a child protection nature, then please speak to the Club's designated child protection officer without delay and refer to the Club's child protection policy.

In all other cases, address your complaint to the Registered Person or Leean Creasy who has been delegated by the Registered Person to resolve complaints.

At any time during the process of your complaint being resolved, you have the right to complain to CIW or, where relevant, the local authority which has arranged for the care of a child at the Club.

The role of CIW in the complaints process: CIW is happy to receive information about any social care service, but is not a complaints agency and has no statutory powers to investigate individual complaints between people and their service providers. They cannot make judgments on behalf of people or decide who is right or wrong.

When CIW receives information about a service they will consider it and inform the complainant. They will take one of the following actions:

- Undertake an inspection of the service within an identified timescale (a copy of the focused inspection report is sent to the complainant)
- Consider the information within the next planned inspection of the service
- Advise the complainant to contact an identified agency
- Refer the complainant to the service about which the complaint was made for resolution under their own complaints procedure
- Advise the complainant that their information has been recorded and that there is no further action required from CIW

STAGE 1: Local resolution of a complaint (complaints resolved within the Club within 14 days)

- Your complaint is acknowledged within 7 days.
- The complaint is investigated. The Club's Registered Person or Leean Creasy who has been delegated by the Registered Person to resolve complaints decides how best to do this in each case, but may involve:
 - Making arrangements for a meeting with all relevant parties to discuss the issues, when it is appropriate, and with your agreement.
 - Advising you about the availability of advocacy³ to assist you during the procedure.
 - A written record is made of the investigation, any discussion (including any witness statements) and any decisions or agreements made at any meeting.

³ Someone of your choice who can advise you and /or act on your behalf during the complaint procedure

- A written report and draft response is made for the Registered Person and presented within 14 days of receipt of the initial complaint.
- You are sent a letter within **14** days of receipt of your complaint telling you that your complaint has been resolved, and of any action that has been taken as a result.
 - In certain circumstances, with your agreement, the 14 days can be extended for a further **14** days.
 - You are also advised that if you are unhappy with this process or the outcome of the complaint you can contact CIW.
- The Club makes a written record of outcomes of the investigation, and any action taken.
- A copy of the complaint record is kept for the Club's records and a summary is made available for CIW at their request.

STAGE 2: Formal consideration of a complaint (stage 2) - when the complaint is dealt with by an agency outside the Club.

The formal consideration, can begin either if the initial discussion (stage 1) has not been resolved and the complainant requests a formal consideration, or if the complainant wishes to go straight to stage 2 from the start. The decision rests with the person making the complaint⁴.

- These types of complaints are resolved as soon as reasonably practicable, and in any event within **35** working days of the request for formal consideration.
- The outcomes of a formal consideration are confirmed in writing by the Registered Person to you (the complainant) and summarise the nature and substance of the complaint, the conclusions and the action to be taken as a result.
- A copy of a written response is sent (by the Registered Person) to the appropriate office⁵ and to any local authority which has arranged for care for a child within the Club.
- The time limit may be extended with your agreement.
- If the complaint has not been resolved within 35 working days of the request for formal consideration, the Registered Person notifies the appropriate office of the complaint and reasons for the delay in resolution.

Complaints subject to concurrent consideration:

A complaint may be part of another, wider investigation, such as child protection, or a staff disciplinary process. In these circumstances, or where a complaint relates to any of the following matters:

- About which the complainant has stated in writing that they intend to take legal proceedings or
- The Registered Person is taking or proposing to take disciplinary proceedings or
- About which the Registered Person has been notified that an investigation is being conducted by any person or body in contemplation of criminal proceedings.

⁴ 7.1.1 *Listening and Learning: A guide to handling complaints and representations in local authority social services in Wales* (ISBN 0-11-091240-3) WAG 2005).

⁵ Of the body undertaking the formal investigation e.g CSSIW

The Registered Person considers, in consultation with the complainant and any other relevant agency how the complaint will be handled. In this case the Registered Person may decide to discontinue investigating the complaint subject to concurrent consideration if:

- It appears that to continue, would compromise or prejudice the handling of the wider investigation. In which case, the Registered Person:
 - Informs the complainant of the decision to discontinue.
 - Can resume the investigation at any time.
 - Ascertains the progress of the concurrent consideration and notifies the complainant when it is concluded.
- Resumes consideration of the complaint where the concurrent consideration is discontinued or completed and the complainant requests that the complaint be considered.

At all times during any complaint investigation the Club places safeguarding and protection of children as their highest priority.

Confidentiality Policy

At all times, the safety and well being of the child will be of paramount importance. Please see also the child protection policy, media policy and data protection policy.

Our work with children and families brings us into contact with confidential information.

We will respect confidentiality in the following ways:

- All personal information about children, families and staff are kept securely in accordance with the Data Protection Act 1998.
- Parents/carers can request access to records about their own children but will not have access to information about any other children.
- All records about accidents/incidents are recorded separately and filed separately.
- Parent's permission will be sought before photographs, videos etc are taken of the children in accordance with the media policy.
- Any anxieties/evidence relating to a child's personal safety are kept confidential and in accordance with the child protection policy and procedure - the All Wales Child Protection Procedures are followed in such cases.
- Staff will not discuss individual children with others outside the Club unless given permission to do so from the parent/carer.
- No one at the Club will disclose private information, regarding employees, parents of children etc. unless they are clearly required by that organisation to operate its business. If unsure of the nature of any request then refer the matter to Amy Ferguson who holds responsibility for data protection in the Club.
- Issues to do with the employment of staff, whether paid or unpaid, remain confidential to the people directly involved with making personnel decisions.

- All staff, management, volunteers/students sign that they have read, accepted and implemented this policy.
- Any breach of confidentiality is investigated immediately and the issue dealt with in accordance with the disciplinary procedure.

Emergency Procedures

There are a number of situations where an emergency evacuation of an area might be necessary. As well as fire routines, they include a situation where it is necessary to get everyone inside a building urgently.

The following procedures will be practiced at least half termly (and with new children and staff) and will be recorded in accordance with our health and safety policy.

The Senior Playworker will identify any disabled staff and children who may need additional assistance in the case of an emergency. Personal emergency action plans will be developed in consultation with children and their parents/carers and Playwork staff/ other adults who may not be able to manage their escape into or out of the building unaided.

Parents/carers or other named contacts will be contacted as soon as practicably possible.

