



## Kanga Education- Schools and clubs



### Aims and Objectives

Kanga Sports Ltd Safeguarding Children Policies, Procedures & Guidelines have been written in accordance with the “Children Act, 1989 and 2004. Kanga Sports Ltd fully understands that it has a responsibility for making arrangements with regards to safeguarding.

The below policy is provided to be used by Kanga Sports Ltd and all those that work under the brand name. This policy should be used in all situations in which children or young people work, train, play or take part in any Kanga Sports Ltd session. This document will also provide guidance and professional support for all staff and all members should be aware of the Children Act 1989

The below points are of the utmost importance to kanga Sports Ltd;

- The welfare of the child will always be paramount
- Disability, race, gender, religion, age, sexual orientation will all be taken into consideration when working with children, young people and their families
- Parents and guardians who have a legal obligation to any child or young person must be involved in all decisions

### Safeguarding Statement

Kanga Sports Ltd accepts sole and full responsibility for the well-being and safeguarding of all young people that are involved in their sessions.

Kanga Sports Ltd has put in place systems and procedures that will minimize the risk of abuse or any harm occurring to children or young people whilst in their care. In any safeguarding issues that arise, kanga Sports Ltd will fully cooperate and work under the guidance of the Local Safeguarding Children Board

Kanga Sports Ltd will appoint a suitably trained designated person that will have the sole, overall responsibility for the safeguarding of children.

All members of staff that work for Kanga Sports Ltd will be required to deal with any issues sensitively and appropriately with the health and

well-being of young people being of paramount importance.

All members of staff will be appropriately trained in child welfare and will be fully aware of the procedures of the Kanga Sports Ltd Safeguarding Children document

It will be the responsibility of Kanga Sports Ltd to ensure all members of staff working under the brand name are suitably qualified and checked to ensure they are capable to work with children and young people.

Members of staff working with Kanga Sports Ltd will be advised of the outcomes of Every Child Matters Change for Children, which are identified by the Children's Act 2004 as:

- Be Healthy - Physical and mental health and emotional well being
- Stay Safe - prevention and protection from harm and neglect
- Enjoy and achieve - education, training and recreation
- Make a positive contribution to society
- Achieve economic and social well being

### **SAFER RECRUITMENT**

Kanga Sports Ltd adopts a Safer Recruitment policy with regards to the employment of its staff. All reasonable steps will be taken to ensure that members of staff are suitable to work with children and young people.

Kanga Sports Ltd will ensure pre-recruitment checks are taken including;

- Enhanced CRB check
- First Aid trained
- Safeguarding training
- Fully aware of their responsibilities
- Relevant qualifications for the role
- Personal specifications in relation to the role
- Application form with self-declaration
  - Name, address, national insurance number
  - Past career in sport, both working and playing
  - Relevant experience and qualifications

- Full employment history from the age of 16, all gaps must be fully explained
- Declaration of any criminal record
- Two references that can make comment on past experience of working with young people
- Eligibility to complete an Enhanced CRB / DBS check
- Upon successful completion of the application process, a formal interview will take place with Kanga Sports Ltd
  - Photographic identification will be taken
  - Checks made with regards to any qualifications/training declared through the application
  - Expectations of the role and responsibilities fully explained
- Continuous Personal Development
  - Training will be conducted with all members of staff on a quarterly basis with extra training given to those who are deemed in need
  - Annual appraisals will be given to each member of staff
- All members of staff will be made aware of the complaints and disciplinary procedure deems

## **ABUSE**

Kanga Sports Ltd deems it unacceptable to take part in any form of abuse and any such behavior will be dealt with appropriately. Any behavior that infringes on another person's rights or a failure to fulfill the highest standards of care will be deemed poor practice.

Abuse - Child abuse is any form of physical, emotional or sexual mistreatment or lack of care that leads to injury or harm. It commonly occurs within a relationship of trust or responsibility and represents an abuse of power or a breach of trust. Abuse can happen to a child regardless of their age, gender, race, ability, culture or sexual orientation.

It is generally accepted that there are four main forms of abuse. The following definitions are based on those from Working Together to Safeguard Children (HM Government 2006).

