

SPRINGASC SAFEGUARDING POLICY

Updated July 2023

At Spring, we are committed to safeguarding and promoting the welfare of all those in our care. This includes ensuring a safe and supportive environment within our clubs and working with families and schools to prevent any maltreatment or impairment to a child's development and well-being. We put the children's welfare and best interests at the heart of all we do.

Key Roles and Responsibilities

Safeguarding is the responsibility of all members of staff. Staff have a responsibility to act appropriately in response to any concerns, including reporting to the DSL (Designated Safeguarding Lead). The DSL must ensure concerns are properly logged and shared and that any referrals are made within the same day as the concern has been raised. All members of staff are expected to be familiar with KCSIE 2023 and with all club policies. Members of staff are expected to build positive relationships with children and families, to be approachable and to be vigilant.

The manager of each club is the Designated Safeguarding Lead, assisted by the club deputies and overseen by Samantha Hill.

Safer Recruitment

All Spring Staff are employed following Safer Recruitment guidelines. This includes an interview, identity checks, visa checks, Enhanced DBS checks and the uptake of 2 professional references.

Training

All Spring Staff undertake refresher training at least annually. Copies of relevant documents and summaries are provided to all staff. Staff are expected to remain informed about safeguarding procedures and guidelines.

Managers and Deputy Managers are DSL (Level 3) trained.

Health and Safety

Supervision and first aid guidelines must be followed at all times. Visitors, parents and contractors must be accompanied whilst within the club rooms. Managers complete a daily risk assessment of the club rooms, toilets and playgrounds and are expected to be proactive in identifying and reducing risk.

Bullying and Child on Child Abuse

At SPRING we place great emphasis on kind, positive relationships and behaviours. Children are supervised and monitored carefully and any concerns addressed immediately. Any bullying or child on child abusive behaviours are not tolerated. Staff are responsible for reporting any concerns to the DSL who is responsible for managing the safety and well-being of all children, communicating with families and making any necessary referrals.

Filtering and Monitoring

All use of technology is carefully monitored and children closely supervised at all times. Filters and firewalls are in place on any device used within our clubs. Any films or clips shown to children are certified U or PG and must be pre-assessed as appropriate. No child or adult may use a personal device within the club rooms.

Useful Contacts (Tower Hamlets)

MASH (Multi Agency Safeguarding Hub) Tel: 020 7364 5006 option 3 Extensions: 5606/5601/5358/7796 Mash@towerhamlets.gov.uk	LADO (Local Authority Designated Officer) 020 7364 0677 07903 238827 LADO@towerhamlets.gov.uk	CHILDREN'S SOCIAL CARE EMERGENCYOUT OF HOURS TEAM 020 7364 5006 (Select option 3)
--	--	---