



# Safeguarding, Prevent Duty and Child Protection Policy

## 1.1. Review

**Updated by:** Sian Wysocki - Managing Director

**Approved by:** Board of Directors

**Date:** 30.03.26

**Review Date:** March 2027

This policy will be reviewed annually or sooner if there are changes to legislation, guidance or local safeguarding procedures. All staff must familiarise themselves with this policy and related procedures.

## 2.1. Policy Statement

At Kanga Sports Ltd, we are committed to safeguarding and promoting the welfare of all children, young people, and vulnerable adults accessing our services. We aim to create an environment in which learners feel safe, valued, and respected, and where they are encouraged to talk and believe they will be listened to. We ensure all staff understand their statutory responsibilities and have the necessary knowledge, skills, and confidence to respond effectively to concerns through regular and up-to-date training.

Kanga Sports Ltd does not act as the lead agency for safeguarding cases but will fully cooperate with and contribute to multi-agency processes.



### 3.1. Scope

This policy outlines our safeguarding responsibilities and procedures. It applies to:

- All Kanga Sports employees, including apprentices, contractors, volunteers, work experience placements and board members
- All children, young people, and vulnerable adults engaging in our services
- All activities conducted under the Kanga Sports Ltd name, excluding school-based services during school hours, where we defer to the individual school or trust's safeguarding policy

### 4.1. Legal Framework

This policy complies with the following statutory frameworks:

- Keeping Children Safe in Education (KCSIE) – September 2025
- Working Together to Safeguard Children – March 2026
- The Care Act 2014
- Children Act 1989 & 2004
- The Prevent Duty – Counter Terrorism and Security Act 2015
- UK GDPR / Data Protection Act 2018
- Safeguarding Vulnerable Groups Act 2006
- Serious Crime Act 2015 (including FGM mandatory reporting duty)
- Early Years Foundation Stage Statutory Framework 2025

### 5.1. Definitions

**Abuse** A form of maltreatment which may be physical, emotional, sexual, financial, discriminatory, or neglect

**Child(ren)** Any person under 18 years of age, therefore 'child(ren)' also means 'children and young people' throughout



**Child Protection** A subset of safeguarding focusing on children at risk

**DSL (Designated Safeguarding Lead)** The member of staff with the lead responsibility for safeguarding and child protection within the organisation. The DSL provides advice and support to staff, manages safeguarding concerns, and makes referrals to external agencies where required.

**DDSL (Deputy Designated Safeguarding Lead)** A trained member of staff who supports the DSL and takes on safeguarding responsibilities in their absence. The DDSL has the same level of training and authority to act as the DSL when required.

**Female Genital Mutilation (FGM)** Illegal under UK law - mandatory reporting required for known cases involving under-18s

**Local Authority Designated Officer (LADO)** manages allegations against adults working with children

**Safeguarding** Protecting individuals' right to live in safety, free from abuse and neglect

**Vulnerable Adult** Anyone aged 18+ who may need care or support services and may be at risk of harm

**Whistleblowing** Reporting concerns about misconduct or unsafe practices

**Sexting (Youth-Produced Sexual Imagery)** Creating/sharing indecent images of minors is illegal; must be treated as a safeguarding concern

### Types of Abuse

Staff must be aware of the following types of abuses:

- Physical, sexual, emotional abuse and neglect
- Bullying (including cyberbullying), online harms, and peer-on-peer abuse
- Child criminal exploitation (CCE) and child sexual exploitation (CSE)



- Domestic abuse, substance misuse, and mental health challenges
- Honour-based abuse (including FGM and forced marriage)
- Radicalisation and extremism
- Trafficking and modern slavery
- Youth violence and harmful sexual behaviour
- Children missing from education or home
- Female Genital Mutilation (see further details below)

### **Female Genital Mutilation (FGM) – Signs and Indicators**

Staff should be aware of potential indicators that a child may be at risk of or has experienced FGM, including:

- A child talking about a special ceremony or holiday abroad
- Prolonged absence from the setting
- Difficulty walking, sitting or standing
- Complaints of pain in the genital area
- Reluctance to undergo medical examinations

FGM is illegal in the UK and must be treated as a safeguarding concern. Known cases involving under 18s must be reported to the police.