**Neglect is the persistent failure to meet a child's basic physical and/or psychological needs, likely to result in the serious impairment of the child's health or development. Neglect may occur during pregnancy as a result of maternal drug abuse. Once a child is born, neglect may involve a parent or carer failing to provide adequate food, shelter including exclusion from home or abandonment, failing to protect a child from physical and emotional harm or danger, failure to ensure adequate supervision including the use of inadequate care-takers, or the failure to ensure access to appropriate medical care or treatment. It may also include neglect of, or unresponsiveness to, a child's basic emotional needs.**

**Physical Abuse may involve hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating or otherwise causing physical harm to a child. Physical harm may also be caused when a parent or carer fabricates the symptoms of or induces illness in a child."**

**Sexual Abuse is when adults, both male and female, or other children, use children to meet their own sexual needs. It involves forcing or enticing a child to take part in sexual activities, including prostitution, whether or not the child is aware of what is happening. The activities may involve contact including penetrative acts (e.g. rape, buggery or oral sex) or non-penetrative acts. They may include non-contact activities, such as involving children in looking at, or in the production of, pornographic material or watching sexual activities, or encouraging children to behave in sexually inappropriate ways."**

**Emotional Abuse is the persistent emotional ill treatment of a child such as to cause severe and persistent adverse effects on the child's emotional development. It may involve making the child feel or believe that they are worthless or unloved, inadequate or valued only insofar as they meet the needs of another person. It may feature age or developmentally inappropriate expectations being imposed on children. It may involve seeing or hearing the ill-treatment of another. It may involve serious bullying causing children to frequently feel frightened or in danger, or the exploitation or corruption of children. Some level of emotional abuse is involved in all types of maltreatment of a child, although it may occur alone."**

**Indications that a young person maybe being abused or suffering abuse include the following:**

- **Unexplained or suspicious injuries such as bruising, cuts or burns, particularly if on a part of the body not normally prone to such injuries.**
- **An injury for which the explanation seems inconsistent.**
- **The child describes what appears to be an abusive act.**
- **Someone expresses concern about the welfare of the child.**

- Unexplained changes in behaviour (e.g. becoming quiet, withdrawn or sudden outbursts of temper).
- Inappropriate sexual awareness.
- Engaging in sexually explicit behaviour.
- Distrust of adults particularly those with whom a close relationship would be expected.
- Difficulty making friends.
- Difficulty in socialising with other children.
- Displays variations in eating patterns including overeating or loss of appetite.
- Weight loss for no apparent reason.
- Becomes increasingly dirty or unkempt.

This list is not exhaustive and the presence of one or more of these indicators is not proof that abuse is taking place.

Remember that: It is not the responsibility of coaches, staff or volunteers to decide that abuse is taking place, but it is their responsibility to act on any concerns.

### **ANTI-BULLYING POLICY**

Kanga Sports Ltd are fully committed to providing a safe and enjoyable environment for all children, young people and members of staff to work in. Bullying, through any form, is unacceptable and if any such behavior occurs, the issue will be dealt with swiftly and professionally. It is the expectation for anyone that is privy to such behaviors must report it immediately.

#### **Objectives:**

- To have a clear understanding of what bullying is.
- To know what the anti-bullying policy is and follow it when bullying is reported.
- All children and their parents/carers should know what the anti-bullying policy is and what they should do if bullying arises.
- To take bullying seriously and not tolerate it.

The importance to respond to Bullying as no one deserves to be a victim

of bullying. Everybody has the right to be treated with respect. Individuals who are bullying need to learn different ways of behaving. The impact upon a child or young person can be devastating and in some cases affect all aspects of their life, in extreme circumstances it can lead to suicide threats or even attempts. **Bullying Signs and Symptoms** “Bullying is the deliberate attempt by an individual or group to hurt, torment, tease, frighten or upset someone causing him/her to feel intimidated uncomfortable or unhappy. Bullying includes racist and homophobic behaviour.” Bullying can be the physical, mental or emotional abuse of a person. It can take many forms, some more obvious than others. The following are examples of bullying that staff should watch out for:-

- says that they are being bullied
- is unwilling to go to sessions
- becomes withdrawn anxious, or lacking in confidence
- comes home with clothes torn or training equipment damaged
- has possessions go ‘missing’
- asks for money or starts stealing money
- has unexplained cuts or bruises
- gives improbable excuses for any of the above
- In more extreme cases:
  - starts stammering
  - becomes aggressive, disruptive or unreasonable
  - is bullying other children or siblings
  - stops eating
  - attempts or threatens suicide or runs away

### **Anti-Bullying Procedure**

1. Report the bullying incident(s) to the Activity Designated Person/ schools DSL/ or the line manager.
2. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly. Follow up with school and their policy.

