



'Mighty Oaks'

Before School and After School
Provision at Brindley Heath Academy

Policy Documents

2021 – 23

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1. Administering Medication Policy

If a child attending Mighty Oaks requires prescription medication of any kind, their parent or carer must complete a Permission to administer medicine form in advance. Staff at the Club will not administer any medication without such prior written consent. Ideally children should take their medication before arriving at the Club. If this is not possible, children will be encouraged to take personal responsibility for their medication, if appropriate. If children carry their own medication (eg asthma inhalers), the Club staff will offer to keep the medication safe until it is required. Inhalers must be labelled with the child's name.

Mighty Oaks can only administer medication that has been prescribed by a doctor, dentist, nurse or pharmacist. However, if a medicine contains aspirin we can only administer it if it has been prescribed by a doctor. All medication provided must have the prescription sticker attached which includes the child's name, the date, the type of medicine and the dosage, and should be in the original packaging.

A designated staff member will be responsible for administering medication or for witnessing self-administration by the child. The designated person will record receipt of the medication on a Medication Log, will check that the medication is properly labelled, and will ensure that it is stored securely during the session. Before any medication is given, the designated person will:

- Check that the school has received written consent and ask another member of staff to witness that the correct dosage is given.

When the medication has been administered, the designated person must:

- Record all relevant details on the Record of Medication Given form
- Ask the child's parent or carer to sign the form to acknowledge that the medication has been given.

When the medication is returned to the child's parent or carer, the designated person will record this on the Medication Log. If a child refuses to take their medication, staff will not force them to do so. The coordinator and the child's parent or carer will be notified, and the incident recorded on the Record of Medication Given.

Certain medications require specialist training before use, eg Epi Pens. If a child requires such medication the coordinator will arrange appropriate training as soon as possible. It may be necessary to absent the child until such training has been undertaken. Where specialist training is required, only appropriately trained staff may administer the medication. A child's parent or carer must complete a new Permission to Administer Medication form if there are any changes to a child's medication (including change of dosage or frequency).

If a child suffers from a long-term medical condition the school will ask the child's parents to provide a medical care plan from their doctor, to clarify exactly what the symptoms and treatment are so that the Club has a clear statement of the child's medical requirements.

Review date: February 2023

Staff signatures: (confirming policy has been read and understood)

2. Arrivals and Departures

Mighty Oaks recognises that the safe arrival and departure of the children in our care is paramount. The coordinator will ensure that an accurate record is kept of all children in the Club, and that any arrivals or departures are recorded in the register. The register is kept in an accessible location on the premises at all times.

In addition we conduct regular headcounts during the session, for example when children go to the toilet or come in from outside play.

Children from Brindley Heath Academy will be supervised by adults as they go to the club premises. If a child is booked into the Club but is not in their classroom, we will check whether the child was present at school that day. If the whereabouts of the child is not known, staff will immediately inform the designated contact at the school and the child's parents or carers, and follow the procedures laid out in the Missing Child policy.

Arrivals

Our staff will greet each child warmly on their arrival at the Club and will record the child's attendance in the daily register straightaway. Departures Staff will ensure that they, parents or carers sign children out before they leave, including the time of collection. Children can only be collected by an adult who has been authorised to collect them on their registration form.

The child's parents or carers must inform the Club in advance if someone who is not listed on the registration form is to collect the child. The coordinator will contact the main parent or carer for confirmation if they have any concerns regarding departures. The parent or carer must notify the Club if they will be late collecting their child. If the Club is not informed, the Uncollected Children policy will be followed. Children will not be allowed to leave the Club unaccompanied.

Absences

If a child is going to be absent from a session, parents must notify the Club in advance. If a child is absent without explanation, staff will contact the parents or carers and the school to check where the child should be. If there is no explanation for the absence the Club will activate the Missing Child procedure.

Review date: February 2023

Staff signatures: (confirming policy has been read and understood)

3. Anti-Bullying Policy

Mighty Oaks will provide a supportive, caring and safe environment in which all children and adults are free from the fear of being bullied. Bullying of any form is not tolerated in our club, whether carried out by a child or an adult. Staff, children and parents or carers will be made aware of the Club's position on bullying. Mighty Oaks will follow the school antibullying policy, as illustrated below.

Bullying behaviour is unacceptable in any form. Any child who is a victim of bullying will be dealt with in a sympathetic manner. If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff informed, and then discussed with the Head of School. A clear account of the incident will be recorded in an Incident log and on CPOMS. All staff will be informed so that close monitoring of all parties can begin. Parents of both parties will be informed.

Mighty Oaks defines bullying as the repeated harassment of others through emotional, physical, psychological or verbal abuse.

Physical:

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

Psychological:

- Behaviour likely to create a sense of fear or anxiety in another person.

Emotional:

- Being deliberately unkind, shunning or excluding another person from a group or tormenting them. For example, making another person feel 'left out' of a game or activity, passing notes about others or making fun of another person.