## **6.1. Key Responsibilities**

### **6.2. Directors**

The Directors of Kanga Sports Ltd are responsible for the strategic oversight of safeguarding across the organisation. Their responsibilities include:

- Ensuring the organisation meets its statutory safeguarding responsibilities
- Appointing and supporting appropriately trained Designated Safeguarding Lead (DSL) and Deputies (DDSL), referred to collectively as the DSL team



- Reviewing and approving the safeguarding policy and procedures annually, or sooner if legislation changes
- Ensuring safeguarding is embedded in the organisation's culture and decision-making
- Supporting a culture of safety, transparency, and accountability
- Receiving reports from the DSL team and providing scrutiny and challenge as needed
- Ensuring that allegations against staff are handled appropriately, in line with the policy

*Note: At the time of this version, the directors are not operational safeguarding leads and are not trained DSLs. They do not manage disclosures or referrals unless they concern allegations against senior staff. From June 2026, the managing director will be a trained DDSL.*

### **6.3. Designated Safeguarding Lead (DSL):**

The Lead DSL holds overall responsibility for safeguarding across Kanga Sports Ltd. Their responsibilities include:

- Leading on all safeguarding matters and acting as the primary point of contact for safeguarding concerns
- Managing referrals to local authority children's services, and other agencies where appropriate
- Providing advice, support, and guidance to staff regarding safeguarding and child protection matters
- Ensuring all staff complete appropriate safeguarding and Prevent training, and that this is updated at least annually
- Maintaining accurate, confidential, and secure records of all safeguarding concerns and disclosures
- Liaising with local authorities, the LADO, Prevent coordinators, and external safeguarding bodies
- Monitoring the effectiveness of safeguarding procedures and leading annual policy reviews



- Coordinating safeguarding across all settings and ensuring continuity and consistency in practice
- Ensuring clear delegation of responsibilities to the deputy DSL in their absence

The DSL is trained to a high level and undergoes refresher training at least every two years, with regular updates in between.

#### **6.4. Deputy Designated Safeguarding Lead (DDSL):**

The Deputy DSLs support the Lead DSL in fulfilling their safeguarding responsibilities and are vital members of the safeguarding team. Their responsibilities include:

- Assisting the Lead DSL in managing safeguarding referrals, concerns, and cases
- Being available to staff for consultation, advice, and support regarding safeguarding concerns
- Ensuring safeguarding policies and procedures are consistently followed across the organisation
- Contributing to safeguarding training and awareness for staff
- Maintaining accurate and secure safeguarding records
- Liaising with local authorities, Prevent coordinators, and external agencies as required
- Taking lead responsibility in the absence of the Lead DSL (e.g. during annual leave or unexpected absence) to ensure continuity in safeguarding oversight
- Participating in regular safeguarding team meetings and ongoing professional development

Deputy DSLs are fully trained to the same level as the Lead DSL and are always on call to respond to safeguarding issues when the Lead DSL is unavailable.



## 6.5. DSL Team Contact Information

### Designated Safeguarding Lead

Bethany Hindle

[beth@kangasports.co.uk](mailto:beth@kangasports.co.uk) | 07598 034661

### Deputy Designated Safeguarding Lead

Shirley Chapman

[shirley.chapman@kangasports.co.uk](mailto:shirley.chapman@kangasports.co.uk) | 07503 009623

### Deputy Designated Safeguarding Lead

Georgina Dawson

[georgina@kangasports.co.uk](mailto:georgina@kangasports.co.uk)

## 7.1. Communication & Dissemination

All staff, learners, and external stakeholders are made aware of the safeguarding policy on induction and at least annually. Staff are informed when this policy is updated or reviewed.