3. In cases of serious bullying, the incidents will be referred to the Children's Services Officer for advice.
4. If necessary and appropriate, the Police will be consulted.
6. Attempt(s) will be made to help the bully (bullies) change their behaviour.
7. If mediation fails and the bullying is seen to continue the Company will initiate disciplinary action.

#### **Recommended Action for children bullying**

If the Coach or Designated Persons decide it is appropriate for them to deal with the situation they should follow the procedure outlined below:

- 1.) Reconciliation by getting the parties together. It may be that a genuine apology solves the problem.
- 2.) Engage and report to school DSL and Head of school. Ensure all details are shared.
- 3.) Follow up with school consisting and be ready to meet with the parent and child alleging bullying to get details of the allegation. Minutes should be taken for clarity, which should be agreed by all as a true account.
- 4.) The same panel should meet with the alleged bully and parent/s and put the incident raised to them to answer and give their view of the allegation. Minutes should again be taken and agreed.
- 5.) If bullying has in the panel's view taken place, the individual should be warned and put on notice of further action i.e. temporary or permanent suspension if the bullying continues. Consideration should be given as to whether a reconciliation meeting between parties is appropriate at this time.
- 6.) The Company should monitor the situation for a given period to ensure the bullying is not being repeated.
- 7.) Relevant individuals such as coaches involved with both individuals, should be made aware of the concerns and outcome of the process i.e. the warning.

## **Recommendation Action for Adults bullying children**

**In the Case of Adults Reported to be Bullying Anyone within the Company under the age of 18 years:**

- 1.) The Children's Services Officer should always be informed and will advise on action to be taken where appropriate.**
- 2.) A panel consisting of the Adult's line manager, the Children's Services Officer and if deemed necessary further panellists should meet with the child alleging bullying and parents to get details of the allegation. Minutes should be taken for clarity, which should be agreed by all as a true account.**
- 3.) The same panel should meet with the alleged bully and representative to put the incident raised to them to answer and give their view of the allegation. Minutes should again be taken and agreed.**
- 4.) The management of allegations flow chart will be followed which may recommend no further action; training, supervision and monitoring or disciplinary action.**
- 5.) More serious cases may be referred to the Police and/or Children's Services.**

## **MANAGEMENT OF ALLEGATIONS**

**The term disclosure in this context is used to describe the sharing of Safeguarding concern(s) and not the Criminal Record Bureaus formal record of an individual's relevant convictions. There is a legal and moral obligation to report any concerns about a child or young person in any context. Kanga Sports Ltd will support anyone who, in good faith, reports their concern(s), even if that concern is proved to be unfounded.**

**Disclosure made by a child about an adult**

**If a child or young person informs you that they are worried about someone's behaviour towards them, the person receiving the disclosure should:**

- React calmly so as not to frighten the child or young person**
- Ensure the immediate safety of the child or young person**
- Re-assure the child or young person but do not make promises of confidentiality or outcome, which might not be feasible in the light of subsequent developments**
- Tell the child or young person that he or she is not to blame and that he or she was right to tell**
- Take what the child or young person says seriously**
- If the child or young person needs immediate medical treatment, take them to hospital or telephone for an ambulance, inform doctors of concerns and ensure that they are aware that**



**this is a Safeguarding issue**

- **Avoid leading the child or young person and keep any questions to the absolute minimum. Ask only what is necessary to ensure a clear understanding of what has been said**
- **In the event of suspicion of sexual abuse do not let the child bathe or shower until given permission to do so. Washing can destroy valuable evidence**
- **Inform the designated person immediately. If they are unavailable contact local Children's Services or the Police for guidance.**
- **The Designated Person must then notify the parents/carers immediately unless you have specific reason not to, e.g. the child has named the parent/carer as the abuser.**
  
