

Kidz Play (uk) Ltd

Safeguarding Children Policy

Kidz Play (uk) Ltd is committed to building a 'culture of safety' in which the children in our care are protected from abuse and harm. The Club will respond promptly and appropriately to all incidents or concerns of abuse that may occur. The Club's child protection procedures comply with all relevant legislation and with guidance issued by the County Councils where our schools are based.

Southampton City Council – LADO & CRS.

Hampshire County Council – LADO & MASH (For contact details see page 66)

The Club's Designated Safeguarding Lead (DSL) is Clare Naish (General Manager). Leah Rawlins (Area Manager) is the Deputy DSL. The DLS coordinates child protection issues and liaises with external agencies (e.g. Social Care, the Multi Agency Safeguarding Partnership and Ofsted). All Club Supervisors are requested to complete DLS training.

Forms of child abuse and neglect

Child abuse is any form of physical, emotional or sexual mistreatment or lack of care that leads to injury or harm. An individual may abuse or neglect a child directly, or by failing to protect them from harm. Some forms of child abuse and neglect are listed below.

- **Emotional abuse** is the persistent emotional maltreatment of a child so as to cause severe and persistent adverse effects on the child's emotional development. It may involve making the child feel that they are worthless, unloved, or inadequate. Some level of emotional abuse is involved in all types of maltreatment of a child, though it may occur alone.
- **Physical abuse** can involve hitting, shaking, throwing, poisoning, burning, drowning, suffocating or otherwise causing physical harm to a child. Physical harm may be also caused when a parent or carer feigns the symptoms of, or deliberately causes, ill health to a child.
- **Sexual abuse** involves forcing or enticing a child to take part in sexual activities, whether or not the child is aware of what is happening. This can involve physical contact, or non-contact activities such as showing children sexual activities or encouraging them to behave in sexually inappropriate ways.
- **Neglect** is the persistent failure to meet a child's basic physical and emotional needs. It can involve a failure to provide adequate food, clothing and shelter, to protect a child from physical and emotional harm, to ensure adequate supervision or to allow access to medical treatment.

General Manager	Clare Naish
Policies To Be Reviewed – April 2026	Updated: April 2025

Signs of child abuse and neglect

Signs of possible abuse and neglect may include:

- Significant changes in a child's behaviour
 - Deterioration in a child's general well-being
 - Unexplained bruising or marks
 - Comments made by a child which give cause for concern
 - Inappropriate behaviour displayed by other members of staff, or any other person.
- For example, inappropriate sexual comments, excessive one-to-one attention beyond the requirements of their role, or inappropriate sharing of images.

Additional forms of child abuse and neglect

- **Gender-based violence/violence against women and girls, including female genital mutilation (FGM).** Female Genital Mutilation (FGM) is a collective term for illegal procedures which include the removal of part/all external female genitalia for cultural or other non-therapeutic reasons. The practice is not required by any religion.
- **Radicalisation and extremist behaviour** Radicalisation is defined as the process by which people come to support terrorism and extremism and, in some cases, to then participate in terrorist groups. Extremism is vocal or active opposition to fundamental British values, including democracy, the rule of law, individual liberty and mutual respect and tolerance of different faiths and beliefs.
- **Racist, homophobic or transphobic abuse** can be verbal or physical, and should be reported to either the Club Supervisor or the companies Designated Lead Safeguarding (DLS). Being racist is a being prejudice or discriminating against someone who is of a different race from yourself. Being prejudice or discriminating against lesbian or gay people, or those who are perceived to be lesbian or gay. Discriminatory behavior towards someone because they are, or are perceived to be 'transgender'(a person who believes their true gender is different to that given to them at birth). Young transgender people are often bullied by people who think 'boys should act like boys' and 'girls should act like girls'.

General Manager	Clare Naish
Policies To Be Reviewed – April 2026	Updated: April 2025

Online safety (including social media, gaming, cyberbullying, online grooming, sharing of nude or semi-nude images). Kidz Play does not have any online access within it's settings for the children. If children bring phones, laptops, or any devices that can connect to the internet in the setting they are asked to put them in their bags, and parents will be notified.

Child-on-child abuse (peer-on-peer abuse) – (including sexual harassment, sexual violence, bullying, initiation/hazing, and harmful sexual behaviour). Kidz Play does recognise that child-on-child abuse can happen. We will take a clear and comprehensive strategy taking a contextual whole setting approach to preventing and responding. This will include:

- A clear understanding to staff, children and young people and their parents about everyone's responsibility in managing any Child-on-child abuse incidents.
- Prevention measures that monitor the children involved.
- Respond to incidents immediately.
- Record incidents sharing with all parents of the children involved.

