



Handbook 2020-21



Dear Parent/Carer

We would like to take this opportunity to welcome you and your family to Time-Out Club.

Since 1990, we have been delivering quality childcare in Milngavie and Bearsden.

We are a voluntary organisation, run by parents and for sustainability we depend and require parents on our Board of Directors'

To apply to become a board member: email for information

Directors@timeout.club.co.uk

We are a registered charity and a company limited by guarantee, regulated by the Care Inspectorate.

We have five separate play settings, providing child care for over two hundred and fifty families within our community.

The Managing Director together with two Managers, have full responsibility for all the settings. The principle contacts should be the settings' supervisor and team; however, you are very welcome to contact any of the managers at any time.

Our ethos is child-centred, community based, and our profile is one of professionalism, that enables us to work within the required legislative and regulatory framework of our profession.

Our aim is to provide your child/ren with an environment where they can play, learn new skills, and enjoy socialising.

We ensure that we will employ confident and competent staff, who have a sound understanding of their roles and responsibilities together with experience, qualifications, SSSC registrations and PVG membership to enter the childcare workforce.

For holiday/in service care, all settings combine and staff work together at one of our four play settings (venue is highlighted on all booking forms)

In this handbook, we have included general information and guidelines. More in-depth information on our policies and procedures are available on request at play setting.

Whilst your child/ren attend, we will deliver newsbytes via email. If you wish paper copies, please request this with the supervisor.

We also frequently update our website www.time-outclub.co.uk and Facebook page www.facebook.com/Time-Out-Club

Please look out in the setting notice boards for updates on regulations, what the children have been doing, holiday bookings and any up and coming events.

We hope you and your child/ren enjoy attending and look forward to meeting your family very soon.

Kind Regards Management Team



Managing Director

Celeste Gilbey
07980 597380



Manager

Moira Dickson
07837338647



Manager

Paula McLean
07854455560

Enrolment forms /Personal Plan

Please ensure that all required fields are complete, we will return any incomplete forms to you. (This is legislation)

We review all forms mid-term. The supervisor of the play setting will organise this with you.

If you change any details for example numbers/addresses/additional contact, please inform us, having the correct information is vital.

We will notify you when your enrolment forms are to be renewed.

Once staff have received your renewed enrolment form/personal plan, this is confirmation that your place will be continued. You will not be issue written confirmation unless your request has varied.

A settle in visit will be organised, for any new child/ren joining us.

Information will follow with your welcome email.

We require children to be accompanied (arriving and departing) with an adult over 16 years or sibling over 14 yrs. (Primaries 1-7)

Children attending from secondary school are permitted to walk to TOC; only with written parental consent (a time will be fixed for their arrival), a staff member will sign them in to the rota.

Injury and Employer's Insurance

Details of our insurance schedule are clearly displayed in each play setting.

Opening and Closing times

We will collect your child on early closure:

Easter 2.30pm, Christmas 2.30pm and start of summer holidays 1pm

After school: Monday – Friday (term time):

School finishing time until 5.55pm.

Breakfast Club: Monday – Friday (term-time)

8am -9am.

Holidays/In-service days: 8am – 5.55pm

Under the terms of our let, we are in breach of contract after 6pm

(See late pick up)

If your child/ren are going to be, absent what should you do?

Breakfast Club: please phone us in advance, leaving a text or message on the answer machine of the setting your child attends by 8.15am.

Afterschool: please phone us in advance, leaving a text or message on the answer machine of the setting your child attends by 2.30pm.

Holidays/In-service days: please phone us in advance, at our holiday setting before 9.00am.

A list of our telephone numbers are available in the play settings/website and our settings all have 24h answer machines.

Please be mindful Non-notification of absence; will result in staff following Formal In house communication procedure.

Phone both parent/carer mobile, work, house, if unable to reach parent/carer we will contact additional contact ensuring we speak to someone. If after 20 mins we are unsure of the safety of a child, or suspect an unforeseeable event, the manager will take the decision to contact the police.

Breakfast Club

If a child does not attend breakfast by 8.30am, *formal in house procedure*

After school

If a child is, absent without TOC prior knowledge, *formal in house procedure* applies. We will also notify the school. If after 20 mins we do not know the location of a child, the manager will take the decision to contact the police.

Full day care

If a child is, absent by 10am without TOC prior knowledge.