The policy is available on request, referenced during training, and reinforced in team meetings, supervisions, and employer briefings. Accessible versions and additional support are provided for those with communication or learning difficulties.

## 8.1. Safer Recruitment

We follow Part 3 of KCSIE and the Safer Recruitment Consortium guidance:

- Senior staff involved in recruitment complete accredited Safer Recruitment training
- Enhanced DBS checks which are added to the update service



- Minimum of two verified references
- Evidence of identity, qualifications, and right-to-work verification
- Interview questions assessing safeguarding understanding
- Completion of safeguarding and Prevent training during onboarding process
- Monthly safeguarding and Prevent CPD

## 9.1. Reporting Procedures

All employees and contractors are expected to follow the safeguarding process: Notice, Record, Report and Refer, in line with organisational procedures.

Staff must not delay or investigate concerns. All safeguarding concerns must be reported to the DSL/DDSL without delay, regardless of how serious they may appear. Staff must not assume that someone else has reported a concern.

### Context of Provision and Reporting Responsibilities

Kanga Sports Ltd operates across school sites and out-of-school provision. Safeguarding responsibilities differ depending on the context:

### 9.2. During School Hours or School-Led Provision

(where provision is delivered during the school day or as part of a school-paid extracurricular club)

- The school retains overall safeguarding responsibility
- Staff are expected to know the school safeguarding procedure for each site they attend
- Staff must report concerns immediately to the school's DSL, following school procedures
- Staff must also inform the Kanga DSL as soon as possible for internal oversight and recording



### 9.3. Out-of-School Hours (Kanga-led Provision)

(where provision includes before/after school extra-curricular clubs, wraparound care provision, holiday camps, or community provision)

- Kanga Sports Ltd holds safeguarding responsibility
- All concerns must be reported to the Kanga DSL or DDSL
- Kanga safeguarding procedures must be followed (see 9.4. - 9.9. below)
- The school's DSL should be informed where appropriate

### 9.4. If a child makes a direct disclosure to a staff member or contractor

#### Staff must:

- Stay calm, listen carefully, and take the child seriously
- Reassure the learner they have done the right thing
- Explain that confidentiality cannot be promised
- Avoid leading questions or investigating
- Record the disclosure as soon as possible and without fail on the same day
- Record **verbatim** where possible
- Complete a Safeguarding Disclosure Form
- Report immediately to the DSL (or DDSL if unavailable)

#### DSL must:

- Review the information immediately
- Refer to children's social care or police (a direct disclosure must always be reported)
- Take appropriate action in line with the DSL Decision-Making and Actions Framework (see 9.6. below)
- Where thresholds are unclear, the DSL/DDSL will seek advice from Children's Social Care without delay
- Record all decisions, actions, and rationale
- Ensure appropriate support is in place for the child



### **9.5. If a staff member or contractor has a concern about a child (no disclosure)**

#### **Staff must:**

- Report concerns immediately to the DSL (or DDSL if unavailable)
- Record factual, objective and clear information
- Avoid leading questions or investigating
- Act without delay

#### **DSL must:**

- Take the concern seriously
- Assess the concern, including any patterns or previous concerns
- Determine appropriate action in line with the DSL Decision-Making and Actions Framework below

### **9.6. DSL Decision-Making and Actions Framework**

#### **Monitor and Record (where threshold for referral is not met)**

Used where concerns do not currently meet the threshold for referral but require ongoing observation and recording.

