

Child Protection Policy

INTRODUCTION

Our aim at Little Fishes and Wacky Whales is to promote good practices by providing children and young people with appropriate safety and protection whilst in our care.

All employees of Little Fishes and Wacky Whales have been checked by the Criminal Records Bureau and ensure that:

The welfare of all children and young people in our care is paramount

All children, whatever their age, culture, disability, gender, language, racial origin, religious beliefs and or sexual identity have the right to protection from abuse

All suspicions and allegations of abuse will be taken seriously and responded to swiftly and appropriately

They have a responsibility to report concerns of any kind to the owner of Little Fishes and Wacky Whales

POLICY STATEMENT

Whilst we are not trained to deal with situations of abuse nor decide if abuse has occurred, we have the sources available to refer cases of abuse. Little Fishes and Wacky Whales have a duty of care to safeguard all children, that attend their swimming classes, from harm. We believe all children have the right to protection and we ensure that the safety and protection of all children involved in our classes, through adherence to our Child Protection Policy is adopted.

GUIDELINES

All staff are encouraged to demonstrate exemplary behaviour in order to protect themselves from false allegations and we operate the following good practices:

We work in open environments.

All children are treated equally.

All children come first before winning and achieving goals.

We provide a fun and enjoyable environment.

We ensure that any form of manual/physical support is provided openly and in agreement with the child and/or their parents.

At the end of the child's lesson, parents/carers take full responsibility for the children in their care.

During lessons all children are given enthusiastic and constructive feedback.

All staff are issued with an accident book. All accidents and treatment given is recorded.

That any children not swimming are the full responsibility of their parents/carers at all times.

That permission is gained from the swimming teacher should anyone wish to take photographs of their children.

PRACTICES NEVER TO BE SANCTIONED

Engage in rough, physical or sexually provocative games including horseplay.

Share a room with a child.

Allow or engage in any form of inappropriate touching.

Allow children to use inappropriate language unchallenged.

Make sexually suggestive comments to a child, even in fun.

Reduce a child to tears as a form of control.

Allow allegations made by a child to go unchallenged, unrecorded or not acted upon.

Do things of a personal nature for children that they could do themselves.

Do not take children to your home alone.

PROCEDURE

Any suspicions or allegations should be reported immediately to the owner of Little Fishes and Wacky Whales who will act on any concerns through contact with the appropriate authorities keeping the parents of the child concerned involved at all times. Any concerns will be recorded including dates and times. This information will be passed to the appropriate authorities.

The owner of Little Fishes and Wacky Whales is not trained to deal with situations of abuse nor decide if abuse has occurred, so will seek the advice from the appropriate authorities i.e police, social services and act on their recommendations. Every effort will be made to ensure confidentiality is maintained to all concerned.

If the allegations refer to an employee the owner of Little Fishes and Wacky Whales will deal with it as a misconduct issue. If it continues that formal disciplinary procedures will be enforced.

Should the allegation concern a work colleague that Little Fishes and Wacky Whales will fully support and protect all employees who in good faith reports concerns with regards to a fellow worker.

Consideration will be given to any care or support that may be appropriate to the child, parents and members of staff to aid the healing process.