Verbal:

- Name-calling, put-downs, ridiculing or using words to attack, threaten or insult. For example, spreading rumours or making fun of another person's appearance.

Racial harassment can take any of the forms of bullying listed above but is motivated by the victim's colour, race, nationality, or ethnic or national origins. Incidents of racial harassment will be recorded as such on the Incident log. (See our Equalities Policy for more information on how we deal with and challenge discriminatory behaviour.)

Preventing bullying behaviour Staff at Mighty Oaks will foster an anti-bullying culture in the following ways:

- Encouraging caring and nurturing behaviour
- Discussing friendships and encouraging paired, group and team play
- Encouraging children to report bullying without fear
- Discussing the issues surrounding bullying with the children, including why bullying behaviour will not be tolerated
- Exploring the consequences of bullying behaviour with the children and adults.
- Responding to bullying behaviour

Mighty Oaks acknowledges that despite all efforts to prevent it, bullying behaviour is likely to occur on occasion. Should such incidents occur, the Club will follow the procedure outlined below:

- We will address all incidents of bullying thoroughly and sensitively.
- Victims of bullying will be offered the immediate opportunity to discuss the matter with a member of staff who will reassure the child or adult and offer support.
- They will be reassured that what they say will be taken seriously and handled sympathetically.
- Staff will support the individual who has been bullied, keeping them under close supervision, and checking their welfare regularly.

If another child witnesses bullying and reports this, staff will reassure them that they have done the right thing. Staff will then investigate the matter. If a member of staff witnesses an act of bullying, involving children or adults at the club, they will inform the supervisor. Children who have been bullied will be helped by discussing what has happened, establishing why the child became involved. Staff will help the child to understand why this form of behaviour is unacceptable and will encourage him/her to change their behaviour. Staff will also help the child who is perpetrating the bullying to understand why their actions are not acceptable. Staff will educate these children. If bullying behaviour persists, more serious actions may have to be taken. All incidents of bullying will be reported to the coordinator and will be recorded on an Incident Log. The coordinator and other relevant staff will review the Club's procedures in respect of bullying, to ensure that practices are relevant and effective.

Review date: February 2023

Staff signatures: (confirming policy has been read and understood)

4. Admissions and Fees

Policy

Mighty Oaks is run as part of Brindley Heath Academy. We provide care for children between the ages of 7 and 11, primarily serving the children of Brindley Heath Academy. Places are offered on a first-come first-served basis. When all places have been filled a waiting list will be established, with the following order of priority:

- Siblings of children already attending the club
- Those requiring the greatest number of sessions/hours per week

Booking procedure

Parents must complete the online booking form in advance of the session. Details already held in school such as permissions for photo consent, medical details and contact information will be accessible by the club staff.

Fee structure

Fees are charged as per amounts listed on booking form. The Club recognises that childcare can be costly, so we encourage eligible parents or carers to claim the childcare element of the Working Tax Credit. We are also willing to take childcare vouchers once registered with the childcare provider. Payment is in advance of the sessions, payable by the school's online payment system. If less than 24 hours notice, parents can contact the school office to make arrangements for provision.

Payment of fees

If fees are not paid, the school will write to the parent or carer, requesting payment. If the parents or carers are having difficulty making the payment on time we recommend that they arrange a meeting with the school as soon as possible. Where there is no explanation for repeated late payment, the school will contact the parents or carers to discuss payment options. The school may issue a formal warning to the parent or carer informing them that continued late payment will result in their child's place at the Club being withdrawn. If the fees remain unpaid after all the above options have been explored, the school may have to cancel the child's place.

Review date: February 2023

Staff signatures: (confirming policy has been read and understood)

5. Behaviour Management Policy

Mighty Oaks uses effective behaviour management strategies to promote the welfare and enjoyment of children attending the Club. Working in partnership with parents, we aim to manage behaviour using clear, consistent and positive strategies. Mighty Oaks follows the Schools Behaviour policy and promotes our four Golden Rules. They are clearly displayed in the setting. Club staff deal with the application of the behaviour policy as they would do in school, supported by and in consultation with senior leaders.

Whilst at Mighty Oaks we expect children to:

- Always try your best
- Look, listen and follow instructions
- Respect everyone and everything
- Kind words, kind hands and kind feet

At Mighty Oaks positive behaviour is encouraged by:

- Acting as positive role models
- Praising appropriate behaviour
- Reward system
- Informing parents about individual achievements
- Offering a variety of play opportunities to meet the needs of the children attending the Club

It is inevitable that as children develop and learn, there are times when they need support and guidance to understand that their behaviour is not acceptable. Staff at the Club will try to determine the cause or triggers of the inappropriate behaviour to prevent the situation from recurring.