#### **DSL Actions:**

1. Record the concern clearly with date, time, and context
2. Check for any previous concerns or patterns
3. Inform relevant staff (on a need-to-know basis) to remain vigilant
4. Agree what staff should observe and report
5. Set a clear review point
6. Escalate immediately if:
  - further concerns arise
  - a pattern develops
  - risk increases



## Refer to Children's Social Care

Used when:

- there is reasonable cause to suspect a child is at risk of harm, or
- concerns meet threshold for statutory intervention

### DSL Actions:

1. Contact **Bradford Integrated Front Door (IFD)** or **North Yorkshire Multi Agency Screening Team (MAST)** immediately where there is reasonable cause to suspect a child is at risk of harm
2. Provide clear, factual information
3. Follow up referral in writing where required
4. Record:
  - nature of concern
  - actions taken
  - advice received
5. Consider whether it is appropriate to inform parents/carers
6. Continue to support the child within the setting
7. Work in partnership with other agencies as required

### Parents/carers will not be informed where this may:

- place the child at increased risk
- compromise a safeguarding investigation
- involve a person who may be the source of harm

In such cases, advice will be sought from Children's Social Care and/or the police before any contact is made

## If there is immediate risk of harm

Staff must:

- Take action to ensure immediate safety
- Contact police (999) immediately where required
- Inform the DSL (or DDSL if unavailable) as soon as possible



**DSL/DDSL or Director must:**

- Contact children's social care immediately
- Contact police (999) immediately where required and if staff member has not already done so
- Record all actions
- Seek advice from the **LADO** where concerns relate to staff or contractors
- Follow local safeguarding procedures, see below :

**Bradford**

Bradford Integrated Front Door (IFD):

Tel: 01274 433999

Out of hours: Emergency Duty Team

**North Yorkshire**

Children's Social Care (Customer Service Centre): 0300 131 2 131

Multi Agency Screening Team (MAST) Consultation Line (professional advice):  
01609 535070 | [Social.care@northyorks.gov.uk](mailto:Social.care@northyorks.gov.uk)

**The DSL/DDSL will not delay referral to gather further information where there is reasonable cause to suspect a child is at risk of harm.**

**Early Help and Continuum of Need**

Kanga Sports Ltd recognises the importance of early help in supporting children and families and works in line with the relevant local authority Continuum of Need.

As an organisation operating across multiple local authority areas, including Bradford and North Yorkshire, the DSL/DDSL will consider the appropriate local thresholds and guidance when assessing concerns.

Kanga Sports Ltd does not act as the lead agency for early help or safeguarding referrals. Where concerns arise, the DSL/DDSL will, where appropriate, work in partnership with the child's school, sharing relevant



information with the school's DSL to support appropriate decision-making and referrals.

Where Kanga Sports Ltd is operating independently (for example during holiday club provision), and the school or school DSL is not available or cannot be contacted in a timely manner, the DSL/DDSL will take responsibility for making a referral to Children's Social Care or other appropriate agencies in line with the relevant local authority procedures.

The DSL/DDSL will always act in the best interests of the child and will not delay a referral where there is reasonable cause to suspect a child is at risk of harm.

## **9.7. If a concern about peer-on-peer abuse is identified**

### **Peer-on-Peer Abuse (Child-on-Child)**

Kanga Sports Ltd recognises that children can abuse other children. This is referred to as peer-on-peer abuse and must be taken seriously and responded to in line with safeguarding procedures.

Peer-on-peer abuse may include (but is not limited to):

- bullying (including online/cyberbullying)
- physical abuse
- emotional abuse
- sexual violence or sexual harassment
- inappropriate sexualised behaviour
- initiation or hazing-type behaviours

All concerns of this nature must be treated as **safeguarding concerns**, not just behaviour issues.