Fire or Other Emergency Evacuation Procedure

In the case of a fire, or other emergency evacuation, the following will apply:

- Operate the alarm (fire alarm point, gong, bell or whistle) and call the relevant Fire and Rescue Service.
- Playworkers gather children and escort them via the nearest fire exit to the designated assembly point(the WVIVV building car park).
- Close all doors and windows in the vicinity of the fire to prevent spread.
- The first Playworker to leave the building should carry the register.
- The member of staff who is nominated to be the last to leave the building should check toilets and cloakrooms and should then take all reasonable steps to check that the building is clear.
- On reaching the assembly point a roll call should be taken immediately to identify whether everyone is accounted for.
- During this procedure no person or child should return into the building for any reason.
- The first fire-fighting team to arrive should be informed of any missing persons and their last known whereabouts. They should also be informed of the last known location of the fire.
- Pending the arrival of the Fire Brigade, staff may carry out such fire fighting as can be done without danger to themselves whilst maintaining suitable supervision of all the children.
- When deemed safe and appropriate, the children will be escorted from the assembly point to the Coast Cafe Bar to await further instruction/collection by parents/carers/ emergency contacts.

- Once the situation has been resolved, an incident form must be completed immediately after the event explaining exactly what happened. This form should be filed in accordance with the health and safety legislation where necessary
- All members of staff will review the reasons for it happening, and the club identifies and implements any necessary measures to prevent it from happening again.
- The Club's insurance company will also be notified.

Reverse Emergency Procedure

In the case of a reverse emergency, the following will apply:

- Operate the alarm/signal.
- Assemble the children and count them.
- Escort the children inside closest accessible entrance.
- The member of staff who is nominated to be the last to re-enter the building should check that the vacated area is clear.
- Ensure all access points are secure and locked where necessary, to prevent any unauthorised access to the club, or unauthorised exit from the club.
- Take a roll call to ensure that everyone is accounted for.
- Contact relevant emergency services and await assistance if necessary. They should be informed of any missing persons and their last known whereabouts if applicable.
- Liaise with emergency services about contacting parents/carers.
- Once the situation has been resolved, an incident form must be completed immediately after the event explaining exactly what happened and should be filed in accordance with the health and safety legislation where necessary
- All members of staff will review the reasons for it happening and the club identifies and implements any necessary measures to prevent it from happening again.
- The Club's insurance company will also be notified.

Equal Opportunities Policy

We recognise that certain groups and individuals in our society are discriminated against because of their race, colour, ethnic or national origin, religion or belief, age, gender, physical, sensory or mental disability, marital or civil partnership status, pregnancy and maternity, social class, sexual orientation, gender reassignment, employment status, and if they are HIV positive.

We are strongly committed to positive action to remove / counter discrimination in all aspects of our work - in our practice as employers, in the way we work with other organisations, and in all our work with children, families and others.

We aim to provide equality of opportunity for all children whatever their age, ability, gender, race or background. We work to ensure that our expectations, attitudes, and practices do not prevent any child from reaching their potential.



The Club's policy aims to challenge discrimination in all areas of our organisation including employment, training, and admission to the Club and access to the resources, activities and facilities available. We aim to ensure that the Club reflects and meets the needs of the local community and incorporates equal opportunities into all areas of our work.

We aim to make sure that:

- Both the management committee and the staff try to ensure that the services they provide are accessible to everyone.
- This policy will be actively promoted through our decision-making, employment practices, play opportunities and service provision.
- We will strive to monitor the policy's implementation and its effectiveness in line with changes in legislation and guidance.
- All aspects of our Club aim to reflect the diversity found within society.

General Data Protection Regulation

Statement

GDPR stands for General Data Protection Regulation and replaces the previous Data Protection

Directives that were in place. It was approved by the EU Parliament in 2016 and comes into effect on 25th May 2018.

GDPR states that personal data should be 'processed fairly & lawfully' and 'collected for specified, explicit and legitimate purposes. An individual's data can not be processed without their knowledge and is only processed with their 'explicit' consent. GDPR covers personal data relating to individuals. Fun Foundations Day Nursery Ltd is committed to protecting the rights and freedoms of individuals with respect to the processing of children's, parents, visitors and staff personal data.

The Data Protection Act gives individuals the right to know what information is held about them. It provides a framework to ensure that personal information is handled properly.

Fun Foundations Day Nursery Ltd is registered with the ICO (Information Commissioners Office) under registration reference: Z2777608 and has been registered since 8th July 2011. Certificate is on display on the parent's information boards in the information board.

GDPR includes 7 rights for individuals

The right to be informed

Fun Foundations Day Nursery Ltd is a registered Childcare provider with CIW and as so, is required to collect and manage certain data. We need to know parent's names, addresses, telephone numbers, email addresses, date of birth and employers details. We need to know children's' full names, addresses, date of birth and Doctor/ health visitor details.

We are required to collect certain details of visitors to our settings. We need to know visitors names and where appropriate company name. This is in respect of our Health and Safety and Safeguarding Policies.

As an employer Fun Foundations Day Nursery Ltd is required to hold data on its employees; names, addresses, email addresses, telephone numbers, date of birth, National Insurance numbers, photographic ID such as passport and driver's license, bank and medical details. This information is also required for Disclosure and Barring Service checks (DBS) and proof of eligibility to work in the UK. This information is sent via a secure file transfer system to UCHECK for the processing of DBS checks.

Fun Foundations Day Nursery Ltd uses Cookies on its website to collect data for Google Analytics, this data is anonymous.

2) The right of access

At any point an individual can make a request relating to their data and Fun Foundations Day Nursery Ltd will need to provide a response (within 1 month). Fun Foundations Day Nursery Ltd can refuse a request, if we have a lawful obligation to retain data, but we will inform the individual of the reasons for the rejection. The individual will have the right to complain to the ICO if they are not happy with the decision.

3) The right to erasure

You have the right to request the deletion of your data where there is no compelling reason for its continued use. However Fun Foundations Day Nursery Ltd has a legal duty to keep childrens and parents details for a reasonable time*, Fun Foundations Day Nursery Ltd retain these records for 3 years after leaving pre-school, children's accident and injury records for 19 years (or until the child reaches 21 years), and 22 years (or until the child reaches 24 years) for Child Protection records. Staff records must be kept for 6 years after the member leaves employment, before they can be erased. This data is archived securely and shredded after the legal retention period. There is a full Risk Assessment in place for transportation and storage. A copy of this Risk Assessment can be provided upon request.

4) The right to restrict processing

Parents, visitors and staff can object to Fun Foundations Day Nursery Ltd processing their data. This means that records can be stored but must not be used in any way, for example client database.

5) The right to data portability



Fun Foundations Day Nursery Ltd requires data to be transferred from one IT system to another; such as from the main Apple imac to an ipad in the Little Learner's Unit.

