



AIMS OF OUR PROVISION

The aim of our sports holiday camps provision is to provide a safe, fun and exciting environment for children aged 5-11 to learn and play specific sports. Children under the age of 5 (4 years) are only able to attend with us for a maximum of 4 hours per day.

PURPOSE OF POLICY

The purpose of this policy is:

- To protect children and young children who are receiving our services, from harm.
- To provide staff and volunteers, as well as children and young people and their families, with the overarching principles that guide our approach to child protection.

This policy applies to all of our staff, whether volunteers or paid staff.

WE RECOGNISE THAT:

- The welfare of children is paramount in all the work we do and in all the decisions we take all children, regardless of age, disability, gender reassignment, race, religion or belief, sex, or sexual orientation have an equal right to protection from all types of harm or abuse
- some children are additionally vulnerable because of the impact of previous experiences, their level of dependency, communication needs or other issues
- working in partnership with children, young people, their parents, carers and other agencies is essential in promoting young people's welfare.

WE WILL SEEK TO KEEP CHILDREN AND YOUNG PEOPLE SAFE BY:

- Valuing, listening to and respecting them
- appointing a nominated child protection lead for children and young people for safeguarding
- adopting child protection and safeguarding best practice through our policies and procedures
- Provide parents with a copy of terms and conditions relating to our camp rules, policies and procedures, prior to booking with us
- providing effective management for staff and volunteers through supervision, support, training and quality assurance measures so that all staff and volunteers know about and follow our policies, procedures and behaviour codes confidently and competently
- recruiting and selecting staff and volunteers safely, ensuring all necessary checks are made, and ensuring they align with our brand values
- recording, storing and using information professionally and securely, via our booking system for children attending, and our secure online folder for staff information
- making sure that children, young people and their families know where to go for help if they have a concern
- Provide a safe, fun and exciting environment that the children will always want to come back for more

OVERVIEW OF POLICY

The overview and key points of this policy are:



- ✓ Ensure the safety of all children by careful supervision, proper pre-planning of coaching sessions, using safe methods at all times.
- ✓ Consider the wellbeing and safety of participants before the development of performance.
- ✓ Encourage and guide participants to accept responsibility for their own performance and behaviour.
- ✓ Treat all young people equally and ensure they feel valued. Have no favourites and do not discriminate.
- ✓ Encourage all children not to discriminate on the grounds of religious beliefs, race, gender, social classes or lack of ability.
- ✓ Not allow any rough or dangerous play, bullying, or the use of bad language or inappropriate behaviour.
- ✓ Not abuse members physically, emotionally or sexually.
- ✓ Administer minor first aid in the presence of others and where required refer more serious incidents to the camp "first aider".
- ✓ Have access to telephone for immediate contact to emergency services if required.
- ✓ Be a role model, displaying consistently high standard of behaviour and appearance (disciplined/committed/time keeping), remember children learn by example.
- ✓ Protect themselves from false accusation:
 - Not spending excessive amounts of time alone with children away from others
 - Never taking children to their home
 - Not administering First Aid involving the removing of children's clothing unless in the presence of others.
- ✓ Hold appropriate valid qualifications, up to date DBS and insurance cover
- ✓ Make the sport/activity fun and appropriate to the needs and requirements of the group
- ✓ Never to use personal mobile or electronic devices to take photos or videos of children. The camp will only ever take photos or videos of children for promotional use and only when we have consent from the parent / guardian.
- ✓ To abide by our behaviour policy at all times
- ✓ To report any incidents and injury to parents upon collection at camp involving their child, whether on the receiving end or being the child instigating it



- ✓ Promote British values including:
 - team work,
 - develop confidence and self esteem,
 - distinguish what is right and wrong
 - accept responsibility for behaviour and understand how to help others
 - tolerance and harmony to different cultures
 - respect

PREVENT DUTY – WHAT IS IT AND GUIDANCE

What is it?

The **Prevent duty** is the **duty** in the Counter-Terrorism and Security Act 2015 on specified authorities, in the exercise of their functions, to have due regard to the need to **prevent** people from being drawn into terrorism.

In simple terms it is for us as a team to feel confident to spot and report signs of radicalisation and extremist views in our staff and the children we teach, in order to prevent it from happening or getting any worse.

Protecting children from the risk of radicalisation should be seen as part of childcare providers' wider safeguarding duties, and is similar in nature to protecting children from other harms e.g. drugs, sexual abuse, exploitation, neglect, whether these come from within their family or outside influences.

What signs are we looking for?