Dealing with inappropriate behaviour

Challenging behaviour will be addressed in a calm, firm, positive and non-confrontational manner. In the first instance, the child will be temporarily removed from the activity. Staff will discuss why the behaviour displayed is deemed inappropriate. Staff will give the child an opportunity to explain their behaviour, to help prevent a recurrence. Staff will encourage and facilitate mediation between children to try to resolve conflicts through discussion and negotiation. If the inappropriate behaviour appears to be as a result of boredom, staff will consult with the child to find activities that more fully engage them. Staff will consult with parents to formulate clear strategies for dealing with persistent inappropriate behaviour.

We will not threaten any punishment that could adversely affect a child's well-being (e.g. withdrawal of food or drink). If after consultation with parents and the implementation of behaviour management strategies, a child continues to display inappropriate behaviour, the Club may decide to exclude the child in accordance with our Suspensions and Exclusions policy. The reasons and processes involved will be clearly explained to the child.

Physical intervention

Physical intervention will only be used as a last resort, when staff believe that action is necessary to prevent injury to the child or others, or to prevent significant damage to equipment or property. If behaviour requires positive handling, Jimmy Martin will be called to facilitate this. The coordinator will be notified and an Incident record will be completed. The incident will be discussed with the parent or carer as soon as possible. If staff are not confident about their

ability to contain a situation, they should call Jimmy Martin or the next senior leader on site. All serious incidents will be recorded on an Incident record and on CPOMS. This may be used to build a pattern of behaviour, which may indicate an underlying cause. If a pattern of incidents indicates possible abuse, we will implement child protection procedures in accordance with our Safeguarding policy.

Corporal punishment

Corporal punishment or the threat of corporal punishment will never be used at the Club. We will take all reasonable steps to ensure that no child who attends our Club receives corporal punishment from any person who cares for or is in regular contact with the child, or from any other person on our premises

Review date: February 2023

Staff signatures: (confirming policy has been read and understood)

6. Complaints Policy

At Mighty Oaks we aim to work in partnership with parents to deliver a high quality childcare service for everyone. If for any reason we fall short of this goal, we would like to be informed in order to amend our practices for the future. Our complaints policy will be displayed on the premises at all times. The Head of School will generally be responsible for dealing with complaints. If the complaint is about the Head of School the Executive Head will investigate the matter.

Any complaints received about staff members will be recorded on an Incident log and a Complaints log will be completed. Any complaints made will be dealt with following the MANOR MAT Complaints Procedure.

Review date: February 2023

Staff signatures: (confirming policy has been read and understood)

7. Confidentiality Policy

At Mighty Oaks we respect the privacy of the children attending the Club and the privacy of their parents or carers. Our aim is to ensure that all those using and working at Mighty Oaks Before School and After School Provision can do so with confidence.

We will respect confidentiality in the following ways:

- Parents can ask to see the records relating to their child, but will not have access to information about any other children.
- Staff only discuss individual children for purposes of planning and group management.
- Staff are made aware of the importance of confidentiality during their induction process.
- Information given by parents to Club staff will not be passed on to third parties without permission unless there is a safeguarding issue (as covered in our Safeguarding Policy).
- Concerns or evidence relating to a child's safety, will be logged on CPOMS and will not be shared within the Club, except with the designated Child Protection Officer and the Head of School (in her absence other school DSLs).

Issues relating to the employment of staff, whether paid or voluntary, will remain confidential to those making personnel decisions. Confidential records are stored securely in a lockable file. Students on work placements are informed of our confidentiality policy and are required to respect it.

Sharing information with outside agencies

We will only share information with outside agencies on a need-to-know basis and with consent from parents, except in cases relating to safeguarding children or criminal activity. If we decide to share information without parental consent, we will record this on CPOMS, clearly stating our reasons. We will only share relevant information that is accurate and up to date. Our primary commitment is to the safety and well-being of the children in our care.

Data Protection Act

We comply with the requirements of the Data as identified in The MANOR MAT DATA Protection Policy.

Review date: February 2023

Staff signatures: (confirming policy has been read and understood)

8. Emergency Evacuation/Closure Procedure

Mighty Oaks will make every effort to keep the Club open, but in exceptional circumstances, we may need to close at short notice. The following are possible reasons for emergency closure:

- Serious weather conditions
- Heating system failure
- Burst water pipes
- Fire or bomb scare/explosion
- Death of a member of staff or child
- Assault on a staff member or child

Serious accident or illness

In the event of an emergency our primary concern will be to ensure that both children and staff are kept safe. If it is necessary to evacuate the Club, the following steps will be taken:

- If appropriate the staff will activate the fire alarm system or contact the emergency services.
- All children will be escorted from the building by a safe exit to the assembly point which is on the school field.
- If after assessing the situation it is safe to do so Brindley Heath Academy classrooms will be used to house the children.
- If the site needs to be evacuated, Foley Infant Academy will be used.
- No attempt will be made to collect personal belongings, or to re-enter the building after evacuation.
- A nominated member of staff will check the premises and will collect the register (including emergency contact details) providing that this does not put anyone at risk.
- Before leaving the building the designated person will close all accessible doors and windows, if it is safe to do so.
- The register will be taken and all children and staff accounted for.
- If any person is missing from the register, the emergency services will be informed immediately.
- The nominated staff member will contact parents to collect their children. If the register is not available, the coordinator will use the emergency contacts list (which is kept off in the school office).
- All children will be supervised until they are safely collected.
- If after every attempt, a child's parent or carers cannot be contacted, the Club will follow its Uncollected Child procedure.