6) The right to object

Fun Foundations Day Nursery Ltd may use photographs for social media and the nursery newsletter, which will be displayed on the newsletter. Parents can object to this data being used via the nursery enrolment contract. Staff can object during their nursery induction. All other data provided by parents will not be used or shared for any other activities such as marketing or research.

7) The right not to be subject to automated decision-making including profiling.

Automated decisions and profiling are used for marketing based organisations. Fun Foundations Day Nursery Ltd does not use personal data for such purposes.

Storage and use of personal information

All paper copies of children's and staff records are kept in a locked filing cabinet in an office in Fun Foundations Day Nursery Ltd, Cowbridge. Members of staff can have access to these files but information taken from the files about individual children is confidential and these records remain on site at all times. These records are shredded after the retention period.

Information about individual children is used in certain documents, such as, a weekly register, medication forms, referrals to external agencies and disclosure forms. These documents include data such as children's names, date of birth and sometimes address. These records are shredded after the relevant retention period.

Fun Foundations Day Nursery Ltd collects a large amount of personal data every year including; names and addresses of those on the waiting list. These records are shredded if the child does not attend or added to the child's file and stored appropriately.

Information regarding families' involvement with other agencies is stored in a paper format, this information is kept in a locked filing cabinet in Fun Foundations Day Nursery Ltd, Cowbridge. These records are shredded after the relevant retention period.

Upon a child leaving Fun Foundations Day Nursery Ltd and moving on to school or moving settings, data held on the child may be shared with the receiving school. Such information will be sent via the internal Vale of Glamorgan postal service or via a secure file transfer system. For children attending school outside the Vale of Glamorgan, the parent/carer will be given the data to deliver to the receiving school.



Fun Foundations Day Nursery Ltd will not store personal data held visually in photographs or video clips or as sound recordings, unless written consent has been obtained via the enrolment contract.

No names are stored with images in photo albums, displays, on the website or on Fun Foundations Day Nursery Ltd's social media sites.

Access to all Office computers is password protected. When a member of staff leaves the company changes these passwords are changed in line with this policy and our Safeguarding policy. Any portable data storage used to store personal data, e.g. USB memory stick, are password protected and/or stored in a locked filing cabinet.

GDPR means that Fun Foundations Day Nursery Ltd must;

- * Manage and process personal data properly
- * Protect the individual's rights to privacy
- * Provide an individual with access to all personal information held on them

The Club is committed to protecting personal data and this policy details how we implement that commitment with regard to the collection and use of personal data.

Leean Creasy holds responsibility for data protection in the Club.

Food and Drink Policy

The Club aims to promote good eating habits for life through the provision of healthy snacks that meet the nutritional requirement of a growing child and also by encouraging good social eating practices in hygienic surroundings.

- Snacks provided are properly prepared in accordance with current food safety regulations, wholesome and nutritious and will be served in adequate quantities and at appropriate intervals following recommendations in Welsh Government's Food & Nutrition for Childcare Settings (2019).
- Fresh drinking water is available at all times.
- All staff preparing food hold current food hygiene certificates.
- All food provided is prepared and stored appropriately in accordance with Food Standards Agency and Environmental Health requirements.
- The food preparation and storage areas are maintained in a clean and hygienic state during club hours.
- Fridge and freezer temperatures are checked and recorded daily.
- Before and after any food is prepared, the surfaces in the kitchen area are thoroughly cleaned.
- At any time that food is being prepared, there will be no other activities going on in that area.
- Children are encouraged to maintain their own personal hygiene including the washing of hands before and after handling food.

- Children will have the opportunity to try a variety of foods and will have access to healthy snacks.
- Parents/carers are requested to provide information about any special dietary needs of their child and it is their responsibility to inform the club of any changes as soon as possible.
- Staff will be fully aware of, and will provide snacks that comply with any special dietary need of a child due to the child's health, racial, cultural and religious requirements.
- Staff encourage good eating habits and social skills at mealtimes. Sufficient time is allocated to mealtimes for this purpose. There will also be a suitable area set aside with appropriate crockery and cutlery, tables and chairs.
- Healthy foods options are used wherever possible in activities: play; language used; cooking activities.
- Other activities may also be built into the activity programme that increase children's awareness of health and hygiene issues e.g. cooking. Children will be supervised at all times whilst in the food preparation area.
- Confectionary (e.g. sweets) is not routinely used as a reward. We may however occasionally offer treats and food from other cultures as part of our activities.
- Children will be encouraged but not forced to eat.
- We ask that parents do not send food or drink to the club with their children during term time. In cases of specific dietary requirements, parents should consult with the Club's senior Playworker in advance.
- If you are sending a packed lunch with your child you should fully consider how it will be stored.

Health & Safety Policy

The Club is safe and secure for children, staff and visitors.

Day-to-day responsibility for ensuring this policy is put into practice is delegated to the senior Playworker.

The Club:

- Displays the appropriate public liability insurance certificate on club premises.
- Displays a health and safety law poster on club premises.
- Adheres to regulations required to maintain registration with CIW
- Adheres to all the relevant health and safety regulations with reference to the Health and Safety Executive.

Children:

- Are supervised at all times.
- Are only collected by an authorised adult.
- Are given opportunities to discuss ways to keep themselves safe and healthy. This includes involvement in establishing the Club's ground rules or for activities and special events such as trips.

- Are given opportunities to make decisions about their own play choices to help them develop their knowledge of the world, their own skills and their physical and emotional wellbeing.

Club Staff and Induction/Training:

- Staff are trained in health and safety requirements for the Club including fire prevention and drills.
- Staff are trained in first aid in accordance with the National Minimum Standards for Regulated Child Care and other relevant regulations. First aid qualifications are renewed every 3 years.
- Staff responsible for food preparation and handling are fully aware of and comply with regulations relating to food safety and hygiene and will have completed a recognised food hygiene qualification. This will be kept updated.
- Where relevant, staff hold a valid driver's licence and appropriate insurance cover when driving vehicles for Club use.

Premises:

- Are welcoming and friendly
- Provide adequate space both indoors and outdoors for children to play.
- Can be divided appropriately for groups of children and staff to take part in different activities, including an area for quiet play.
- Designated areas are for the sole use of the Club during hours of operation.
- Are secure from unauthorised access or unauthorised exit from the Club. The Club manages access to the premises and a visitors' book is kept, detailing ALL visitors to the club, including dates and times. No visitor to the club will be left unsupervised at any time.
- Are clean and well maintained
- Are of sound construction- internally and externally
- Are adequately lit, heated (to at least 18°C) and ventilated
- Include a food preparation area which conforms to environmental health and food safety regulations
- Offer adequate wash basins and lavatories for numbers of staff and children attending.
- Has safety glass or protective film covering fitted to any door fitted with glass?
- All electrical, gas and oil burning appliances are checked at least annually by a suitably qualified technician and certificates are retained.
- Any hazardous materials/chemicals are kept inaccessible to children in a locked cupboard.
- All waste is disposed of appropriately.
- Smoking is not permitted on club premises, in club vehicles or in any designated outdoor play space. Smoking in smoke free premises is also a criminal offence.