- **Disclosure made by a child about a child**
  
- **Any allegation concerning the abuse of a child by another Child must be dealt with in line with Protection Procedures. Any such allegation should be reported immediately to the Designated Person who will inform the Children's Services Officer. A risk assessment decision, based on the advice of the Local Authority Designated Officer (LADO), will be made and followed.**

**A Disclosure made against a member of staff, Complying with "Working Together To Safeguard Children, 2006", in respect of cases where it alleged that a member of staff who works with children/ young people has "behaved in a way that has harmed or may harm a child; possibly committed a criminal offence against or related to a child; behaved towards a child / young person in a way that indicates she/he is unsuitable to work with children", Kanga Sports Ltd will ensure that the matter is immediately reported to the LADO of the venue. All allegations must be reported to the LADO. Suspension or paid leave is a neutral act, which must be considered in any case where there is cause to suspect that a child is at risk of significant harm or the allegations warrant investigation by the police. The advice from the LADO will be considered in such circumstances.**

**Every effort must be made to maintain confidentiality and guard against publicity while an allegation is being investigated in order to protect the child/ young person and to protect the person against whom the allegation has been made. In the event of an employee becoming 'barred' through the Independent Safeguarding Authority (ISA), the**

Company's disciplinary procedure will be invoked and a decision will be reached based on the information obtained. An ISA bar overrules any internal preference Kanga Sports Ltd may have. If a person is barred, they must be removed from a regulated activity.

Inappropriate behaviour will not necessarily lead to suspension, but the LADO may impose conditions for continued employment. Compliance with these conditions will be monitored by the LADO. An internal disciplinary procedure may take place at the discretion of Kanga Sports Ltd. If an individual is removed from their post due to an allegation or inappropriate behaviour then a referral to ISA must be made by the CSO.

All incidents or allegations of abuse or inappropriate must be reported immediately to the Designated Person. It is the responsibility of the Designated Person to contact the Children's Services Officer who will, in turn, contact the LADO. At all times complete confidentiality and sensitivity must be maintained. The LADO investigation will consider three categories:

- HARM
- CRIMINAL ABUSE
- UNSUITABLE BEHAVIOUR

### Whistleblowing Policy

Every organization faces the risk of things going wrong or malpractice taking place. Kanga Sports Ltd aims to provide resources which can prevent this from occurring.

We aim to provide a culture of openness where workers can feel they have the ability to raise issues or concerns. Every worker has a right and a duty of care to raise concerns which effect Kanga Sports Ltd. All staff are protected by law if they raise a concern in the correct manner.

The policy we set out aims to ensure that all workers for Kanga Sports Ltd raise concerns or issues in the correct manner which will enable the issue to be resolved quickly and effectively. The policy will outline how workers can deal with concerns about other workers or the service provided.

### Complaints Policy

If a matter cannot be resolved informally, it may be appropriate to raise a formal grievance.

- First step is to put the complaint in writing with the main concerns highlighted and outcome you would like to occur. This

should be passed to the company director of Kanga Sports Ltd

- The complaint will be dealt with internally and a meeting may be arranged to gather further information
- Other witness' may be called upon if further information is still required

### Records and information

It is essential that records are well kept and all information should be passed to the Children's Social Care or the Police where required

The following information may be required

- Child's name, age and date of birth
- Address and contact details
- Who raised the concern
- The nature of the issue
- Any visible marks or bruising
- Witness's account including those of the young person
- Time, date and any other relevant period
  
- Clear distinction between opinion and fact

If contact is made with the Children's Social Services or the Police,

Information should be passed on immediately and a record should be made of who has access to this information.

### Guidelines

Physical contact should only be made with the sole aim or care, instruction or restraint

Physical restraint will be made when a worker uses intentional force to restrain a child, against their will. It is a procedure only to be used when dealing with a potentially unsafe situation. Deliberate use of physical contact to punish a child, cause pain or to inflict humiliation is unlawful regardless of the degree of behavior of the child.