Review date: February 2023

Staff signatures: (confirming policy has been read and understood)

9. Equalities Policy

At Mighty Oaks we will ensure that we provide a safe and caring environment, free from discrimination, for everyone in our community including children with additional needs. To achieve the Mighty Oaks objective of creating an environment free from discrimination and welcoming to all, the provision follows the MANOR MAT and school's policies on:

- Equality and diversity
- Accessibility
- Recruitment

Mighty Oaks will help all children to celebrate and express their cultural and religious identity by providing a wide range of appropriate resources and activities. Staff will strive to ensure that children feel good about themselves and others, by celebrating the differences which make us all unique individuals. The provision will ensure that its services are available to all parents/carers and children in the local community.

Mighty Oaks will monitor and review the effectiveness of our inclusive practice by conducting an Inclusion Audit on an annual basis.

Equal Opportunities Named Coordinator

The Club's Equal Opportunities Named Coordinator (ENCO) is the Head of School. The ENCO is responsible for ensuring that:

- Staff receive relevant and appropriate training
- The Equalities policy is consistent with current legislation and guidance
- Appropriate action is taken wherever discriminatory behaviour, language or attitudes occur.

Children with additional needs

Our Club recognises that some children have additional needs or physical disabilities that require particular support and assistance. We will assess the individual needs of each child in consultation with their parents prior to their attending the Club, and will make reasonable adjustments to ensure that children can access our services and are made to feel welcome. Where one-to-one support is required we will assist parents in accessing the funding required to provide the additional care.

Special Educational Needs Coordinator

The School's (SENCO) is Amy Lesniewski. The SENCO will:

- Help to manage the provision for children with special educational needs or physical disabilities.
- Be fully trained and experienced in the care and assessment of such children.
- All members of staff will assist the SENCO in caring for children with additional needs or physical disabilities.

Review date: February 2023

Staff signatures: (confirming policy has been read and understood)

10. Fire Safety and Risk Assessment

Mighty Oaks understands the importance of vigilance to fire safety hazards. To this end:

- Staff are aware of the location of all fire exits, the fire assembly point and where fire safety equipment is stored.
- Children will be introduced to the fire safety procedures during their settling in period and through regular fire drills.
- Fire drills will be conducted at least once a month or whenever new staff or children join the club.
- All children will be made aware of the location of fire exits and the fire assembly point.
- Fire doors and fire exits are clearly marked, are not obstructed at any time and are easily opened from the inside.
- Fire doors are kept closed at all times but never locked.
- Fire extinguishers, fire alarms and smoke alarms are regularly tested in accordance with manufacturer's guidance.
- All fire drills are recorded in the Fire Drill Log.
- The provision has notices explaining the fire procedures which are positioned next to every fire exit.

Fire prevention

The Club will take all steps possible to prevent fires occurring by:

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

In the event of a fire

A member of staff will raise the alarm and call the emergency services. The children will immediately be escorted out of the building to the assembly point using the nearest marked exit. No attempt will be made to collect personal belongings, or to re-enter the building after evacuation. The register will be taken and all children and staff accounted for. If anyone is missing from the register, the emergency services will be informed. If the register is not available the staff will use the emergency contacts list (which is kept in the school office) to contact parents or carers. If the Fire Safety Officer is not present at the time of the incident, the most senior member of staff will assume responsibility or nominate a replacement member of staff.

Responsibilities of the Fire Safety Officer

The Club's Designated Fire Safety Officer is the Head of School. The Fire Safety Officer is responsible for carrying out the fire safety risk assessment and for ensuring that all staff are made aware of fire safety procedures during their Induction period. The Regulatory Reform (Fire Safety) Order 2005 requires that a fire safety risk assessment is undertaken for the workplace. This is done by Elite Safety and all staff members are made aware of its contents.

Review date: February 2023

Staff signatures: (confirming policy has been read and understood)

11. Health and Safety Policy

Mighty Oaks considers Health and Safety to be of the highest priority. The provision follows the school's health and safety Policy which is written and reviewed annually (complete with routine inspection visits) by Elite Safety.

A copy of the Policy is attached.

Review date: February 2023

Staff signatures: (confirming policy has been read and understood)

2. Illness and Accidents

At Mighty Oaks we will deal promptly and effectively with any illnesses or injuries that occur while children are in our care. We take all practical steps to keep staff and children safe from communicable diseases. We will record any accidents or illnesses, together with any treatment given, in the Incident Book or Accident Book sheet as appropriate, which the parent or carer will be asked to sign when they collect the child.