Furniture and Equipment:

- Are stored safely.

- Is sufficient and suitable to provide a stimulating play environment and opportunities (both indoors and outdoors) and appropriate for the ages and individual development needs of the children attending;
- Are clean, well maintained and conforms to BSEN safety standards or relevant Toys (Safety) Regulations where applicable.
- Are suitable for its intended use and kept in good repair.
- A first-aid box is accessible and adequately stocked in accordance with the Health and Safety (First Aid) Regulations 1981.
- Records of accidents, incidents and 'near misses' are kept.
- A telephone is available and accessible at all times. Contact details are:
 - o Head Office (Amy Ferguson) - 01446 771117
 - o Leean Creasy (Club Manager) - 07774 518827

Risk Assessment

The Club undertakes and documents risk assessments - a careful examination of what could cause harm to people so that necessary safety precautions can be taken - in the following way:

1. [Identify the hazards](#) (anything that may cause harm).
 2. [Decide who might be harmed and how](#).
 3. [Evaluate the risks](#) (the chance of someone being harmed and how serious the harm could be) [and decide on precaution](#).
 4. [Record findings and implement them](#).
 5. Monitor and [review the assessment and update if necessary](#).
- An action plan with necessary actions to remove/adequately minimise risks with timescales is maintained.
 - The Club will establish health and safety procedures to eliminate or minimise and control those risks and monitor and review them to improve safety arrangements.
 - It is the responsibility of ALL staff to ensure that risk assessments are carried out and to notify their line manager of any concerns.
 - All completed risk assessment records are safely stored for a suitable length of time and will be made available for inspection by any relevant authority.

Fire Safety

In line with appropriate guidance the Club will undertake fire risk assessments as follows:

1. Identify fire hazards
2. Identify people at risk in and around premises and people who may be especially at risk
3. Evaluate the risk of a fire starting and the risk to people from a fire, remove or reduce fire hazards and risks to people from fire and protect people by providing fire precautions
4. Record findings and action taken, discuss and work with others, prepare emergency plans and inform and instruct relevant people.
5. Review the fire risk assessment regularly, making changes where necessary.

- The Club will consult the relevant Fire Safety Officer to assess fire risk, take adequate precautions against the risk of fire and ensure people can safely escape if there is a fire.
- Any recommendations made by the Fire Safety Officer will be actioned as soon as possible by the Club.
- The premises, fire detection and fire fighting equipment will be checked annually by a Fire Safety Officer from the relevant Fire and Rescue Service. Certificates issued will be safely filed and will be made available to relevant authorities.
- Staff receive suitable training in fire prevention.

Some of the fire precautions identified within the risk assessment process to reduce risk may include the following:

- Flammable materials are removed or separated from sources of ignition.
- Suitable fire detection and warning systems are in place, tested and maintained.
- Suitable fire extinguishers are provided and checked.
- Safe means of escape is identified so that everyone who might be on the premises or nearby can escape.
- Fire exits are clearly identified and unobstructed.
- Fire exit doors and those on any escape route are easy to use.
- Suitable fire safety signs are used
- Emergency lighting is in place.

Emergency Procedures

- The Club implements clear emergency procedures – evacuation in case of fire or other significant incident (including reverse fire drill). These will be made known to staff and will be practiced termly (and at least every 6 months, recognising that young children benefit from more frequent practice) and when a new child, staff member or volunteer starts at the club.
- People who cannot get themselves out of a building unaided will also be considered through personal emergency evacuation plans.
- Details of these practice drills will be logged and filed to the satisfaction of the Fire Safety Officer.
- Accidents and ill health at work will be reported under RIDDOR: (Reporting of Injuries, Diseases and Dangerous Occurrences Regulations) www.hse.gov.uk/riddor Tel: 0845 300 9923

Healthy Snack Policy

Statement of Intent

Fun Foundations Day Nursery regards snack times as a very important part of the day. Eating represents a social time for children and adults and helps children to learn about healthy eating.

Aim

At snack time we aim to provide healthy snacks between meals both in the morning and afternoon that meet the nutritional requirements for a growing child.

Objectives

Children will have the opportunity to try a variety of foods and will have access to healthy snacks.

Water is available for the children at all times.

Milk will be offered at the afternoon snack time.

Staff will sit alongside the children while they eat and will provide good role models for healthy eating and encourage the children to try new things.

Children will be encouraged to develop good eating habits and will be given plenty of time to eat.

Parents of children on special diets will be asked to provide as much information as possible about suitable foods and in some cases may be asked to provide the food themselves.

Drinks will be given in a lidless cup for children aged approximately 18 months of age and over (or where stage of development appropriate).

If parents wish to supply a Birthday cake for their child, we will celebrate the occasion and then the cake will be sent home with children.

Hygiene & Health Care Policy

Hygiene

All staff and volunteers are made aware of good hygiene practice during their induction period.

- Staff encourage children to maintain their own personal hygiene including the washing of hands after using the toilet and before eating/handling food and after certain activities e.g. painting, handling pets, and gardening.
- Toilets will always have running water, soap and clean towels available.
- Tissues are used and disposed of hygienically and hands washed.
- Disposable gloves are available for clearing up after spills of bodily fluids. These spills will be cleaned immediately using disposable towels and a cleaning product that combines a detergent and disinfectant.

- The premises (toilets, tables and equipment) are checked regularly throughout the session and cleaned on a daily basis. Frequent hand contact sites such as toilet flush handles, taps, door handles etc are cleaned and disinfected regularly.
- Other equipment such as toys are cleaned routinely and according to need.
- Staff responsible for food preparation and handling are fully aware of and comply with regulations relating to food safety and hygiene and will have completed a recognised food hygiene qualification. This will be kept updated.
- Kitchen surfaces, chopping boards and utensils are cleaned before and after use.
- Disinfectants are used on food contact surfaces.
- Kitchen cloths are washed and disinfected regularly and left to dry before using them again. Disposable kitchen towels are used for wiping worktops and chopping boards.
- Fridge and freezer temperatures are checked and recorded daily.
- All waste is disposed of regularly and appropriately.