#### **Staff must:**

- Take all concerns seriously and act immediately
- Not dismiss behaviour as "banter", "part of growing up", or "just a game"
- Ensure the immediate safety of all children involved



- Avoid investigating or asking leading questions
- Record factual details of what has been observed or reported
- Report immediately to the DSL (or DDSL if unavailable)

**DSL must:**

- Assess the concern and level of risk to all children involved
- Consider:
  - age and developmental stage
  - nature and severity of the behaviour
  - any patterns or previous concerns
- Decide appropriate action, which may include:
  - managing internally (low-level concerns)
  - contacting parents/carers (where appropriate and safe)
  - referral to Children’s Social Care
  - contacting police where a crime may have been committed
- Ensure that:
  - the victim is supported and protected
  - the alleged perpetrator is also supported appropriately
- Record all decisions, actions, and rationale

**Important Principles**

- Victims will never be made to feel responsible for abuse
- All children involved will be treated as individuals with safeguarding needs
- The needs of the victim will always be the priority
- Staff must maintain an attitude of professional curiosity
- The setting will not tolerate abuse as “normal behaviour”

Where concerns escalate, the DSL/DDSL will assess risk and determine appropriate next steps in line with safeguarding procedures.



## 9.8. If an allegation is made against a staff member or contractor

### Staff must:

- Report immediately to the managing director (Sian Wysocki)
- If the concern involves the managing director, report to another Director or escalate externally
- Not investigate or discuss the allegation

### Director/DSL must:

- Treat the concern as an allegation
- Contact the **Local Authority Designated Officer (LADO)** without delay
- Follow LADO advice before taking further action
- Consider whether:
  - police involvement is required
  - children's social care should be informed
  - suspension is necessary (neutral act)
- Notify Ofsted where required
- Notify the Disclosure and Barring Service where required

## 9.9. Escalation and Whistleblowing

If any staff member feels that:

- concerns are not being taken seriously, or
- procedures are not being followed

they must refer to **Section 12. Whistleblowing and Escalation** and may contact:

- LADO
- NSPCC Whistleblowing Helpline
- Ofsted

Where concerns escalate, the **Emergency Missing Child (Non-Arrival) Policy, Lost Child Policy and Child Absence and Attendance Policy** must be followed where relevant.



## 10.1. Support for Vulnerable Learners

Kanga Sports Ltd recognises that some learners may be more vulnerable to abuse and may face additional barriers to recognising, disclosing, or reporting concerns.

This includes (but is not limited to):

- learners with Special Educational Needs and Disabilities (SEND)
- learners with EHCPs
- learners with communication difficulties
- learners with social, emotional or mental health needs

## 10.2. Staff Responsibilities

### **Staff must:**

- Be aware that vulnerable learners may be at increased risk of abuse
- Not assume that behaviour, mood, or communication differences are solely due to a learner's needs
- Be alert to non-verbal signs of concern, particularly where communication is limited
- Take time to listen, observe, and notice changes over time
- Adapt communication where needed (e.g. simple language, visual support, extra time)
- Ensure learners understand who they can talk to and how to report concerns
- Report all concerns in line with the Reporting Procedures

### **DSL must:**

- Maintain awareness of learners who may be more vulnerable
- Ensure relevant information is shared with staff on a need-to-know basis
- Take vulnerability into account when assessing safeguarding concerns
- Monitor patterns of concern and escalate where appropriate
- Ensure appropriate support and communication adjustments are in place
- Liaise with schools, parents, and external agencies where required



### 10.3. Communication and Support

- Staff should adapt communication methods where required (e.g. simple language, visual support, additional time)
- Staff should ensure learners understand:
  - who they can talk to
  - how to report concerns
- Where appropriate, additional support may be used to help a learner communicate a concern

### 10.4. Safeguarding Approach

- All learners must receive equal protection under safeguarding procedures
- Concerns must be reported and managed in line with the organisation's Reporting Procedures
- The DSL/DDSL will consider any additional vulnerabilities when assessing risk and deciding next steps

## 11.1. Prevent Duty

Kanga Sports Ltd recognises its duty under the Counter-Terrorism and Security Act 2015 to have due regard to the need to prevent people from being drawn into terrorism.