Mighty Oaks cannot accept children who are ill. If any children are ill when they first arrive at the provision, we will immediately notify their parents or carers to come and collect them. Any children who have been ill should not return to the Club until they have fully recovered, or until after the minimum exclusion period has expired (see table at the end of this policy). The provision is covered by the school's First Aid Policy.

First Aid

All staff are first aid trained. To ensure that there is a qualified first aider present at every session of the Club, other members of staff will also receive first aid training as soon as is possible after their appointment. The location of the first aid box are both within easy reach of the club location so accessible when needed.

Procedure for a minor injury or illness

The first aider at the session will decide upon the appropriate action to take if a child becomes ill or suffers a minor injury. If a child becomes ill during a session, the parent or carer will be asked to collect the child as soon as possible. The child will be kept comfortable and will be closely supervised while awaiting collection. If a child complains of illness which does not impair their overall wellbeing, the child will be monitored for the rest of the session and the parent or carer will be notified when the child is collected. If a child suffers a minor injury, first aid will be administered and the child will be monitored for the remainder of the session. If necessary, the child's parent will be asked to collect the child as soon as possible.

Procedure for a major injury or serious illness

In the event of a child becoming seriously ill or suffering a major injury, the first aider at the session will decide whether the child needs to go straight to hospital or whether it is safe to wait for their parent or carer to arrive. If the child needs to go straight to hospital, we will call an ambulance and a member of staff will go to the hospital with the child. The staff member will take the child's Medical Form with them and will consent to any necessary treatment (as approved by the parents on the Medical Form). We will contact the child's parents or carers with all urgency, and if they are unavailable we will call the other emergency contacts that we have on file for the child. After a major incident, the Head of school and staff will review the events and consider whether any changes need to be made to the provisions's policies or procedures. We will notify HSE under RIDDOR in the case of a death or major injury on the premises (eg broken limb, amputation, dislocation, etc – see the HSE website for a full list of reportable injuries).

Communicable diseases and conditions

If a case of head lice is found at the Club, the child's parents or carers will be discreetly informed when they collect the child. Other parents will be warned to check their own children for head lice, but care will be taken not to identify the child affected. If an infectious or communicable disease is detected on the provision's premises, we will inform parents and carers as soon as possible. If there is an outbreak of a notifiable disease at the Club, we will inform the local health protection unit, HSE under RIDDOR (if appropriate), and Ofsted.

Review date: February 2023

Staff signatures: (confirming policy has been read and understood)

13. Involving Parents and Carers Policy

At Mighty Oaks we recognise the importance of working in partnership with parents and carers to ensure that every child is happy, healthy and safe whilst in our care. We therefore aim to keep parents and carers fully informed of policies, events and activities at the provision, by sharing information with them, answering questions and addressing any concerns, and by encouraging them to participate in the life of the provision. We do our best to keep parents informed about the provision by:

- Making all of our policies available at the Club for parents to consult whenever they like.
- Using communication tools to share information between the parents, school and the provision if appropriate.

We actively welcome parents and invite their input into the Club in the following ways:

- We collect information from parents which will help their child to settle at the club (via the Registration and Medical forms)
- We consult fully with parents to establish the care requirements for children with additional needs.
- We greet all parents when they arrive to collect their children, and exchange any relevant information (eg any accidents, participation in today's activities, etc).
- We conduct an annual satisfaction survey of parents and children at the provision to gain regular feedback
- We respect parents' input and opinions by responding promptly and appropriately to any complaints, in line with our Complaints policy.

Review date: February 2023

Staff signatures: (confirming policy has been read and understood)

14. Manual Handling Policy

Manual handling is one of the major causes of absence through injury in the workplace. At Mighty Oaks we work with our staff, provide training, and undertake risk assessments in order to eliminate hazardous manual handling activities as far as possible.

This policy is written with reference to the Health and Safety at Work Act 1974, which places a duty on employers “to ensure so far as is reasonably practicable, the health, safety and welfare of its employees”, and to the Manual Handling Operations Regulations 1992 (as amended).

Procedure In order to limit the risk of injury from manual handling operations

Mighty Oaks will:

- Eliminate hazardous manual handling activities, as far as is reasonably practicable
- Assess the risks associated with any manual handling activities that cannot be avoided.
- The purpose of the risk assessment is to reduce the risk of injury to the lowest possible levels, and should consider:
 - The task
 - The load
 - The individual undertaking the task
 - The working environment.

The main manual handling hazard at Mighty Oaks is likely to be the setting-up and clearing-away of equipment. This is unavoidable, but staff should carry out the operation with reference to the guidance given in the manual handling training that we provide. It may be necessary to seek the assistance of an additional member of staff in order to minimise the risk of injury, for example when carrying tables and other heavy or bulky items.

Employee’s duties

It is the responsibility of all staff at Mighty Oaks to:

- Comply with any instructions and training provided in safe manual handling techniques
- Not put their own health and safety or that of others at risk by carrying out unsafe manual handling activities
- Report to the Head of School any problems which may affect their ability to undertake manual handling activities, including physical and medical conditions (eg pregnancy, back problems).
- In summary avoid whenever possible manual handling situations.