Formal in house procedure: If we are unsure of a child safety or suspect an unforeseeable event, the manager will take the decision to contact the police.

Costs: Are available at each play settings and on our website.

Fees and Debt policy:

Our accounts are outsourced, any payment issues/enquires are dealt with our accounts associate: payments@time-outclub.co.uk.

Cost are calculated (term time) over 11 months and set annually, the standing orders are issued at the end of term in June. Your monthly standing order/childcare voucher/tax credits must be arranged to start on the 1st of each month. First payment is 1st August- last payment 1st June. (adjusted annually) The payment should be exact. Please ensure you use your child's name as reference on the standing order/childcare voucher as we require this for tracing the payment. We will allow 3 working days for the money to reach our account. Refunds will not be made for closures outwith Time-out Club control, non-attendance or days transferred.

Admin charges apply for lateness.

When leaving Time Out club

A 4-week notice period in writing or the cost in lieu is required for leaving or any changes. The 4-week notice period is payable, even if your child/ren does not use the place during the notice period.

Childcare Vouchers

We accept a range of childcare vouchers from most voucher companies. Please check with our accounts associate. The care inspectorate registration numbers are indicated on the bottom of your standing order, please use for reference purposes when registering with your childcare voucher provider. Any queries please email - payments@time-outclub.co.uk

Debt Policy

It is the responsibility of each Parent/Carer to pay their monthly standing order.

If anyone is having difficulty meeting this, we ask you to contact a member of the management team immediately.

Non-Payment of the given standing order results in:-

Notification by letter after first month of nonpayment.

Second month of nonpayment withdrawal of place if debt is not paid immediately debt handed over to collecting agency on our behalf.

This ensures that debt cannot mount up to an amount that cannot be met. If debt has been highlighted under this category, we would

incorporate an initial administration charge £25 and then £5 weekly thereafter.

Any parent/carer withdrawing placement with any finance outstanding or financial dubiety will not be approved to re- submit any application for a further placement.

Holidays

We will notify the venue on the booking form. We open at 8am and close at 5.55pm. Holiday booking forms are available to download on our website. <http://www.time-outclub.co.uk/>

To secure a place, please ensure your holiday booking form is received with payment before the [deadline dates](#). (info on next page)

Once we have confirmed your holiday booking we will issue a reference number, this will be required at all times when your child is collected.

We welcome all children from all our settings, including school age children that do not normally attend. Please complete all details on the booking form for processing purposes.

We have a varied full day programme that includes many activities for all children to enjoy, indoor and outdoor play and days out.

All payments will be processed after the deadline date – unless otherwise stated.

We will provide breakfast and ask you to provide your child with a packed lunch together with snacks.

Please no nut products.

For morning, outings please ensure your child is in before 9am.

Deadline dates for holiday bookings 2020-2021
Thereafter £30.00 late booking fee applies
Deadline dates
Oct in-service Friday 11 th Sept 20
Feb in-service Friday 8 th January 2021
Easter. Friday 5 th March 2021
May in-service Thursday 1 st April 2021
Summer Thursday 27 th May 2021
Time-out club closures 2020-2021
September: Fri 25 th Sept to Mon 28 th Sept (inclusive)
October week: Mon 12 th Oct to Fri 16 th Oct (inclusive)
December: Wed 23 th Dec to Tues 5 th Jan (inclusive)
February midterm: Mon 8 th Feb to Tues 9 th Feb (inclusive)
Easter: Fri 2 nd April to Mon 5 th April (inclusive)
May: Fri 03 th May and Fri 28 nd May & Mon 31 st May (inclusive)
Summer: Mon 29 th June to Fri 10 th July (inclusive)

Late Pick-Ups

Please support us by ensuring that your child/children are picked up by 5.55pm.

Late pick-ups cause many problems – Under the terms of our rental agreement with East Dunbartonshire Council, we are in breach of contract after 6pm. Please be mindful our staff all have personal, after work commitments however, they would never leave a child on their own. We will monitor continual lateness. Late charges may apply.

Uncollected Child

If at 6pm a child has not been collected and we have had no

communication. The duty manager is contacted in the first instance.

Formal In house communication procedure applies

If no contact is made we then:

We would then phone the additional contact.

By 6.30pm if we still have no information or communication and have been unsuccessful with the preceding phone calls the duty manager will make the decision to call the social services - West of Scotland Standby Service 0800-811-505.