As part of our Prevent strategy, we:

- Train all staff to recognise signs of radicalisation and extremism
- Ensure staff understand how to report concerns to the DSL (or DDSL if unavailable)
- Embed British Values across all provision
- Refer concerns to the Channel Programme via Prevent Coordinators where appropriate



## 11.2. Local Risk Assessment and Setting-Specific Safeguarding

Kanga Sports Ltd recognises that the risk of radicalisation can vary depending on the location, community context, and cohort of children attending each provision.

Therefore:

- Each out-of-school setting will have identified and considered specific safeguarding risks, including those linked to Prevent
- Risk matrices will take into account:
  - local area context
  - community factors
  - age and vulnerability of children
  - nature of provision (e.g. holiday camps, sports coaching, school sites)
- Where specific risks are identified, appropriate control measures will be put in place, such as:
  - increased staff vigilance
  - adapted supervision or activities
  - targeted staff briefings
- Risk matrices will be reviewed regularly and updated as required

## 11.3. Recognising Radicalisation

Indicators that a child may be vulnerable to radicalisation may include:

- Sudden changes in behaviour, views, or interests
- Fixation on political, religious, or ideological issues
- Possession or accessing extremist materials
- Expressing extremist views or support for extremist groups
- Withdrawal from usual social groups or activities

Staff should be aware that radicalisation can happen both online and offline, and that children may be exposed to harmful content via the internet.



## 11.4 Reporting Prevent Concerns

- All concerns must be reported immediately to the DSL (or DDSL if unavailable)
- The DSL/DDSL will assess the concern and determine appropriate action
- This may include referral to:
  - Prevent/Channel Programme
  - Children's Social Care
  - Police (in cases of immediate risk)

## 12.1. Use of Mobile Phones, Cameras and Devices

Kanga Sports recognises the importance of ensuring the safe and appropriate use of mobile phones and devices in line with safeguarding requirements.

### Staff:

- Staff must use work-issued devices where provided
- Where personal devices are used (e.g. for registers), this must be for work purposes only
- Personal use of mobile phones must not take place while supervising children
- Staff must not take photographs or videos of children on personal devices
- Smart watches and wearable devices with communication, camera or recording capabilities must not be used while supervising children. Where worn, they must be set to silent mode and not used for personal communication during sessions

### Visitors:

- Visitors must not use mobile phones or other electronic devices, including recording equipment, in areas where children are present unless authorised to do so

**Children:**

- Children are not permitted to use personal devices within the provision
- Where children disclose they have a device, staff shall defer to either school policy or Kanga Sports's Holiday Club rules

All concerns relating to the use of mobile phones or devices must be reported to the DSL.

## 13.1. Whistleblowing and Escalation

Kanga Sports Ltd is committed to an open and transparent safeguarding culture where all staff feel confident to raise concerns about poor or unsafe practice.

All staff have a duty to report any concerns about:

- safeguarding practices within the setting
- the behaviour of colleagues, contractors, volunteers, or leaders
- failure to follow safeguarding procedures
- any situation where a child may be placed at risk

## 13.2. Internal Reporting

Staff should raise concerns immediately with:

- their Line Manager
- the DSL/DDSL
- a Director

Concerns must be taken seriously, recorded, and acted upon without delay.

## 13.3. Escalation (if concerns are not addressed)

If a staff member feels that concerns are not being taken seriously, or they are unable to raise concerns internally, they must escalate externally.



Report to the **NSPCC Whistleblowing Helpline** if:

- You are concerned about unsafe or poor safeguarding practice within the organisation
- You believe management are ignoring, covering up, or not acting on concerns
- You feel unable to report internally (e.g. concern involves your manager or DSL)
- You want to raise a concern confidentially or anonymously

The NSPCC acts as an independent safeguarding body and will advise on next steps or escalate where needed.

Report to **Ofsted** if:

- You believe the setting is failing to meet safeguarding or welfare requirements
- There has been a serious incident, allegation, or safeguarding failure
- The provider has not notified Ofsted when required
- You believe children are not being kept safe due to systemic failings

Ofsted is the regulator and can take enforcement action against the provider.