Assess: If avoidance is not possible, make a proper assessment of the hazard and risks. **Reduce** the risk of injury by defining and implementing a safe system of work. **Review** your systems regularly, to monitor the overall effectiveness of the policy.

Review date: February 2023

Staff signatures: (confirming policy has been read and understood)

15. Missing Child Procedure

At Mighty Oaks we are always alert to the possibility that children can go missing during sessions. To minimise the risk of this happening staff will carry out periodic head counts.

If a child cannot be located, the following steps will be taken:

- All staff will be informed that the child is missing.
- Staff will conduct a thorough search of the premises and surrounding area.
- After 10 minutes the police will be informed. The coordinator will then contact the child's parents or carers.
- Staff will continue to search for child whilst waiting for the police and parents to arrive.
- We will maintain as normal a routine as possible for the rest of the children at the Club.
- The staff will liaise with the police and the child's parent or carer.
- The incident will be recorded in the Incident Log.
- A review will be conducted regarding this and any other related incidents along with relevant policies and procedures.

We will identify and implement any changes as necessary.

Useful numbers Police: 101

Social Care: 03001232224

Review date: February 2023

Staff signatures: (confirming policy has been read and understood)

16. Mobile Phone Policy

Mighty Oaks fosters a 'culture of safety' in which the children and staff are protected from abuse, harm, and distress. We therefore have a clear policy on the acceptable use of mobile phones that is understood and adhered to by everyone: staff, children and parents. Abiding by the terms of the club's mobile phone policy ensures that we all:

- Protect children from harm and abuse
- Prevent staff from being subject to false allegations
- Help staff remain focused on the care of children
- Work in an open and transparent environment.

Staff use of mobile phones

Personal mobile phones belonging to members of staff are kept in a locked cupboard during working hours. If a member of staff needs to make an urgent personal call they can use the club phone or make a personal call from their mobile in the cupboard. If a member of staff has a family emergency or similar and needs to keep their mobile phone to hand, prior permission must be sought from the Head of School. Under no circumstances may staff use their personal mobile phones to take photographs at the club during working hours.

(In addition, see MANOR MAT policies of the use of social media and mobile phones)

Children's use of mobile phones

Whilst we understand that some children have mobile phones, we actively stop them from using their phones within the club as a zero acceptance policy. The club does not accept any responsibility for loss or damage to mobile phones brought to the club by the children. On arrival, phones must be handed in to a member of staff and placed in a lockable unit. They will be returned when the child leaves the session.

Children must not use their mobile phone to take photographs of any kind whilst at the club. If they want a photograph of a particular activity, they can ask a member of staff to take one using the club camera.

Visitors' use of mobile phones

Parents and all other visitors must not use their mobile phone – or any other device - to take photographs within the club. This includes taking photographs of their own children. If they want to have a photograph of their child involved in an activity or at play, parents can ask a member of staff to take one using the club camera.

Related policies See also: Safeguarding Children policy.

Review date: February 2023

Staff signatures: (confirming policy has been read and understood)

17. Play Policy

All children are entitled to play; it is intrinsic to their quality of life and an important part of how they learn and enjoy themselves. At Mighty Oaks we recognise the importance of play to a child's development. As play workers we support and facilitate play, and do not seek to control or direct it. We will never force children to participate in play, but allow children to initiate and direct the experience for themselves.

Facilitating play

We support and facilitate play by:

- Providing an environment which is safe and suitable for playing in.
- Setting up the Club so that activities are planned and ready before the children arrive.
- Providing a range of equipment, resources and activities on a daily basis, and keeping a record of these to ensure that varied play opportunities are offered
- Encouraging children to request additional or alternative equipment as they choose, and if a request has to be refused, explaining why.
- Not expecting children to be occupied at all times.
- Making outdoor play available when planned, unless the weather is bad.
- Involving children in planning activities, to reflect their own interests and ideas.
- Planning activities that enable children to develop their natural curiosity and imagination.
- Intervening in play only when necessary: to reduce risks of accident or injury, or to encourage appropriate social skills.
- Warning children in advance when an activity or game is due to end.

Play areas and equipment

All indoor and outdoor play areas are checked and risk assessed daily before the children arrive in accordance with our Risk Assessment policy. Children are involved in selecting additional equipment and resources for use at the Club. The resources used at the Club promote positive images of different ethnic backgrounds, religions, and abilities, in line with our Equal Opportunities policy. The Club has a selection of fiction and non-fiction books, suitable for all age ranges.

Review date: February 2023

Staff signatures: (confirming policy has been read and understood)

18. Risk Assessment Policy

Mighty Oaks uses its risk assessment systems to ensure that the Club is a safe and secure place for children and staff. All staff are expected to undertake risk assessments as part of their routine tasks. In line with current health and safety legislation, the provision will carry out regular risk assessments and take appropriate action to deal with any hazards or risks identified.