These are inclusive of but not excluding other factors:

- ☒ Change in behaviour which could indicate they need help or protection
- ☒ Deterioration in children's general well-being Staff and children's abnormal absence from regular sessions / camps
- ☒ Children's / staffs comments which give cause for concern
- ☒ Inappropriate behaviour displayed by other members of staff, or any other person working with the children, for example: inappropriate sexual comments; excessive one-to-one attention beyond the requirements of their usual role and responsibilities; or inappropriate sharing of images

Change in behaviour, which could indicate they need help, or protection

Example: X is usually very chatty and outgoing when attending our camps. You notice that she has become withdrawn on her next visit and upon collection; she does not want to go home

Staff and children's abnormal absence from regular sessions / camps

Example: Coach X has an exemplary attendance record but recently has started calling in sick for work. As well as this, you have noticed he has become withdrawn in his personality

Change in the way they talk about certain matters

Example: You may hear a member of staff or a child talk about certain matters in a new aggressive way that differs from how they usually talk. Are they discussing extremist views more? Are they talking to



children about these views and matters? Perhaps they are making tongue in cheek racial remarks to another member of staff or child?

BUILDING CHILDREN'S RESILIENCE TO RADICALIZATION

We as a company can help children understand British values better by promoting the following:

- Allow children to make their own decisions under our guidance
- Allow children to share with one another and ensure they understand the rewards of doing so
- Give freedom to the children to make mistakes and ensure they know it is ok to do so
- Give freedom to the children where they can work as a team with different children, not necessarily their own friends all the time.
- Ensure our rules are told to the children and that they must be respected at all times
- Promote respect within our groups - teach children to treat others how they would like to be treated
- Ensure all children know that their voice will be heard and that they can confidently speak to our team of staff and coaches

INDICATORS OF NEGLECT AND ABUSE

- Change in behaviour or personality
- Becoming withdrawn
- Seeming anxious
- Becoming uncharacteristically aggressive
- Lack of social skills and has few friends, if any
- Poor bond or relationship with parent
- Knowledge of adult issues inappropriate for their age
- Running away or going missing
- Always choosing clothes to cover their body

The above does not necessarily mean that a child is being abused, but we will assess the situation as a team confidentially.

ALLEGATIONS AGAINST A STAFF MEMBER

Any allegations against our team of staff, whether volunteers or paid staff, are taken seriously and dealt with swiftly and confidentially. You should feel confident in reporting any allegations to our Safeguarding lead, Ashley Thomas.

If an allegation is made that a staff member or volunteer has:

- behaved in a way that has harmed, or may have harmed a child
- possibly committed a criminal offence against, or related to, a child
- behaved towards a child or children in a way that indicates they may pose a risk of harm to children
- behaved in a way that indicates they may not be suitable to work with children.



our safeguarding lead will report this directly to the local authority (Croydon Council) who's details can be found below, so that they can advise and investigate. During an investigation, every effort will be made to maintain the confidentiality of all parties involved.

Contact the LADO

Telephone: 020 8255 2889

Email: LADO@croydon.gov.uk

Address:

4th Floor, Zone F
Bernard Weatherill House
8 Mint Walk
Croydon
CR0 1EA

All of our team are safeguarding trained. In our safeguarding leads absence, or if an allegation is made against them, you can report to anyone of our team who will take the above action by contacting the local authority, or police if necessary.

All allegations will be recorded and kept on file. Once fully investigated, we will let you know of the outcome.

HOW AND WHO TO REPORT SAFEGUARDING CONCERNS, AND REPORTING TO OFSTED

We have measures in place to protect the children in our care and take this very seriously. Incidents or indicators of the above must be logged via email to the franchisee and Ashley Thomas.

Please do not discuss with the child's parents if you feel that this may affect the child's safety. We will report the matter to one of the following and take advice on what to do next:

In an emergency or if you believe a child is in immediate danger, call the police on 999

Report to OFSTED in the event of serious injury or serious incident or death

0300 123 1231

NSPCC Helpline

- <https://www.nspcc.org.uk/services-and-resources/nspcc-helpline/>
- Help@nspcc.org.uk
- 0808 800 5000

Croydon Council

- <https://www.croydon.gov.uk/healthsocial/families/childproctsafe>
- 0208 726 6464

Surrey FA

- <http://www.surreyfa.com/about/rules-and-regulations/safeguarding-and-welfare>
- 01372 387 090.
- Safeguarding@surreyfa.com



Safeguarding officer for Superstar Campz:
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