Healthy Eating (*We are a nut free environment*)

Light snacks and fruit/veg are offered to the children every day afterschool, of course, this is not intended to substitute for dinner and should not be regarded as such.

There should be no deemed “unhealthy food” high in sugar or fat; sweets or chocolates brought in to the play setting.

We do not encourage children to bring in any personal individual foods before or after school.

Any special occasions/celebrations, activities will be agreed with the parents/carer manager and monitored by staff.

Menus; will be displayed on the notice board.

All staff will use the East Dunbartonshire Nutritional Guidelines in conjunction with “Setting the Table” document.

<http://www.healthscotland.com> (last accessed June 18)

Any individual dietary requirements or allergies/intolerances will be discussed with you at your settle in visit.

Toileting

Staff assume all children that attend are fully toilet prepared for school. If your child has difficulties, please discuss with the supervisor prior to starting. If your child has supported needs, this should be discussed with your supervisor.

Outside Play

We will use our outdoor areas as much as possible, during the current Covid situation as it is less likely to spread the virus.

Rain or shine playing out is fine. It will help the children re-charge. Please ensure your child/ren are dressed to play outside.

Partnership with Parents & Carers

Time-out Club recognises that the parent/carer have a unique and specialised knowledge of their child, and as such are the prime educators of their children.

Parent/carer and child-care workers are essential partners in the development of good care and educational practices. An atmosphere of mutual trust and respect is vital to our staff's ability to respond to, and cater for the needs of an individual child.

We are committed to developing and maintaining a respectful and professional partnership with parent/carer.

Good relations between staff, parents/carers is the key to this at all times.

Each parent/carer and child will be treated as an individual. We will set aside time to discuss privately any concern with parent/carer that we may have.

Any difficulties are raised at an early stage so things can be resolved in a delicate matter.

Staff give positive reinforcement to working parents and show flexibility and openness to their views, wishes, and religious beliefs, racial and cultural origin.

Staff are aware and respect the role of parental involvement.

Our strategy is for:

Consultation

Collaboration

Participation

Supporting

Planning and achieving outcomes

Informing

Implementing

Maintaining and sustaining a quality service

We aim to target service users with all forms of communication, written, verbal, website, Facebook, text. Enabling all opportunities to be covered.

Covid-19 Policy (see appendix 1 – risk assessment)

Statement

Covid-19 is a new illness that can affect your lungs and airways. It is caused by a virus called Coronavirus. Symptoms can be mild, moderate, severe or fatal. This policy and associated Risk Assessment is to limit the spread of the virus within our Play Settings.

Who is at risk?

All Service Users and Team Members of our Play Settings are at risk including: staff, children, parents /carers of the children attending, any other individuals involved in the day to day operation of the Play Setting. Some groups of people are more vulnerable to the virus and these include the elderly, pregnant women and those with existing underlying health conditions.

What controls are required to limit the spread of the virus?

The following controls will be in place at all times:

1. Hand-washing
 - All staff and children will be required to wash their hands immediately upon entry to the Play Setting and before leaving.
 - Hand washing facilities will be available at all times with soap and water in place.
 - Paper towels will be used to dry hands then will be placed in a lidded bin.
 - Staff will empty the lidded bin safely at least every hour.
 - Gel sanitisers will be available in any areas where there are no immediate hand washing facilities for example in the gym hall, dining hall, outdoor area.
 - Staff and children will be reminded to wash their hands on a regular basis for a period of 20 seconds with soap and water and reminded of the importance of drying hands properly with the disposable towels.
 - Children will be supervised at all times when hand washing to ensure that they do so correctly.
 - All children will be reminded to catch coughs and sneezes in a tissue which will be disposed of immediately in a lidded bin.
 - The contents of the lidded bin will be disposed of at least every hour.
 - Follow **Catch it, Bin it, Kill it** to avoid touching the face, eyes, nose or mouth with unclean hands.

- Tissues are made available throughout the setting.
- Team Members to report any problems and carry out skin checks as part of skin surveillance programme. Emollient creams will be available within the setting to protect hands from increased washing.

2. Cleaning

Frequent cleaning and disinfecting of objects and surfaces that are touched regularly particularly in areas of high use such as door handles, light switches, furniture and toys. The areas will be cleaned regularly using appropriate antibactericidal cleaning products and methods. Rigorous checks will be carried out by supervisors/ managers to ensure that the procedures are being fully adhered to at all times.