Examples of physical contact should always be preceded by the adult informing the child of their intention

- Blocking a child's path
- Holding
- Pushing or pulling
- Leading a child by the hand/arm
- Leading a child by placing your hand on their back

Ultimately, it may be up to the courts to deem whether the force was necessary

On occasions, it may be necessary to speak with a child on a one to one basis. This should be done in full view of others for your own protection. If a meeting is required, the director of Kanga Sports Ltd should be made aware and another adult must be present in an open room with the parent's consent.

### Site specific Guidelines

All staff present on site will be responsible for the safety and well-being of any children or young people involved in Kanga Sports activities. All venues will undergo a risk assessment before the activity takes place.

Appropriate ratio of staff to children must be maintained at all times. Children under the age of 11 must be supervised at ALL times.

After school clubs: Adult to children ratios 1:20

Register - it is the responsibility of the lead coach on site to maintain a comprehensive register of all children and young people. These documents must be kept for a minimum of three years as they act as a form of evidence.

Staff must adhere to a code of conduct on all activities and under no circumstances must staff, whilst working for Kanga Sports Ltd.

- Drink alcohol or use recreational drugs during work or 12 hours before they commence work
- Work alone with children behind closed doors
- Have 'favourites'
- Turn a blind eye to poor behavior or malpractice

If a children refuses to be collected;

If a child speaks in confidence to a member of staff with regards to a

refusal to return home, the member of staff must remember that their first duty of care is the child's safety. Encouragement must be given to the child to provide reasons. Where required, information must be passed onto Children's Service or the Police. Judgement must be used as to whether it is a risk to allow the child to return home. Should staff have any doubts, they must contact Children's Service or the Police Child Protection Unit. If the child is not at risk,

their parent must be informed of their reluctance

### Homesick children

During a prolonged period away from home, a child may become homesick. Such instances must be dealt with sensitively and swiftly. Such situations may be the first time a child is away from home or their parent and judgement should be taken into consideration. Homesickness can be displayed in different ways such as tears, a reluctance to join in, a child becoming withdrawn or a very quiet child. Staff should get to know all children and recognize a change in behavior. Where this is noticed, a conversation should take place to reassure the child and discover the root cause. Where the child is inconsolable, parents must be contacted.

### Missing children

Should a child go missing from an activity, a search procedure must take place immediately. If the child is not found the Police and the child's parents must be informed. The needs of the other children must be taken into consideration in such instances.

### Technological communication

Technology will include, but not be exclusive to, email, telephone, text messaging, emailing and other message services via technology.

Staff must not give personal details to children and communication must be made in a professional manner at all times. Staff must not take personal information from children. Staff must not respond to any private requests from children. Should staff be contacted by a child, they must inform Kanga Sports immediately.

### Social Media

Social media is prevalent in today's society and young people use this as a form of communication. Under no circumstances should a member of staff at Kanga Sports Ltd contact a child via social media in which they work with via Kanga Sports Ltd. Staff of Kanga Sports must not make any reference to Kanga Sports Ltd on their personal social media pages.

Children are vulnerable on the internet and the Child Exploitation and Online Protection Centre (CEOP) provides the following guidelines;

## Advice to Children

- **Don't give out any personal information:** Guard your home address and family information. Abusers will use this to groom a child or young person over the internet.
- **Do not save images of a child in Kanga Sports sessions on a social network:** Those who wish to harm children will use this as a tool to gain trust in them and it will create an obvious connection of celebrity status which children and young people are interested in.
- **Report inappropriate behaviour:** Report incidents of bullying, sexual exploitation, or other fraud to the chat room moderator (as well as to the police if applicable).
- **It is strongly advised that Kanga Sports Ltd staff and volunteers do not use the internet to contact children and young people.**
- **Do not become 'friends' on social networks with children and young people you are in a position of trust with.**
- **If you are concerned about the way a child is attempting to contact you via the internet e.g. using a social networking site or a chat area, speak to your Designated Person or Children's Services Officer.**
- **The Company must have parental consent to use a child's image if it is to be used in the public domain e.g. club website or newspaper article.**
- **Do not publish photographs with the full name(s) of the individual(s) featured unless you have written consent to do so and you have informed the parents as to how the image will be used.**
- **Ensure that any child in the Company, who is under care proceedings, is protected by ensuring that their image is not placed in the public domain. This can be done by using a Consent Form, so that parents/carers can identify whether this applies to children in their care.**
- **The image should focus on the activity and not the child or young person.**
- **Ensure that those featured are appropriately dress - a minimum of a vest/shirt and shorts is required.**