Further information/guidance (hygiene):

- Guidance on infection control in schools and other childcare settings, Health Protection Agency, April 2010
http://www.hpa.org.uk/web/HPAwebFile/HPAweb_C/1194947358374 [Accessed 13.04.11]
- The Health and Safety Guide for Early Years and Childcare Settings, Mudiad Meithrin 2009.
- Mind the Germs, Infection Control Guidance for Nurseries, Playgroups and other Childcare Settings, Welsh Government (2008).
- Health and Safety Executive, <http://www.hse.gov.uk/>
- Food and Health Guidelines for Early Years and Childcare Settings, Welsh Government, March 2009.

Health Care

- Children are encouraged to make use of outdoor space/activities available.
- Physical play equipment/opportunities to encourage physical activity are provided.
- Activities to increase children's awareness of health and hygiene issues are introduced.
- The Club has separate healthy eating and sun awareness policies.

Parents/carers must inform the Club about any medical conditions, allergies, special dietary and health care needs their child/ren might have on the child registration form

Parents/carers are required to give written permission to the Club in advance for any necessary emergency medical advice or treatment. This permission is given as a part of the parent's/carer's contract which is signed when a child first registers with the Club.

First Aid

- The Club has a first aid box, which complies with health and safety (first aid) regulations.
- It is accessible to staff, but out of the reach of children.
- Staff are trained in first aid in accordance with the National Minimum Standards for Regulated Child Care and other relevant regulations. First aid qualifications are renewed every 3 years.
- It is the responsibility of Leean Creasy, the nominated qualified first aider within the Club, to maintain the contents of the first aid box for use. This includes checking that items are not out of date, packaging of sterile items is intact and replacing any items that are used or found to be unusable.

Children who are ill

- Please do not send your child to the Club if you are aware that he or she is unwell. If your child will not be attending due to illness, you must inform the Club as soon as possible in line with the Club's arrival and collection policy.
- No child or member of staff known to be suffering a communicable disease, or considered too ill to participate in normal club activities, shall be admitted to the club.
- If a child becomes unwell during their time at the Club, we will notify the parent / emergency contact and ensure the child is made comfortable in a quiet area. The child will be supervised at all times and observed for any worsening symptoms.
- Reasonable steps will be taken to avoid cross-infection should the child develop symptoms of any infectious illness.
- If a child's condition worsens to such an extent that club staff are seriously concerned, and suspect urgent medical treatment is required, the parent/carer will be notified immediately and if necessary an ambulance will be called to take the child for treatment.
- If the parent/carer has not arrived by the time the ambulance needs to leave, the child will be accompanied to the hospital by a member of staff. That member of staff shall take with them to the hospital the child's registration form and signed contract indicating consent for emergency medical treatment to ensure the hospital has all the necessary information.
- Reporting in accordance with RIDDOR (F2508) will be undertaken when necessary in accordance with the health and safety legislation (Contact Health and Safety Executive or visit www.hse.gov.uk).
- Care Inspectorate Wales will be informed as soon as possible of any infectious illness, serious injury, illness or death of anyone on the premises.
- The Club's insurance company will also be notified.

Infectious Illnesses

- If any parent has concerns about infectious diseases or exclusion periods, they should contact the senior Playworker in the first instance.
- If the Club becomes aware that any child has developed or been exposed to a communicable disease whilst at the Club, we will inform parents/carers as soon as reasonably practicable, whilst maintaining confidentiality.

Disease	Signs and Symptoms	Incubation period	Exclusion period (consider as a minimum)
Chickenpox	Low-grade fever, rash usually appears within 24-48 hours, in the mouth to begin with, then red spots with white raised centre on trunk and limbs – very irritating rash	7-21 days	7 days from onset of rash (all spots must be dry and scabbed over)
Cold Sores	Redness blisters or scabs on or around the lips.	Direct contact	Avoid contact with the sore until it has disappeared.
Conjunctivitis	Itching and pain in eyes which become red and inflamed. White discharge or “sticky eye”	Bacterial 1-3 days; viral 2-7 days	24 hours minimum or until improvement begins with medication from GP
Gastrointestinal infection	Vomiting, diarrhoea, dehydration, abdominal pain. In usual circumstances diarrhoea in a child constitutes 3 or more loose stools	7-14 days	Until well. 48 hours after diarrhoea and vomiting have stopped
Hand, Foot and Mouth disease	High temperature, sore throat, red spots with raised blister head on hands, feet and mouth	3-5 days	Until lesions are healed
Herpes simplex	Blisters inside cheeks, ulcers on the tongue, cold sores around the mouth	2-10 days	Until all symptoms have ceased
Impetigo	Yellow oozing sores with scabs on top, itching. Usually around nose and mouth, although can develop on body	Direct contact	Until dry and healing, or 48 hours after antibiotic treatment has started
Infective hepatitis (jaundice)	Gradual onset of headache, loss of appetite, nausea, urine dark, faeces pale putty colour	23-35 days	7 days from onset of jaundice
Influenza and Pandemic Flu	Sudden onset, fever, headache, pain in the neck, arms or legs.	2-3 days	Until recovered
Measles	Misery, high temperature. Heavy cold, with discharging nose and eyes. Later – harsh cough, conjunctivitis, white spots in cheek, followed by dusky red patchy rash, starting behind the ears and along ears/hairline – spreads to face, trunk and limbs	10-15 days	4 days from onset of rash
Meningitis (bacterial and viral)	Fever, pains in back of joints, vomiting. Headache, fear of bright lights, stiff neck, confusion. Skin pale/blotchy, red rash or purple spots/bruises may appear	2-10 days	Until recovered
Mumps	Fever, headache or ear ache, swelling of jaw in front of ears, difficulty opening mouth/chewing	7-28 days	4 days from onset of swelling
Otitis Media (Ear infection)	Severe ear ache, intermittent or continuous. Deafness (occasionally) and discharge from the ear, children may not localise the pain to the ears	Direct contact	Until symptoms have cleared up

- We ask that parents/carers notify the club as soon as possible if their child develops or is exposed to an infectious illness, so that the appropriate steps can be taken to notify

other club users if necessary. This will be important particularly for children with low immunity who need to be informed promptly.

- Equipment will be cleaned and disinfected during an outbreak of illness
- The Club will liaise with relevant schools regarding exclusion periods for infectious illnesses and medical advice and procedures will be referred to.
- The following exclusion periods apply should a child have any of the following illnesses. It includes some common examples of illnesses but please note that this list is not exhaustive and will be reviewed regularly because advice changes. Further advice may also be sought from a healthcare professional.