3. Social Distancing

The recommended distance for safe distancing for children is no social distancing 2 metres – for adults however, this is difficult to maintain in a Play Setting. The following changes will be made to the running of each session:

- Parents/Carers will not be permitted to enter the Play Setting. Their child/children must be dropped off at the door.
- Parents/Carers will be asked to practice safe distancing of 2 metres whilst waiting to drop off their children. We appreciate that this will increase the time waiting to enter the Play Setting therefore please stagger getting out of your car to avoid long queues.
- Group sizes will reflect the number of staff available to ensure that groups are kept as small as possible and the school allocated “groups” are maintained

- Snack times will be staggered to keep the sizes small (i.e. in primaries)
- Any activities which pose a high risk of contamination will be temporarily suspended
- All resources will be cleaned and disinfected after use.
- Outdoor play will be encouraged as much as possible.

4. Sickness

- If anyone becomes unwell with a continuous new cough or a high temperature, they will be isolated and sent home to follow the stay at home guidelines.
- Children and Team Members displaying any signs of illness **should not** attend the Play Setting

Unwell Child/exclusion periods for infectious conditions

We follow national guidance to protect the health of all the children in our care. If your child is ill, they must not attend. If your child becomes unwell whilst in our care, we will phone you to agree a time for you to collect them. Please tell us if your child has been ill while they are away from Time-Out Club. If your child has had symptoms of vomiting or diarrhoea (or both), it is essential that they do not attend until 48 hours after the symptoms have stopped. If you are not sure, please phone us

before your child attends. Recommended period to be kept from Time-Out Club for both staff and Children.

- Covid 19: Follow NHS (Test, Track and Trace) guidance.
- Coughs/Colds: Until recovered.
- Flu: Until recovered.
- Whooping cough: 48 hours from commencing antibiotic treatment or 21 days from onset of illness if no antibiotic treatment.
- Chickenpox: Until all vesicles have crusted over (usually 5 day)
- German measles: 4 days of onset of rash (see vulnerable children/female staff (pregnancy))
- Measles: 4 days from onset of rash (see vulnerable children/female staff (pregnancy))
- Hand, foot and mouth disease: None
- Impetigo: Until lesions are crusted/healed or 48hr after starting antibiotics.
- Ringworm: Not usually required unless extensive.
- Scabies: Until first treatment has been completed
- Scarlet Fever: After 24 hours after starting appropriate antibiotic treatment
- Slapped Cheek Syndrome: None (see vulnerable children/female staff (pregnancy))
- Shingles: Exclude only if rash is weeping and cannot be covered, e.g. with clothing
- Conjunctivitis: None
- Head lice: None
- Mumps: 5 days from onset of swollen glands
- Threadworms: None
- Ecoli 0157VTEC*: 48 hours from last episode of diarrhoea
- Diarrhoea and/or Vomiting (with or without a specified diagnosis) until diarrhoea and vomiting has cleared for a minimum of 48 hours.

Exclusion periods will depend on the illness and guidance from GP.

http://www.publichealth.hscni.net/sites/default/files/A2%20Schools%20poster_1.pdf last accessed Augst 2020

Emergency

In the event of a child being injured whilst in our care, the following procedures will be undertaken:

When the injury is a minor accident/incident, it shall be treated as necessary by staff. Staff will inform parent/carer by phone or text following an injury to the head.

Staff will complete the accident/incident form and the parent/carer (responsible adult) who collects the child will sign, and retain a copy.

If the accident is more severe and a hospital visit is necessary, we shall use our formal in-house procedure for contacting parent/carer.

One of the managers will accompany the child to hospital and stay for the duration of the visit or until the parent/carer arrives.

Should a member of the management team not be available, the duty supervisor will carry out these duties. Staff are trained in first aid procedures.

Medication

We have a Management of Medication procedure consisting of 5 stages.

We train staff in the administration of medication.

If you require medication to be passed on to, your child's school, prior consent must be given by the school.

If your child requires any medication whilst attending, you will be required as per regulations to fill in the appropriate medication forms.

Parent/carer must give the first dose of any new medicine to ensure the child does not have an adverse reaction to the medication. This would not include emergency medication such as an adrenaline pen where the risk of not giving it could outweigh any adverse reaction.

