



Safeguarding, Prevent Duty and Child Protection Policy

1. Review

Updated by: Sian Wysocki - Managing Director

Approved by: Board of Directors

Date: 31st August 2026

Review Date: August 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. 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 children 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 safeguarding responsibilities and have the necessary knowledge, skills, and confidence to respond effectively to concerns through regular and up-to-date training.

Kanga Sports Ltd will take appropriate action to safeguard children, including making referrals to and cooperating with relevant statutory agencies and contributing to multi-agency safeguarding processes where required.



As a sports coaching and childcare provider, Kanga Sports recognises that safeguarding considerations may arise from the nature of individual sports and activities, including physical contact, coaching relationships, changing arrangements, supervision, equipment and the physical demands of participation. Relevant safeguarding and safety guidance issued by recognised National Governing Bodies and other competent sporting bodies will be considered alongside this policy, individual risk assessments and applicable safeguarding and equality duties.

3. Scope

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

- All staff, as defined in Section 5.1, and members of the Board of Directors
- All children, young people, and vulnerable adults engaging in our services
- All activities conducted under the Kanga Sports Ltd name

Where Kanga Sports staff are delivering services within a school during the school day, staff must follow the safeguarding policy and reporting procedures of the individual school or trust, including reporting concerns to a member of the school's Designated Safeguarding Lead (DSL) team.

Where Kanga Sports is responsible for the provision, including Kanga-led wraparound care and holiday clubs, staff must follow Kanga Sports' safeguarding procedures and report concerns to a member of the Kanga DSL team.

4. Legal Framework

This policy has been developed with regard to the following legislation and statutory guidance, as applicable to Kanga Sports Ltd and the services it provides:



- Early Years Foundation Stage (EYFS) Statutory Framework for Group and School-Based Providers – September 2026
- Working Together to Safeguard Children – March 2026
- Prevent Duty Guidance for England and Wales
- Keeping Children Safe in Education (KCSIE) – September 2026
- Children Act 1989 and Children Act 2004
- Safeguarding Vulnerable Groups Act 2006
- Counter-Terrorism and Security Act 2015
- Serious Crime Act 2015 (including the FGM mandatory reporting duty)
- Care Act 2014
- UK GDPR and Data Protection Act 2018
- Data (Use and Access) Act 2025

5. Definitions, Types of Abuse and Safeguarding Concerns

5.1. Definitions

Abuse

A form of maltreatment. A person may abuse or neglect another by inflicting harm or by failing to act to prevent harm. Abuse may be physical, emotional, sexual, financial or discriminatory, or may take the form of neglect or exploitation. Abuse may occur in person or online and may be perpetrated by an adult or by another child.

Child(ren)

Any person under 18 years of age. Therefore, 'child(ren)' also means 'children and young people' throughout this policy.

Child Protection

A subset of safeguarding focused on protecting children who are suffering, or are likely to suffer, significant harm.

Child Criminal Exploitation (CCE)

A form of exploitation where a child is coerced, controlled, manipulated or



deceived into criminal activity. This may involve an exchange for something the child needs or wants and/or result in financial or other advantage to the perpetrator or facilitator. Children who are criminally exploited are victims of abuse even where the activity appears consensual or results in the child committing an offence.

Child Sexual Exploitation (CSE)

A form of child sexual abuse where an individual or group takes advantage of an imbalance of power to coerce, manipulate or deceive a child into sexual activity, including where this is in exchange for something the child needs or wants and/or for the financial advantage or increased status of the perpetrator or facilitator.

County Lines

A form of child criminal exploitation associated with organised criminal networks or gangs using children and young people to move, store or supply drugs or money, often involving coercion, intimidation, violence, threats or other forms of exploitation.

DSL (Designated Safeguarding Lead)

The member of staff with lead responsibility for safeguarding and child protection within the organisation. The DSL provides advice and support to staff, oversees safeguarding concerns and ensures referrals are made to external agencies where required.

DSL Team

The Designated Safeguarding Lead and other appropriately trained members of staff who support the organisation's safeguarding arrangements and act on safeguarding concerns in accordance with their role and level of responsibility.

Female Genital Mutilation (FGM)

A form of abuse involving procedures that intentionally alter or cause injury to the female genital organs for non-medical reasons. FGM is illegal in the UK.



See **Section 10.8 – Female Genital Mutilation (FGM)** for signs, indicators and reporting requirements.

Local Authority Designated Officer (LADO)

The local authority officer responsible for managing and providing advice and guidance in relation to allegations against adults who work or volunteer with children.

Making or Sharing Nudes and Semi-Nudes

The creation, sending, posting or sharing of nude or semi-nude images involving children under 18, including photographs, videos, livestreams, digitally altered images and images generated using artificial intelligence. Any incident involving the making or sharing of nudes or semi-nudes must be treated in accordance with safeguarding procedures.

Safeguarding

Protecting children and adults at risk from maltreatment; preventing impairment of health or development; ensuring children grow up in circumstances consistent with the provision of safe and effective care; and taking action to enable them to have the best outcomes.

Staff

For the purposes of this policy, 'staff' means all individuals working for, engaged by, or working on behalf of Kanga Sports Ltd, including but not limited to: employees, apprentices, self-employed workers, contractors, sub-contractors, agency workers, volunteers and work experience placements, unless otherwise stated.