Individual Needs Policy

Children who need extra support in school may not need extra support within a play setting. Some children however may require specific treatment, facilities or care while in the Club that is above and beyond the usual provision for most children.

The Club aims to provide a welcoming and supportive environment for all children, staff and parents. They will all be treated with dignity and respect. The Club supports integration and the treatment of all children and adults as individuals, wherever this is possible. Please refer to our equal opportunities policy.

- Playworkers consult with children and parents/carers as appropriate with regard to children's individual needs and preferences.
- The individual needs and views of children are considered when planning activities and buying toys and other equipment.
- The Club aims to provide adaptations to the facilities and environment in order to cater for individual additional needs where this is practicable and reasonable
- Where appropriate, children's progress will be monitored and recorded in consultation with parents and carers. Strategies will be discussed with the child and parent/carers and implemented.
- Staff will receive appropriate training as required.
- Full cooperation will be given to outside agencies in order to meet the specific needs of a child.
- If a child requires one to one support at the club, we will make every effort to work with the parents/carers and relevant organisations to access additional funding and extra staff members to provide one to one support.
- The level of individual care is agreed with the parents. The Club ensures that the privacy and dignity of a child is respected and maintained when providing any intimate care.
- The Club promotes anti-discriminatory practices and encourages a positive atmosphere for all.

The main language is English. Bilingual signs will be used where appropriate.

Media Policy

With the availability and accessibility of many different media, this organisation aims to ensure that no-one attending or working at the out of school club is put at a disadvantage or feels threatened by the inappropriate use of mobile phones, internet, cameras, videos, DVDs.

Staff should remember that they have a respected position as a Childcarer and should act accordingly. The internet, emails or text messages must not at anytime be used to discuss anything regarding the Club, children or work. Confidentiality must be respected at all times.

Mobile Phone Use By Staff

- The Club permits staff to use their personal mobile phones during club hours for club purposes only. They will be stored in the staff cupboard, but used to communicate with parents.

Mobile Phone Use by Children

- The Club does not allow children to use their mobile phones in the Club for any purpose, i.e. conversations, messages, cameras etc. Any parent wishing to contact their child in an emergency should do so through the Club's telephone.

Internet Use

The Club recognises that computers and the internet can be very useful tools in learning, development and understanding for staff and children.

- The internet can be freely accessed by staff for club matters (such as finding resources, planning activities) during working hours.
- The Club does not allow staff to send or receive any personal emails in working hours without prior permission from management. Staff should be aware that any emails sent or received from the Club account can be read by management to ensure that the name of the club is not brought into disrepute.
- The Club does not allow staff to access social networking sites on any computer or on mobile phones whilst in work. Any staff found to be accessing such sites, or any website not relating to work are subject to disciplinary action.
- Children may use the internet for playing developmental games, finding resources etc either in groups or individually, but will always be supervised by a member of staff.
- The Club ensures the appropriate Internet security measures are in place.

Social Networking

- When not in work, staff should remain aware of their responsibilities as an employee of the Club when using social networking sites such as Facebook, Twitter etc.
- The Club confidentiality policy must be followed at all times.
- Staff are discouraged from forging online friendships with parents/carers or children.

- Staff should maintain their status as professional childcare workers and be mindful of any content about themselves which appears on the internet. Any issues raised on social networking sites etc must be carefully considered as they are open to public viewing. No connection to the Club, staff, children or any incidents is to be mentioned on such sites.
- Any action which is seen to bring the Club into disrepute is investigated immediately and the issue dealt with in accordance with the disciplinary procedure.

Photographs / Videos

- In the course of our work with children, we sometimes like to record our activities through photographs or videos and other media. We will not do so without prior written permission from parents/carers. This permission is gained when the child is first registered at the Club, and will be updated on a regular basis. Any outside agency which wishes to take photographs or videos of our club will seek written permission from parents/carers in advance.
- Provided permissions have been granted staff may use only the Club's photographic equipment to take photographs or videos of the children. Personal photographic equipment owned by staff should never be used.
- Parents must not use any camera, video recorder or other recording device on club premises without prior permission from the Club's management.

IT Equipment

- The Club does not encourage children to bring in personal IT equipment such as laptops, music players, games consoles and so on. We do not accept any responsibility for equipment that is brought in.
- Any games or software provided by the Club is age appropriate according to the age rating given to the game by the BBFC or PEGI or other appropriate organisation.

Television/DVD's/Films/Music/Literature

- All Television/DVD's/Films/Music/Literature used in the club is age appropriate, and the relevant license will be sought where needed.

Model Staff Behaviour Policy

Introduction

This policy sets out clear guidance on the standards of behaviour expected from all staff at Fun Foundations Out of School Club. The principles underlying the guidance aim to encourage staff to achieve the highest possible standards of conduct and minimise the risk of inappropriate conduct occurring.

Staff are in a unique position of trust and influence as role models for children. Therefore, staff must adhere to behaviour that sets a good example to all children within the setting.

Staff also have an individual responsibility to maintain their reputation and the reputation of the after school club, both inside and outside working hours and work setting.

This policy applies to all staff and volunteers in the setting regardless of their position, role or responsibility. References to 'staff' throughout the policy relate to all of the following groups:

- All members of staff
- Volunteers, including governors
- Casual workers
- Temporary and supply staff, either from agencies or engaged directly
- Student placements, including those undertaking apprentices.

Fun Foundations After School Club requires that all staff have read and agree to comply with this policy.

Breach or failure to observe this policy will result in action being taken under disciplinary procedures including, but not limited to, dismissal.

This code of conduct is not an exhaustive list of acceptable and unacceptable standards of behaviour. In situations where guidance does not exist in this policy staff are expected to exercise their professional judgement and act in the best interests of the children and the setting.

Professional Behaviour and Conduct

Staff are expected to demonstrate the highest possible standards of personal and professional conduct and behaviour and consistently act with honesty and integrity. Fun Foundations After School Club expects staff to treat each other, children, parents and the wider community with dignity and respect at all times.

Staff must act in accordance with their duty of care to pupils and ensure that the safety and welfare of children attending the setting are accorded the highest priority.

Staff should show fairness in their treatment of children and avoid behaviours such as embarrassing or humiliating children, making jokes at the expense of children, discriminating against or favouring children and sarcasm.

Staff must have regard for the ethos and values of the After School Club and must not do or say anything which may bring the setting into disrepute. Care should be taken by staff to avoid any conflict of interest between activities undertaken outside the workplace and responsibilities within workplace. Staff should act in accordance with the setting's policies and procedures at all times.