### **Reporting procedures**

If you become aware of any poor practice involving a child or young person

- Don't make promises
- Ensure that any information obtained is passed on to the relevant people as soon as possible
- Reassure the child that they are not to blame
- Make the child feel safe
- Make a note of the incident and the date, ensuring it is factual and all information is correct.

Make contact with the Designated Person who will offer support and seek advice from the Children's Services Officer. Where necessary they will give advice on the procedure to follow, gather further information and arrange a meeting with the relevant parties.

Outcomes may include

- Further information being obtained
- Advice or warning as to future conduct
- Further training
- Dismissal

### **Where child abuse is witnessed**

- Reassure the child they are not blame
- Make the child feel safe
- Don't make any promises
- Make the child aware that all information will be passed to relevant parties
- Does the child need medical treatment? If yes, call for an ambulance immediately
- Contact the Children's Services Officer or the Police
- Make a note of the incident and the date, ensuring it is factual and all information is correct.







Kanga Sports Ltd Referral Form

Name of Child,

Date of Birth;

Address;

Contact Number;

Name and contact number of parent/guardian; Nature of concern;

Details of incident;

Date & Time;

Explanation of action taken, if any;

Have the family been informed?

Name of referred person;

## **Good Practice in Safeguarding**

**Ensure that accurate records are made at all times. Full and thorough information must be provided in all circumstances. The date, time and all information you gather must be recorded. If a child or young person gives you information, this must be recorded in their own words. Any physical marks must be noted in full description, sketches can be used where necessary.**

**Any physical mark that a child arrives with should be noted, any physical mark or injury that occurs during a Kanga Sports Ltd session should be recorded in the accident book. This information can be referred to if any allegations are made.**

**Kanga Sports Ltd will make every attempt necessary to ensure that children and young people are protected. Kanga Sports Ltd will ensure any information provided is kept on a strictly need to know basis. Safeguarding documentation must be kept separate to children's personal records. They should be kept in a safe and secure place and only accessed by designated personnel.**

**If a child decides to confide in you, it is your responsibility to reassure them and give them time and space to give you the information in their own time. You must inform them that everything they tell you will be taken seriously and it is your responsibility to pass on any information that causes concern. The child must know that they have done the right thing in telling you.**

**Leading questions to gain more information is strictly prohibited and should only be carried out by qualified people. You must avoid interrupting or questioning children as they give you information. They must be allowed to speak at their own pace and in their own words.**

**You must only act upon the information you have been given and not assume anything other than you have been told. You must not criticize or pass judgement on the alleged abuser. You must not project your own feelings onto the child.**

**It is essential that you do not make any promises and you must be honest and realistic at all times. You have a duty to pass on any allegations or suspicions to the appropriate person. You must inform the child that you are passing on the information and the reasons behind you doing so.**

**If for any reason whatsoever you feel that contacting the parents or guardians may compromise the case, you are advised not to do so and must contact the designated person immediately. If you notice a suspect injury or mark, you must question the parent. If a suitable answer is not provided or if the answer raises concern, it is your responsibility to inform the parent that the injury must be investigated and any**

procedure taken place is to protect both the parent and the child.

**Designated Person;**

**Andrew Bode**

**Andrew@kangasports.co.uk**

**James Hird**

**James@kangasports.co.uk**

**Useful Contacts**

**Police Safeguarding Unit**

**0113 2414180**

**North Yorkshire Safeguarding/  
Child Protection**

**01609 780780**

**Children's Social Work Services**

**01609 534842**

**Social Care Emergency Team**

**0113 240 9536**

**Childline**

**0800 111 0808**

**Early Help Craven**

**01609 534842**

**Parentline**

**0800 2222**

**Kidscape**

**08451 205 204**