It is the responsibility of the Head of School to ensure that risk assessments are conducted, monitored and acted upon. Risk assessments will be carried out whenever there is any change to equipment or resources when the particular needs of a child necessitates this. Note that not all risk assessments need to be written down. Staff will decide, in consultation with the Head of School, which risk assessments need to be formally recorded. If changes are required to the provision's policies or procedures as a result of the risk assessment, the Head of School will ensure that the relevant documents are updated and that all staff are informed.

Daily checks

We will carry out a visual inspection of the equipment and the whole premises (indoors and out) daily, before any children arrive. During the course of the session, staff will remain alert to any potential risks to health and safety. If a member of staff discovers a hazard during the course of a session, they will make the area safe (e.g. by cordoning it off) and then notify the Head of School. The staff will ensure that any actions needed to mitigate the immediate hazard have been taken and will implement measures to prevent the incident from recurring.

Recording dangerous events

The staff will record all accidents and dangerous events on the Incident, Accident Record or Near Miss record book as soon as possible after the incident. If the incident affected a child the record will be made on CPOMS. The Head of school will monitor Incident, Accident or Near Miss Records to see whether any pattern to the occurrences can be identified.

Review date: February 2023

Staff signatures: (confirming policy has been read and understood)

19. Safe Recruitment Policy

Mighty Oaks uses safe recruitment practices to ensure that all people working with the children in our care are safe and qualified to do so. This policy is made in conjunction with the MANOR MAT Safer Recruitment Policy and both must be read prior to the member of staff signing to say they understand their commitment to safer recruitment and safer working practices.

DBS checks

We will obtain enhanced DBS disclosures for all staff, students and volunteers who will work unsupervised with the children on a regular basis, or who have access to children's information. New staff will only be allowed to work unsupervised with children when we have had full sight of a satisfactory DBS certificate for them. If we decide to allow a new member of staff to begin work pending the completion of their DBS check, we will complete a written risk assessment first and they will not be allowed unsupervised access to the children until we have seen and reviewed their DBS certificate. When we appoint a member of staff we will keep a record of the date and number of their DBS disclosure on our Central DBS Record.

Disqualification

The Club will not employ staff or volunteers who have been convicted of an offence or have been subject to an order that disqualifies them from registration under regulations made under section 75 of the Childcare Act 2006. If a member of staff becomes disqualified we will terminate their employment.

Review date: February 2023

Staff signatures: (confirming policy has been read and understood)

20. Smoking, Alcohol and Drugs Smoking

Smoking is not permitted anywhere on the premises of Mighty Oaks provision, including outside play areas. This rule applies to everyone including staff, people collecting children or any other visitors. If we discover that a child has cigarettes in their possession while at the Club, we will confiscate the cigarettes and notify their parent or carer at the end of the session.

Alcohol

Anyone who arrives at the provision clearly under the influence of alcohol will be asked to leave immediately. If they are a member of staff, disciplinary procedures will follow. If we discover that a child has alcohol in their possession while at the provision, we will confiscate it and notify their parent or carer at the end of the session. Staff are not to bring alcohol onto the provision's premises.

Drugs

Anyone who arrives at the provision clearly under the influence of illegal drugs will be asked to leave immediately. If they are a member of staff, serious disciplinary procedures will follow. If we discover that a child has illegal drugs in their possession while at the provision, we will inform their parent or carer. If a member of staff is taking prescription drugs that may affect their ability to function effectively, they must inform the Head of School as soon as possible and seek medical advice. The Head of School will then complete a risk assessment.

Staff medication on the premises will be stored securely and out of reach of children at all times.

Safeguarding children: please refer to Mighty Oaks' Keeping Children Safe Policy.

All members of staff have a duty to inform the Head of School and the designated DSL (Jimmy Martin, Amy Norris, Richard Manns, Amy Lesniewski) if they believe that a parent or carer is a threat to the safety of a child due their being under the influence of alcohol or illegal drugs when they drop off or collect their child. The Head of School and DSLs will decide upon the appropriate course of action. If a parent or carer is clearly over the alcohol limit, or under the influence of illegal drugs, staff will do their utmost to prevent the child from travelling in a vehicle driven by them. If necessary the police should be called.

Review date: February 2023

Staff signatures: (confirming policy has been read and understood)

21. Staff Disciplinary Procedure

Mighty Oaks aims to have a team of well-motivated, highly skilled and professional staff. However, should the behaviour or performance of a member of staff fall below the high standards that we expect we will follow the procedures set out by MANOR MAT. All decisions will be made following the advice obtained by the MAT's HR services.

Review date: February 2023

Staff signatures: (confirming policy has been read and understood)

22. Staff Induction and Development

Each new member of staff at Mighty Oaks receives a copy of all of the Club's policies and procedures. Within the first month of their employment, the Head of School will discuss the practical implications of the provision's policies and procedures with them. The new staff member will sign at the end of the policies to confirm that they have read and understood them.