All medication must be in original container, labeled with child's name, expiry date and information leaflet, that will be read by administering staff were possible.

The parent/carer will be notified immediately if the child refuses, it is spat out or an overdose is administered.

For the benefit of all service users, if a child becomes unwell we will contact the parent/carer and request their child to be collected as soon as possible. All medication will be audited monthly, expired medicine will be returned to the parent/carer or pharmacist. We reserve the right to refuse administration of invasive medical procedures and if the medicine does not seem appropriate staff will contact the parent/carer to state they will not be administering.

Complaints

If you have issues regarding the day-to-day running of the play setting or a staff member, please alert one of the management team, they will deal with all matters as quickly and diplomatically as possible.

If you have a comment regarding any of the management team, or if you have a query concerning any decisions that have been made by the Board of Directors, you can also write to them or email.

Directors@timeout.club.co.uk

The Board of Directors,
Time-Out Club
C.E.Centre Allander
Road Milngavie
G62 8PN

All complaints are treated in a diplomatic and confidential manner within a 20 day period

Compliant to the Care Inspectorate Phone 0345 600
9527

<http://www.careinspectorate.com/index.php/complaints>

Email: enquiries@careinspectorate.com

Contingency & Closure Arrangements (See appendix 2– Covid 19)

In the unlikely event of a play setting closing for a day due to staff illness an outbreak, or extreme adverse weather conditions or school closure. We will:

Contact the parent/carer, if unable to reach, we will contact additional contact. Stating day of closure and foreseeable length of closure.

When applicable, notify the appropriate authorities regarding a pandemic/outbreak

If registration numbers allow, we will endeavour to care for the children in one of our other settings.

Our aim will be to ensure that no parent is without care for his or her child that is within our control.

Should one of the play settings have to close permanently we will give all parent/carer at least 1 months' notice.

Code of Conduct

Whilst at TOC we support children to:

Listen to staff and other children alike.

Respect each other and the rules of Time-Out.

Share equipment.

Welcome new children and help them feel involved.

Look out for each other.

Treat everyone the way you would like to be treated.

Be safe and stay within the club setting.

Most of all have fun and enjoy meeting new people and having your friends around.

We will support staff to:

Ensure suitable and appropriate appearance, by wearing Time out club ID badges and the chosen uniform colour (Blue) at all times.

Show commitment, drive, passion, dedication and a positive attitude to all service users.

Demonstrate Time Out Club aims and values.

Display good relationships with colleagues, children, and their families.

Implement quality practice.

Respect and apply equality for all service users.

Be flexible and reflective.

Deliver a quality service.

Uphold trust and maintain confidentiality at all times.

Staff will not accept money or personal gifts from users, unless it is with the knowledge of the manager.

We will support parent/carer for Zero tolerance to:

Treat all staff with respect.

We value our employees and we will not tolerate any form of aggressive, threatening or violent, behaviour towards them.

If a parent/carer behaves in an intimidating or rude way to our staff you may be, asked to leave the play setting/service.

Focus on Care

Throughout the year, we carry out surveys to ask you if we are meeting the needs of you and your child/ren. Each November we carry out an annual survey called 'Focus on Care'. Please support us by giving your views.

Lost Property

We do not accept responsibility for children's lost items.

However, every attempt will be made to identify the owner of the lost property and return the item to them.

Please ensure all your child/ren's belongings are labelled.

Any unclaimed/unlabelled items will be discarded at the end of each day.

Confidentiality

The operation of Time-Out Club involves the sharing of information between children, parent/carers and the club staff and management. In order to respect everyone's dignity and privacy, we will actively promote confidentiality in the following ways:

Clearly explain to staff about respecting confidential information and clearly explaining agency policies about confidentiality pertaining to required records/reports as well as how to handle confidential/sensitive information.

Provide secure storage for files and information.

Adhere to all relevant legislation and incorporate the SSSC Code of practice in the keeping of records and confidentiality and GDPR.

Provide parental/carer access to their child's own records.

Staff do not disclose confidential information unless required to do so in matters of child protection or emergencies.