Domestic abuse

Domestic abuse can encompass a wide range of behaviour and may be a single incident or a pattern of incidents. That abuse can be, but is not limited to, psychological, physical, sexual, financial or emotional. Children can be victims of domestic abuse. They may see, hear or experience the effects of abuse at home. All of which can have a detrimental and long-term impact on their health, well-being, development and ability to learn

If abuse is suspected or disclosed

When a child makes a disclosure to a member of staff, that member of staff will:

- Reassure the child that they were not to blame and were right to speak out
- Listen to the child but not question them
- Give reassurance that the staff member will take action
- Record the incident as soon as possible (see Logging an incident below).
- If a member of staff witnesses or suspects abuse, they will record the incident straightaway. If a third party expresses concern that a child is being abused, we will

General Manager	Clare Naish
Policies To Be Reviewed – April 2026	Updated: April 2025

encourage them to contact Social Care directly. If they will not do so, we will explain that the Club is obliged to and the incident will be logged accordingly.

Kidz Play (uk) Ltd

Safeguarding Children Policy Cont'd

Logging an incident

All information about the suspected abuse or disclosure will be recorded on a Incident report form as soon as possible after the event. These are stored in a locked secure filing cabinet. The record should include:

- Date of the disclosure or of the incident causing concern
- Date and time at which the record was made
- Name and date of birth of the child involved
- A factual report of what happened. If recording a disclosure, you must use the child's own words.
- Name, signature and job title of the person making the record.
- The record will be given to the Club's DSL who will decide whether they need to contact Social Care or make a referral. If other members of staff think that the incident has not been adequately followed up, they may call Social Care themselves.

Allegations against staff

If anyone makes an allegation of child abuse against a member of staff:

- The allegation will be recorded on an Incident Record form. Any witnesses to the incident should sign and date the entry to confirm it.
- The club's DSL will be notified of the allegations.
- The allegation must be reported to the Local Authority Designated Officer (LADO) and to Ofsted. The LADO will advise if other agencies (eg police) should be informed, and the Club will act upon their advice.
- Following advice from the LADO, it may be necessary to suspend the member of staff pending full investigation of the allegation.

Concerns about a member of staff

Please refer to our whistle blowing policy

General Manager	Clare Naish
Policies To Be Reviewed – April 2026	Updated: April 2025

Informing Parents

Parents/carers are normally the first point of contact.

If a suspicion of abuse is recorded, parents are informed at the same time as the report is made, except where the guidance of the local Area Safeguarding Children Committee does not allow this.

This will usually be the case where the parent is the likely abuser. In these circumstances the investigating officers will inform parents.

Confidentiality

All suspicions and investigations are kept confidential and shared only with those who need to know. Any information is shared under the guidance of the Area Safeguarding Children Committee.

Promoting Awareness Among Staff

The Club promotes awareness of child abuse issues through its staff training. The Club ensures that:

- That the DSL has relevant experience and receives appropriate training
- Safe recruitment practices are followed for all new staff refer to our staffing and employment policy
- All staff have read and have access to our Safeguarding Children policy, and understand its contents and are vigilant to signs of abuse or neglect
- All staff are aware of their statutory requirements with regard to the disclosure or discovery of child abuse
- Staff are familiar with the 'What To Do If You're Worried A Child Is Being Abused' poster
- Its procedures are in line with the guidance in KCSIE 2025

Use of Mobile Phones and Cameras

Photographs will only be taken of children with their parent's/carers permission. Only the Club smartphone will be used to take photographs of children at the setting,

General Manager	Clare Naish
Policies To Be Reviewed – April 2026	Updated: April 2025

except with the express permission of the Manager. Neither staff nor children may use their personal mobile phones to take photographs at the Club.

Kidz Play (uk) Ltd

Safeguarding Children Policy Cont'd

Contact numbers

Southampton City Council Clubs

Children's Resource Services (CRS): 023 8083 2300

Out of hours contact: 023 8023 3344

Local Authority Designated Officer (LADO): Tel: 023 8091 5535 Mob: 07500 952 037

Hampshire County Clubs

Multi Agency Safeguarding Hub (MASH): 0300 555 1384

Out of hours contact: 0300 555 1373

Local Authority Designated Officer (LADO): 01962 876364

Ofsted: 0300 123 1231

Police: 08450 454545. Request your local station and the Child Protection
Department

NSPCC: 0808 800 500

Childline: 0800 1111

General Manager	Clare Naish
Policies To Be Reviewed – April 2026	Updated: April 2025

General Manager	Clare Naish
Policies To Be Reviewed – April 2026	Updated: April 2025