### **13.4. Allegations Against Staff (LADO Referral)**

Where a concern relates to the behaviour of a member of staff, volunteer, or any adult working with children, this must be treated as an allegation and managed separately from general safeguarding concerns.

An allegation must be considered where an adult has:

- behaved in a way that has harmed, or may have harmed, a child
- possibly committed a criminal offence against or related to a child
- behaved in a way that indicates they may pose a risk to children
- behaved in a way that breaches professional boundaries



### Action to Take

- The concern must be reported immediately to the DSL/DDSL
- If the concern involves the DSL/DDSL, it must be reported directly to a Director

The DSL/DDSL/Director will then:

- contact the Local Authority Designated Officer (LADO) without delay for advice
- follow the guidance provided before taking any further action

### Important

Staff must not:

- investigate the allegation themselves
- question the adult or child(ren) involved
- delay reporting the concern

## 13.5. Escalation

If a staff member feels that:

- an allegation is not being taken seriously, or
- the correct process is not being followed

they must escalate externally via:

- the LADO
- NSPCC Whistleblowing Helpline
- or Ofsted

## 13.5. External Contact Details

### NSPCC Whistleblowing Helpline

Tel: 0800 028 0285

Email: [help@nspcc.org.uk](mailto:help@nspcc.org.uk)



### **Ofsted (for safeguarding concerns about the provision)**

Tel: 0300 123 1231

Email: [enquiries@ofsted.gov.uk](mailto:enquiries@ofsted.gov.uk)

### **Bradford LADO**

01274 435600 / [LADO@bradford.gov.uk](mailto:LADO@bradford.gov.uk)

### **North Yorkshire LADO**

01609 533080

## **13.6. Ofsted Notification Requirement**

In line with EYFS requirements, the provider will notify Ofsted without delay (and within 14 days at the latest) of any:

- allegations of serious harm or abuse by any person working with children
- significant safeguarding concerns or incidents

## **13.7. Protection for Staff**

- Staff will not suffer any detriment for raising genuine concerns
- Concerns may be raised anonymously

## **14.1. Data Protection**

All safeguarding records and referrals:

- Are stored securely and confidentially
- Are shared only on a need-to-know basis
- Are processed lawfully under GDPR safeguarding exemptions

Information may be shared without consent where necessary to safeguard a child.



## 15.1. Useful Contacts

### 15.2. Contacts at Kanga Sports:

#### Director

Andrew Bode  
andrew@kangasports.co.uk

#### Director

George Wysocki  
george@kangasports.co.uk

#### Director

Sian Wysocki  
sian@kangasports.co.uk

#### Designated Safeguarding Lead

Bethany Hindle | 07598 034661  
beth@kangasports.co.uk

#### Deputy DSL

Shirley Chapman | 07503 009623  
shirley.chapman@kangasports.c...

#### Deputy DSL

Georgina Dawson  
georgina@kangasports.co.uk

### 15.3. External contacts:

#### NSPCC Whistleblowing Helpline

Tel: 0800 028 0285  
Email: [help@nspcc.org.uk](mailto:help@nspcc.org.uk)

#### Ofsted

Tel: 0300 123 1231  
Email: [enquiries@ofsted.gov.uk](mailto:enquiries@ofsted.gov.uk)

#### Bradford LADO

01274 435600  
[LADO@bradford.gov.uk](mailto:LADO@bradford.gov.uk)

#### North Yorkshire LADO

01609 533080

#### Bradford

Bradford Integrated Front Door (IFD)  
Tel: 01274 433999  
Out of hours: Emergency Duty Team

#### North Yorkshire

Children's Social Care (Customer Service Centre): 0300 131 2 131  
Multi Agency Screening Team (MAST)  
Consultation Line (professional advice): 01609 535070  
[Social.care@northyorks.gov.uk](mailto:Social.care@northyorks.gov.uk)