Exclusion - Inappropriate Behaviour

We use a Promoting Positive Behaviour Programme on a daily basis however, if a child displays negative or inappropriate behaviour or breaks one of the play setting rules, they will be asked to stop by a member staff. If a child has threatened or physically hurt another child or there have been repeated behavioural issues, parents/named responsible person collecting the child will be informed. We will then formally record and follow the stages below: We will keep the parent/carer informed at every opportunity with openness and transparency around decision-making. If parent/carer is unable to attend any meetings, it is acceptable to put any points in writing.

Stage 1

When the child's parent/carer has been informed and appears to be no improvement in behaviour within a period (1-4 weeks) 1st meeting with the supervisor, a manager, and parent/ carer will take place.

We will discuss any outside influences that are affecting behaviour, and put in place positive supporting methods. At this stage, we require consistency of support from the parent/carer additionally we require consent to communicate frequently with the school/ class teacher to follow the GIRFEC (Getting it right for every child) approach.

Stage 2

If after two weeks there is insufficient change in the child's behaviour, with no underlying/ external issues identified affecting the child's behaviour. The child's parents/carer will attend 2nd meeting with supervisor, a manager, and parent and a Board member. At this stage, the placement may well be suspended for up to five days. Cost for this suspension period are still required.

Stage 3

The managers will consult with the Board of Directors and seek advice on how to proceed. A meeting will then take place where the parent/carer may attend unless the service has a reasonable reason to exclude them. In this case, the parent/carer should be notified in writing of the reason and given the opportunity to provide their views to that meeting.

Throughout the exclusion process, we must make every reasonable effort to work in partnership with a parent/carer to resolve issues and support the child. However, we reserve the right to terminate a placement without notice where the relationship is irreconcilable and detrimental to the child's welfare.

Child Protection

We believe that children have the right to be completely secure and we are committed to protecting all children in our care from harm. We have dedicated Child Protection Officers who will act as a link between staff and authorities. If we believe any children to be at harm or in danger, we will act promptly in contacting the East Dunbartonshire social work team to discuss our concerns. We will not discuss our concerns first with parent/carers. We will not request to share your data. We will comply with East Dunbartonshire Council's "Promoting Good Practice in the Care and Protection of Children and Young People, in conjunction with West of Scotland Child Protection Procedures.

Safeguarding Persons

To safeguard vulnerable adults we implement and consider East Dunbartonshire Council Policy:

* A copy of these documents is available in each play setting

Quality Assurance

In order to upkeep quality assurance in our service:

We self-evaluate our play setting, through playroom observation forms, surveys and discussions from all service users', comparing the outcomes with previous results, to stimulate and implement changes.

All staff receive full induction, access to training and obtain relevant qualification pertaining to their post.

We hold monthly pre planned staff team meetings and training to share ideas and plan activity timetables. All staff attend scheduled supervision. Managers and supervisors attend weekly quality assurance meetings to ensure high quality throughout each play setting.

Managers complete formal documented, bi-monthly quality visits, within each play setting, resulting in outcomes for future development plans. Children attend council meetings. Children help plan and organise special/social events and parent/carer open days. Children have their own toy committees to ensure children are involved in the purchasing of new equipment and are responsible for the caring for their own resources.

We hold monthly parent managed board meetings. We are Members of SOSCN (Scottish out of School Care Network) an organisation that helps supports us in providing useful information, publications and training.

General Data Protection Regulation for Service Users

Requirements for the General Data Protection Regulation

From 25th May 2018 any personal information collected or stored – online or in paper format – will need to comply with the new General Data Protection Regulation

Personal data includes – parent/carer's names, addresses and email details and children's names and dates of birth etc.

Care Service providers collect and store this type of information to comply with; The Regulation of Care (Requirements as to Care Services) (Scotland) Regulations 2002, Local Authority funding requirements and HMRC

Providers must make 'reasonable efforts' to ensure that all the data collected on their minded children has consent from parent/carer with parental responsibility of the child.

The GDPR states that data processing must be lawful, fair and transparent and now gives parent/carers more access to the child's documents. Data must be:

Collected for specified, explicit and legitimate purposes

Minimal - adequate, relevant and limited to those which are necessary

Accurate and kept up-to-date

Stored for no longer than necessary and kept secure

Parent/carer can withhold permission but the ICO and Care Inspectorate must be informed before it is deleted as it might mean that the Provider is in breach of the; The Regulation of Care (Requirements as to Care Services)(Scotland) Regulations 2002 HMRC or Insurance requirements
Parent/carer are able to view, update, and change any data that is held at any mutually agreed time.