All new staff will receive induction training which will include:

- Introduction to their colleagues, children and parents or carers
- Tour of the premises including: identification of all fire exits, location of first aid kit and fire safety equipment, and information about the emergency evacuation procedures; outside play areas, fire assembly points, collection points at the school, route from the school to the Club etc, and identification of any known hazards
- Thorough briefing about the Club's safeguarding and child protection policy and procedures and about our Equal Opportunities policy and ethos.
- Location of Club records and documentation, storage, toilets etc
- Overview of all aspects of the day-to-day management and running of the Club
- Explanation of the processes for appraisals, training and development, booking holidays, sickness absence, staffing rota, etc.

Development and training

To ensure that staff development needs are being met, and that staff training and qualifications are meeting the requirements of the provision we provide all our staff with:

- a thorough induction process opportunities for training and professional development.

We also keep an up to date record of staff qualifications and maintain a training development plan.

Appraisals and reviews

The Head of School will hold an annual appraisal meeting with individual staff. The appraisal will reflect on progress and challenges over the previous year and identify current knowledge and skills, areas for future development and potential training needs. The Head of School will hold midyear reviews with staff to monitor their professional development and their progress with regards to the targets set, and issues raised, during their annual appraisals.

Training

The Head of School will identify and promote suitable training courses for staff so that they can expand their professional development and keep their knowledge of childcare and play work issues up to date. Staff are expected to attend training courses as and when requested by their coordinator.

Review date: February 2023

Staff signatures: (confirming policy has been read and understood)

23. Suspensions and Exclusions Policy

Mighty Oaks will deal with negative and inappropriate behaviour by using constructive behaviour management techniques. We will involve staff, parents and children to tackle disruptive and challenging behaviour collectively. We acknowledge that some children will require additional support in order to achieve acceptable levels of behaviour. Where we identify a child with these needs, we will work closely with the parents or carers to deal with the inappropriate behaviour in accordance with our Behaviour Management policy.

Where a child persistently behaves inappropriately, we will follow the whole school behaviour policy so that all actions are consistent and fair for the children in the provision. Staff will inform the Head of School if they believe a child's behaviour warrants suspension or exclusion. We will only suspend or exclude a child from the Club as a last resort and after all other behaviour management strategies have failed or if we feel that children or staff are at risk. Suspensions and exclusions will be fair, consistent and appropriate to the behaviour concerned, and will take account of the child's age and maturity as well as any other factors relevant to the child's situation. If appropriate, we will seek advice from other agencies; this may include accessing funding for additional support.

Temporary suspensions

Temporary suspensions will be applied in the following situations:

- Where formal warnings have failed to improve a child's persistent, challenging and unacceptable behaviour.
- In the event of an extremely serious or dangerous incident we will suspend a child with immediate effect.
- We will contact the parents and ask that the child be collected immediately.
- Immediate suspensions require the Head of School's agreement.

Permanent exclusion

In exceptional circumstances, and only when all other attempts at behaviour management have failed, it may be necessary to permanently exclude a child from the setting. If a child is excluded from the provision, the parents/carers will be given a verbal and written explanation of the issues and subsequent actions. The parent/carer has the right to appeal to the school against the exclusion within 14 days of receiving written notification of the exclusion.

Review date: February 2023

Staff signatures: (confirming policy has been read and understood)

24. Uncollected Children Policy

Mighty Oaks endeavours to ensure that all children are collected by a parent or carer at the end of each session. If a child is not collected, and the parent or carer has not notified us that they will be delayed, we will follow the procedure set out below:

- If booked into a short session, a long session will be charged.
- This will be at the Head's discretion; extenuating circumstances will be considered.
- The charge will be used to cover the costs of the overtime to be paid to staff.
- A £10 charge will be levied for late collection beyond the end of the final session which exceeds 5 minutes.

Up to 15 minutes late

When the parent or carer arrives they will be reminded that they must call the provision to notify us if they are delayed. If a parent or carer is more than 5 minutes late in collecting their child, the staff will try to contact them using the contact details on file. If there is no response from the parent or carer, messages will be left requesting that they contact the provision immediately. The staff will then try to contact the emergency contacts listed on the child's registration form. While waiting to be collected, the child will be supervised by at least two members of staff. When the parent or carer arrives they will be reminded that they must call the Club to notify us if they are delayed, and that penalty fees will have to be charged (except in exceptional circumstances).

Over 30 minutes late

If the coordinator has been unable to contact the child's parents or carers after 30 minutes, the coordinator will contact the local Social Care team for advice. The child will remain in the care of two of the premise's staff, on the Club's premises if possible, until collected by the parent or carer, or until placed in the care of the Social Care team.

Managing persistent lateness

The staff will record incidents of late collection and will discuss them with the child's parents or carers. Parents and carers will be reminded that if they persistently collect their child late they may lose their place at the Club.

Review date: February 2023

Staff signatures: (confirming policy has been read and understood)