Dress and Appearance



Fun Foundations After School Club recognise that dress and appearance are matters of personal choice and self-expression. However, all staff must dress in a manner that is appropriate to a professional role and that promotes a professional image. The work uniform must be adhered to at all times.

Staff should dress in a manner that is not offensive, revealing or sexually provocative and in a manner that is absent from political or contentious slogans.

Staff should dress safely and appropriately for the tasks they undertake.

Discreet earrings are acceptable but all other body piercings should be removed while on Fun Foundations' premises.

Smoking, alcohol and other substances

Fun Foundations After School Club is a non smoking site. Staff must not smoke on the premises or outside the gates. Any member of staff wishing to smoke must leave the site.

Staff must not smoke whilst working with or supervising children offsite.

Staff must not consume or be under the influence of alcohol, illicit drugs or other illegal substances on or near the club's premises.

Staff must refrain from the consumption of alcohol and other substances at club events both within the premises and outside the setting.

Relationships with Children

Staff must maintain professional boundaries with children appropriate to their position and must always consider whether their actions are warranted, proportionate, safe and applied equitably. Staff should act in an open and transparent way that would not lead any reasonable person to question their actions or intent. Staff should think carefully about their conduct so that misinterpretations are minimised.

Staff must not establish or seek to establish social contact with children for the purpose of securing a friendship or to pursue or strengthen a relationship. If a young person seeks to establish social contact you should exercise your professional judgement in making a response and be aware that such social contact could be misconstrued.

Personal phone numbers, email addresses or communication routes via all social media platforms should not be used to contact children and staff should not share their home address with children. If contacted via an inappropriate route the member of staff must inform the Manager immediately.

After school club staff must not accept friend invitations or become friends with any child who attends after school club on any social media platform. Staff should also refrain from following the Twitter or other similar social media accounts of children or their parents.

Gifts/Hospitality

Staff need to take care that they do not accept any gift/offer of hospitality that might be construed as a bribe by others, or lead the giver to expect preferential treatment. However, there may be occasions where children or parents wish to give a small token of appreciation to staff, for example at religious festivities or at the end of the year.

It is unacceptable to receive gifts on a regular basis or to suggest to children that gifts are appropriate or desired. Money must not be accepted as a gift. If you are unsure whether to accept a gift you should consult your line manager.

Personal gifts must not be given by staff to children and any reward to children should be in accordance with Fun Foundations' behaviour policy, recorded and not based on favouritism.

Physical Contact with Children

There are occasions when it is entirely appropriate and proper for staff to have physical contact with pupils, but it is crucial that they only do so in ways appropriate to their professional role. A 'no touch' approach is impractical for most staff and may in some circumstances be inappropriate. When physical contact is made with pupils it should be in response to their needs at that time, of limited duration and appropriate to their age, stage of development, gender, ethnicity and background.

Where feasible, staff should seek the child's permission before initiating contact. Staff should listen, observe and take note of the child's reaction or feelings and, so far as is possible, use a level of contact which is acceptable to the child for the minimum time necessary.

It is not possible to be specific about the appropriateness of each physical contact, since an action that is appropriate with one child in one set of circumstances may be inappropriate in another, or with a different child. Staff should therefore, use their professional judgement at all times.

Staff should be aware that even well intentioned physical contact may be misconstrued by the child, an observer or by anyone to whom this action is described. Staff should never touch a child in a way which may be considered indecent. Always be prepared to explain actions and accept that all physical contact be open to scrutiny. Staff must not engage in rough play, tickling or fun fights with children.

Extra caution should be exercised where a child is known to have suffered previous abuse or neglect. Such experiences may sometimes make a child exceptionally needy and demanding of physical contact and staff should respond sensitively by deterring the child through helping them to understand the importance of personal boundaries.

Physical contact must never be secretive, for the gratification of the adult or represent a misuse of authority.

If a member of staff believes that an action could be misinterpreted, the incident and circumstances should be reported to your line manager, recorded and, if appropriate, a copy placed on the child's file.

Child in distress

There may be occasions when a child is in distress and in need of comfort as a reassurance. This may include age appropriate physical contact. Staff should remain self-aware at all times in order that their contact is not threatening, intrusive or subject to misinterpretation.

Such incidents should always be recorded and shared with your line manager. If you have a particular concern about the need to provide this type of care and reassurance you should seek further advice from your line manager.

Changing

Children are entitled to respect and privacy whilst they are changing. However, there needs to be an appropriate level of supervision in order to safeguard young people, meet health and safety requirements and to ensure that bullying does not take place. The supervision should be appropriate to the needs and age of the children and sensitive to the potential for embarrassment.

Staff should be vigilant about their own behaviour and announce their intention of entering a changing room. Staff must not change in the same place as children.

One to one situations

Staff working individually with children should be aware of the potential vulnerability of children and staff in such situations. Staff should manage these situations with regard to the safety of the child and to themselves.

Individual work with pupils should not be undertaken in isolated areas or rooms where there is no external viewing panel. Where it is necessary to close doors for reasons of confidentiality a colleague should be made aware of this and asked to remain vigilant.

E-Safety

Staff must not engage in inappropriate use of social network sites which may bring themselves or the club into disrepute. Staff should adopt the highest security settings on any personal profiles they have.

Staff should remain mindful of their digital footprint and exercise caution in all their use of social media or any other web based presence they have. This includes written content, videos or photographs and views expressed either directly or by 'liking' certain pages or posts or following certain individuals or groups.

Staff must not make contact with pupils, must not accept or initiate friend requests nor follow children accounts on any social media platform. Staff must not communicate with children via social media, websites, instant messenger accounts or text message.

Staff should not make contact with children's' family members, accept or initiate friend requests or follow children's family member's account on any social media platform.

However, Fun Foundations acknowledges that staff who are also parents may wish to make contact with other parents, who are friends, over social media. Staff must exercise caution and professional judgement in these circumstances and should not have any contact with children's family members via social media if that contact is likely to constitute a conflict of interest or call into question their objectivity.

Mobile phones and personally-owned mobile devices brought in to school are the responsibility of the device owner. Fun Foundations accepts no responsibility for the loss, theft or damage of personally-owned mobile phones or mobile devices.

Photography, video and images of children

In accordance with The Data Protection Act 1998 the image of a child is personal data. Therefore, it is a requirement under the Act for consent to be obtained from the parent/guardian of a child for any images made. It is also important to take into account the wishes of the child, remembering that some children do not wish to have their photograph taken or be filmed.

Using images for publicity purposes will require the age-appropriate consent of the individual concerned and their parent/guardian. Images should not be displayed on websites, in publications or in a public place without their consent. Staff should also be clear about the purpose of the activity and what will happen to the photographs/images/video footage when the lesson or activity is concluded.