Written permission is still required from parent/carer before data is used for other purposes, e.g. parent/carer are asked for written permission before we share information with other settings or professionals to support their child.

The exception to this is supported by the Local Safeguarding Children Board (LSCB,) that states that information relating to abuse including the risk of a child being drawn into extremism (linked to the Prevent Duty) and any concerns about sexual abuse including Female Genital Mutilation must be reported without informing parents.

General Data Protection Regulation for Service Users

Data is kept updated regularly, therefore kept accurate – a regular audit of information must be carried out and any duplication or information no longer required is removed.

Parent/carer need to be informed as to how long data will be stored and how it will be destroyed when no longer required as evidence for Care Inspectorate, HMRC or insurance purposes

The current data storage advice is information relating to the safeguarding and welfare requirements of The Regulation of Care (Requirements as to Care Services) (Scotland) Regulations 2002 is stored until the child is 21 years and 3 months old to comply with insurance requirements

HMRC information is stored for 6 years

Parents/Carer's Privacy Notice

How we use children's information

The Data Protection Officer/Lead with responsibility for monitoring this privacy notice is the Manager of Time-Out Club.

Why do we collect and use children's information?

Time-Out Club will record, process and keep personal information on you and your child in accordance with the General Data Protection Regulations 2018.

We use this data to:

- Support children's learning
- Make assessments on children's development
- Safeguard the children in our care in accordance with relevant legislation
- Comply with Government legislation
- Assess the quality of our services
- Contact you regarding your child.

Time Out Club will collect, hold and share two kinds of records on children attending our setting.

Developmental records

These can include:

- Observations of children in the setting, photographs, samples of work and developmental assessment records, children's passports, floor books and presentation boards, wall display's.

Personal records

These include:

- Personal details – including the information provided on the child's enrolment form and any consent forms and characteristics such as ethnicity, language and nationality.
- Contractual matters – including the child's days and times of attendance, a record of the child's fees, any records of fee reminders and/or disputes
- Additional contact details – including those people, other than parents/carers with authorisation to collect the child from the setting
- Children's health and well-being – including discussions about every day matters regarding the health and well-being of the child with the parent/carer, records of accidents and medication records.
- Safeguarding and child protection concerns – including records of all welfare and protection concerns and our resulting actions, meetings and telephone conversations about the child and any information regarding a Looked After Child
- Early support and Special Education Need – including any focussed intervention provided by our setting, a record of the child's Personal Plan and, where relevant, their Statement of Special Education Need or EDC (Early years supporting families team) for funding support.
- Correspondence and reports – including letters and emails to and from other agencies and any confidential reports relating to specific children

Collecting information

Whilst the majority of information you provide to us is mandatory, some of it is provided to us on a voluntary basis. In order to comply with the General Data Protection Regulation, we will inform you whether you are required to provide certain information to us or if you have a choice in this.

The Regulation of Care (Requirements as to Care Services) (Scotland) Regulations 2002 place a legal obligation upon us to collect and process much of the information detailed above.

Therefore, we do not require your consent to collect this information as we have a fair and lawful reason for doing so.

All new forms collecting data will clearly state our lawful basis for processing the information you supply and where the request is voluntary or consent is required this will be clearly stated.

Storing Children's Data

We ensure that access to children's files is restricted to those authorised to see them such as the board of directors, the Management team, designated Child Protection Officer, the child's play setting staff team. Care inspectorate officer. These confidential records are stored on site.

We retain children's records for up to 3 years after they have left the setting, except records that relate to an accident or child protection matter. These are kept until the child reaches the age of 21 years or 24 years respectively. For insurance purposes, we will keep records for accidents/ incidents for 40 years.

Presentation boards, children floor books, photos will be on display for all services users and potential service users to see whilst in the play settings. All photos, presentations boards, children floor books will be stored in a lockable cupboard when the play setting is not in operation.

Sharing information

The information that you provide to us, whether mandatory or voluntary, will be regarded as confidential. We do not share information about your child with anyone without consent unless the law and our policies allow us to do so.

We are obliged to share confidential information without authorisation from the person who provided it, or to whom it relates, when:

- there is evidence that the child is suffering, or is at risk of suffering significant harm
- There is reasonable cause to believe that a child may be suffering, or is at risk of suffering, significant harm
- It is to prevent significant harm arising to children, young people or adults, including the prevention, detection and prosecution of serious crime.

