



THE FUNNCLUBB LTD & THE FUNNCLUBB OOS – CHILD PROTECTION AND SAFEGUARDING POLICY

1. Policy Statement and Legal Framework

The FunnClubb LTD and The FunnClubb OOS is completely committed to safeguarding, protecting, and promoting the fundamental welfare of every child in our care. We operate under the core conviction that all children have an absolute, unalienable right to be protected from neglect, harm, radicalisation, and abuse. The welfare of the child is, and always will be, paramount. This policy strictly complies with Section 3 (Safeguarding and Welfare Requirements) of the Early Years Foundation Stage (EYFS) Statutory Framework, Working Together to Safeguard Children, the Counter-Terrorism and Security Act 2015 (The Prevent Duty), and Ofsted Childcare Register regulations.

2. Definitions and Indicators of Harm

All FunnClubb personnel are rigorously trained to maintain a posture of constant vigilance to recognize physical, behavioral, and emotional indicators across the statutory domains of abuse:

- Physical Abuse: Unexplained bruising, physical marks, or behavioral withdrawal.
- Emotional Abuse: Persistent humiliation, isolation, or extreme anxiety spikes.
- Sexual Abuse / Exploitation: Inappropriate sexual knowledge, language, or boundary transgressions.
- Neglect: Unclean clothing, untreated medical conditions, unaddressed hunger, or poor hygiene.
- Radicalisation & Extremism (The Prevent Duty): In accordance with our statutory obligations, we actively protect children from being drawn into terrorism, extremism, or radicalising

ideologies. Staff look for indicators such as rapid shifts in behavior, expressions of extremist views, or access to harmful online content.

3. Designated Safeguarding Leadership Infrastructure

We maintain a transparent, highly visible hierarchy of trained safeguarding professionals:

- Corporate Designated Safeguarding Lead (DSL): Reuben Agilinko
- Deputy Designated Safeguarding Leads (Deputy DSLs): The Lead Coach designated on site at each camp venue.

The DSL team completes updated Local Authority Designated Safeguarding training every 2 years. All frontline staff are formally introduced to their site's active Deputy DSL during the morning briefing before any child registers. The DSL network maintains full oversight of all concerns and holds ultimate authority for statutory agency escalation.

4. Same-Day Reporting and Emergency Escalation Pathways

- Internal Discovery and Logging:

If a child makes a direct disclosure, or if a coach notices visible marks or severe behavioral signs, the staff member must:

1. Maintain a calm, reassuring manner; listen objectively without asking leading questions.
2. Document the precise interaction using the child's exact words on a secure, confidential Safeguarding Incident Form immediately.
3. Verbally hand over the details to the on-site Deputy DSL within 30 minutes of the event.

- External Escalation (The Same-Day Directive):

The Deputy DSL will instantly notify the Corporate DSL, Reuben Agilinko. If the threshold for potential harm is met:

1. Corporate DSL will call the Hackney Multi-Agency Safeguarding Hub (MASH) on 020 8356 5500 (Out of hours: 020 8356 2710) for a coordinated multi-agency assessment on the exact same day.
2. If the case involves allegations against any staff member, the Corporate DSL will alert the Hackney Local Authority Designated Officer (LADO) on 020 8356 4558 within 24 hours.
3. The FunnClubb LTD and The FunnClubb OOS will formally submit a digital notification to Ofsted via the serious childcare incident portal within 14 days of the event.

5. Whistleblowing and Managing Allegations Against Staff

- **Low-Level Concerns and Code Violations:** Staff must report any boundary breaches, out-of-character behavior, or deviations from the Staff Code of Conduct by a colleague immediately to the Corporate DSL.
- **Whistleblowing Protection:** We enforce a strict whistleblowing safety net. Any staff member who feels management has failed to address a significant safeguarding risk or suspects a director is involved in malpractice is protected under employment law and must escalate concerns externally to the Ofsted Whistleblowing Helpline on 0351 231 231 or email the Hackney LADO directly.

6. Comprehensive Safer Recruitment and Vetting Controls

- **Strict Vetting Matrix:** No individual will be permitted on the camp floor without a verified, Enhanced DBS check with Child Barred List clearance, two positive professional references, a comprehensive gaps-in-employment review, and verification of their legal Right to Work in the UK.
- **Immediate Disqualification Mandate:** In compliance with Childcare Disqualification Regulations, any staff member who becomes subject to criminal convictions, cautions, or local authority restrictions that impair their suitability to work with children will be removed from the camp environment instantly.

7. Out-of-Hours Safeguarding Protocols

We recognise that safeguarding emergencies can arise outside active camp hours (e.g., parental disclosures via evening emails, local police updates, or social media notifications). The Corporate DSL (Reuben Agilinko) remains on call 24/7 during camp operational weeks to receive emergency alerts, review digital incident files, and coordinate immediate responses with local authorities before the next morning registration opens.

Policy Review Details

- **Company:** The FunnClubb LTD and The FunnClubb OOS
- **Corporate DSL:** Reuben Agilinko
- **Approved Version:** 1.2
- **Date of Review Approval:** June 30th 2026