Confidentiality

Members of staff may have access to confidential information about children, their parents/ carers or their siblings. Staff must not reveal such information except to those colleagues who have a professional role in relation to the child on a need to know basis.

Staff should never use confidential or personal information about a child or her/his family for their own, or others' advantage (including that of partners, friends, relatives or other organisations). Information must never be used to intimidate, humiliate, or embarrass the child.

All staff are likely at some point to witness actions which need to be confidential. For example, where a child is bullied by another child, this needs to be reported and dealt with in accordance with the appropriate setting's procedure. It must not be discussed outside the workplace, including with the child's parent or carer, nor with colleagues in the workplace except by a senior member of staff with the appropriate authority to deal with the matter.

Staff have a statutory obligation to share with Fun Foundations Safeguarding Coordinator any information which gives rise to concern about the welfare or safety of a child or that might suggest a child is in need or at risk of significant harm. Staff should pass on information without delay in accordance with Fun Foundations After School Club's safeguarding policy and procedures and this should be recorded. Staff must never promise a child that they will not act on or pass on any information that they are told by the child.

Policy & Procedure on Missing Children

The Club is committed to ensuring the safety of all children who attend our club.

In accordance with our arrival and collection policy:

- Parents/carers must give adequate notice to the Club regarding attendance / non-attendance of their child.
- The school teachers and children will know the Club Playworkers or individuals acting as escorts.
- Daily attendance records are updated promptly with the time children are collected.

In addition:

- Playworkers will arrive promptly at specific collection points with a list of children to be collected.
- A daily register is taken at the start of the session to ensure all children that are booked in are present. This is repeated at regular intervals during trips out.
- Regular headcounts are made throughout the session.
- Risk assessments of the premises and activities are undertaken.

Procedure on missing children

If a child is identified as missing during the course of the club session or trip the following action should be taken (whilst at all times maintaining the safety and supervision of all children at the club):

Child missing from club session/during trips

1. Make enquiries with relevant members of staff as to when the child was last seen and where.
2. Inform the Senior Playworker immediately.
3. During trips, inform the manager of the premises and recruit further support including tannoy announcements.
4. Ensuring that the remaining children are sufficiently supervised and secure, one or preferably two members of staff should search the building, outdoor premises and immediate vicinity.
5. If the child cannot be found within 15 minutes, then the Police and the parent/carer are informed.
6. The search is continued, widening the search area and keeping in touch by mobile phone.
7. An incident form is completed immediately after the event explaining exactly what happened. All the staff present, the child's parent/carer and the police should read and sign it and all records are filed in accordance with the health and safety legislation where necessary (Contact Health and Safety Executive or visit www.hse.gov.uk).
8. Care and Social Services Inspectorate Wales is informed on the same day of the incident.
9. Once the situation has been resolved, all members of staff review the reasons for it happening and the Club will ensure any necessary measures are taken to prevent it from happening again.
10. The Club's insurance company is notified.

Child missing from school collection point

If a child has been booked into the Club, but is missing from the agreed collection point, the following procedure is followed:

1. Inform the senior play worker immediately.
2. The school is informed immediately. If the child has been dismissed from the school, the child's parent/carer is contacted.
3. If the child's whereabouts remain unknown the head teacher (or senior member of school staff) is informed and the school is searched.
4. Ensuring that the remaining children are sufficiently supervised and secure, one or preferably two members of staff should search the building, outdoor premises and immediate vicinity of the school/collection point.
5. If the child cannot be found within 15 minutes, then the Police and the parent/carer are informed.
6. **Follow procedure 6-10 as above.**

School Collection Policy and Procedure

Children will be collected from the school hall by all after school club staff.

Staff will wear their identification cards.

A register will be taken to ensure that all children who are enrolled for that day have attended.

If there are absences, enquiries to the appropriate member of staff will be made before leaving.

Children and staff will leave for after school club at 15:30 once all children attending have been accounted for.

Working in Partnership with Parents/Carers

Upon showing an interest in using the Club, parents/carers are provided with all necessary information to enable them to make an informed decision about our service. This may include visiting the Club at a mutually convenient time, with their child to see how we operate.

Parents/carers have an opportunity at least once a year to attend an open day at the Club. This is usually towards the end of the school year to include prospective new children and parents/carers coming to the school in September.

The Club recognises and respects that parents/carers hold primary responsibility for their children.

The Club recognises that parenting is a shared responsibility. When parents live apart the Club acts to ensure that both parents have the information they need so that their child/ren are confident in the care they receive at the Club⁶.

Parents/carers are fully informed about opportunities to view our full set of policies and procedures.

If preferred, formal appointments can be made by parents/carers or by the Club senior Playworker to discuss a child's progress and/or behaviour. These appointments can be held outside Club hours in a private location suitable to both parties. The Club's confidentiality policy is followed in such circumstances. To make an appointment simply contact the senior Playworker.

Parents/carers are required to sign a contract with the Club before their child starts attending. All written records kept on their own child are accessible to parents/carers

⁶ Article 18, Rights of Children and Young Persons (Wales) Measure 2011



except where this would place the child’s welfare at risk. At no time will parents/carers be able to see information about another child.

Club staff are available during Club hours for an informal chat to parents/carers about their child’s individual needs and progress. Staff are aware of the need to maintain privacy about matters concerning children and families and the need to share information appropriately. Any requests by third parties for information about any individual child will be discussed with their parents and information shared only with their consent unless to do so would place the child's welfare at risk.

As detailed in the parent/club contract, parents/carers are responsible for notifying the senior Playworker of any changes in the child’s circumstances so that they can be added to the child’s registration form and appropriate action taken.

Regular ‘customer satisfaction’ surveys are carried out (usually by questionnaires) to ensure that the Club’s service continues to meet the needs of children and their families. Parents/carers are encouraged to actively take part in these exercises, as their opinion is important to the continued effectiveness of our service and their own child’s well-being.

A regular newsletter is circulated to parents/carers, children and others within the Club to share information.

A notice board is placed within the Club for parents/carers and children to be able to gain information on the Club and its activities.

Parents/carers are encouraged to feel part of the Club, as we are providing a service to help them. We would welcome any parent/carer wishing to be a member of the management committee. Any parent/carer who volunteers during Club hours, or joins the management committee, is given full information and guidance on their roles and responsibilities.

When fundraising events are being organised we appreciate the help and co-operation of all parents/carers of children registered at the Club.

Date of Review	Signatures	Date of Next Review
10-9-19		August 2020