Further information regarding information sharing and confidentiality can be found in our policies.

Requesting access to your personal data

Under data protection legislation, parents/carer, children and young people have the right to request access to information about them that we hold. Where a child is too young to give 'informed consent' the parent/carer is the 'subject' of the file and has a right to see the information held.

Children's developmental records are shared regularly with parents/cares and formal requests to access these is not required. To make a request for your personal information contact

The Manager of Time-Out Club (Data Protection Officer) following the procedure detailed in our Access to Records Policy.

You also have the right to:

- object to processing of personal data that is likely to cause, or is causing, damage or distress
- withdraw consent where given
- prevent processing for the purpose of direct marketing
- object to decisions being taken by automated means
- in certain circumstances, have inaccurate personal data rectified, blocked, erased or destroyed; and
- claim compensation for damages caused by a breach of the Data Protection regulations

If you would like to discuss anything in this privacy notice, please contact the Manager of Time-Out Club.

If you have a concern about the way we are collecting or using your personal data, you should raise your concern with us in the first instance or directly to the Information Commissioner's Office at <https://ico.org.uk/concerns/>

Communication

We will send out "look" emails together with any play setting updates. If you wish paper copies, please request this at your play setting.

We also regularly update our website and Facebook page to keep you informed. Welcome boards will be on display at the entrance areas with daily updates/policies and procedures (where possible).

After School Care Activities

For children's safety in keeping with staff to child ratios, we are unable to collect children from any afterschool activities.

Duty of candour

At Time out Club, we will: Act in an open and transparent way clear, honest and effective communication with parent/carers and all service users and throughout their care, including when things go wrong, in line with the definitions below.

We will use the following definitions of openness, transparency and candour used by Robert Francis in his report:

Openness: Enabling concerns and complaints to be raised freely without fear and questions asked to be answered.

Transparency: Allowing information about the truth about performance and outcomes to be shared with staff, people who use the service, the public and regulators.

Candour: Any person, who uses our service that is harmed in Time out club, is informed of the fact and an appropriate remedy offered, regardless of whether a complaint has been made or a question asked about it.

Apology: An 'apology' is an expression of sorrow or regret in respect of a notifiable safety incident; it is not an admission of guilt.

Appropriate written records: Records are complete, legible, accurate and up to date. Every effort will be made to ensure records are updated without any delays.

Time-Out Club is committed to compliance with the General Data Protection Regulations and the Data Protection Bill.

We are registered with Information Commissioners Office (ICO)

<https://ico.org.uk/for-organisations/guide-to-the-general-data-protection-regulation-gdpr/>

Voluntary Board of Directors



Convenor – Jim McGuire (Craigdhu) Vice

Convenor – Sarah Bow (Castlehill)

Secretary – Laura McGarry (Milngavie)

CJ Accountancy - Colin Speirs (treasurer)

Child Care Contract

Time Out Club provides childcare services to the children of its members.

We have company limited by guarantee, and agree the articles of association of the company and to Guarantee the debts of the Company to a maximum amount of £1.00."

A company limited by guarantee is a special type of company available only to non-profit organisations and charities. Members of Time-Out Club are only liable for a maximum sum of £1.00 in the very unlikely event that Time-Out Club is forced to close as an operating company and cannot meet its financial liabilities.

The Board of Directors and Management reserve the right to withdraw my placement as per the terms below including the Exclusion - Inappropriate Behaviour.

I/We agree at all times, I respect all staff and Board of Directors of Time-Out Club and other service users.

I/We agree to notify Time-Out Club and the school when my/our child/children will be absent.

I/We accept Understand no overpayments will credited or refunded in the event TOC is forced to close for unforeseeable circumstances that are out with our control.

I/We accept *no transfers or refunds* will be given for non-attending days.

I/We agree to follow, the guidelines policies as set out in this Parent/Carer Handbook.

I/We accept membership of Time Out Club, a private company limited by guarantee, and agree to be bound by the Articles of Association of the company and to guarantee the debts of the Company to a maximum amount of £1.00.

I/We agree to a placement at Time-Out Club and accept all the policies, procedures, GDPR as set out in the parent/carer handbook (website) and Articles of Association (play setting)

I/We agree all information given is correct and realise that any changes must be up dated immediately.