Vulnerable Adult

Anyone aged 18 or over who has needs for care and support and, as a result of those needs, is unable to protect themselves against abuse or neglect or the risk of it.



Whistleblowing

Raising a concern about wrongdoing, misconduct, unsafe practice or a failure to safeguard within the organisation.

5.2. Types of Abuse and Safeguarding Concerns

Staff must be aware that abuse, neglect, exploitation and other safeguarding concerns may overlap and that a child may experience multiple forms of harm at the same time. Harm may occur within or outside the family or home, within the community, in an organisation or setting, or online.

Staff must be alert to safeguarding concerns including:

- Physical abuse
- Emotional abuse
- Sexual abuse
- Neglect
- Child-on-child abuse, including bullying, cyberbullying, sexual harassment, sexual violence and harmful sexual behaviour
- Child criminal exploitation (CCE), including county lines and financial exploitation
- Child sexual exploitation (CSE)
- Trafficking, modern slavery and other forms of exploitation
- Domestic abuse, including abuse within children's own intimate relationships
- Serious youth violence, gang involvement and organised crime
- Online abuse and technology-facilitated harm, including the making or sharing of nudes and semi-nudes
- Radicalisation and extremism
- Honour- and faith-based abuse, including Female Genital Mutilation (FGM) and forced marriage
- Children who are missing or frequently absent from education, home or care
- Substance misuse and safeguarding concerns associated with mental health and wellbeing



Staff must remain professionally curious and must not assume that safeguarding concerns are isolated or that one explanation accounts for a child's behaviour, presentation or circumstances. Concerns must be reported in accordance with the procedures set out within this policy.

6. Key Responsibilities

6.1. 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 an appropriately trained Designated Safeguarding Lead (DSL) and ensuring appropriate arrangements are in place for safeguarding support and cover
- Reviewing and approving the safeguarding policy and procedures annually, or sooner where legislation or statutory guidance changes
- Ensuring safeguarding is embedded within the organisation's culture and decision-making
- Supporting a culture of safety, transparency and accountability
- Receiving appropriate safeguarding information and providing scrutiny and challenge as required
- Ensuring allegations and concerns relating to staff are handled appropriately and in accordance with this policy

6.2. Designated Safeguarding Lead (DSL):

The Designated Safeguarding Lead holds lead responsibility for safeguarding and child protection across Kanga Sports Ltd.

The DSL's responsibilities include:



- Leading on safeguarding and child protection matters across the organisation
- Providing advice, support and guidance to staff on safeguarding and child protection matters
- Ensuring safeguarding concerns are responded to promptly and appropriately
- Making, or ensuring that appropriate referrals are made, to Children's Social Care, the police, LADO, Prevent/Channel and other relevant agencies where required
- Ensuring safeguarding information is shared appropriately with relevant agencies and professionals
- Maintaining oversight of accurate, confidential and secure safeguarding records
- Liaising with local authorities and external safeguarding agencies as required
- Ensuring appropriate safeguarding arrangements are in place across Kanga-led provisions
- Supporting effective liaison with school DSL teams where Kanga staff are working within school-led provision
- Monitoring the effectiveness of safeguarding procedures and contributing to the review and development of safeguarding policies
- Ensuring appropriate safeguarding cover is available when the DSL is unavailable
- Supporting the DSL team to maintain the knowledge, skills and confidence required to fulfil their safeguarding responsibilities

The DSL must complete appropriate safeguarding training relevant to the role and maintain their knowledge and skills through ongoing professional development and updates.

6.3. DSL Team

The Kanga DSL Team supports the Designated Safeguarding Lead and provides accessible safeguarding support across the organisation.



The DSL Team consists of core DSL Team members with organisation-wide safeguarding responsibilities. Kanga Sports may also appoint appropriately trained setting-based DSL Team members to provide safeguarding support within individual provisions.

Members of the DSL Team are appropriately trained to enable them to receive and respond to safeguarding concerns within the scope of their role.

Where appointed, setting-based DSL Team members act as an accessible safeguarding point of contact within their designated provision. They contribute to safeguarding meetings, case discussions and reviews relevant to their setting and escalate concerns to the core DSL Team where appropriate.

Their responsibilities include:

- Being available to staff to receive safeguarding concerns and provide advice and support
- Responding promptly to safeguarding concerns and disclosures
- Escalating concerns and making or supporting referrals to external agencies where appropriate
- Ensuring safeguarding concerns, actions, decisions and outcomes are accurately recorded
- Maintaining appropriate confidentiality and sharing safeguarding information on a need-to-know basis
- Liaising with Children's Social Care, schools and other safeguarding agencies where required
- Supporting consistent implementation of safeguarding policies and procedures across Kanga provision
- Contributing to safeguarding training, briefings and staff awareness where appropriate
- Participating in safeguarding meetings, case discussions and ongoing professional development relevant to their role and setting, as required
- Providing operational safeguarding cover within the scope of their role when other appropriate members of the DSL Team are unavailable



The DSL retains overall lead responsibility for safeguarding and child protection. Membership of the DSL Team does not remove or transfer that responsibility.

6.4. DSL Team Contact Information

Designated Safeguarding Lead

Sian Wysocki

sian@kangasports.co.uk

Core DSL Team

Shirley Chapman

shirley.chapman@kangasports.co.uk | 07503 009623

Bethany Hindle

beth@kangasports.co.uk | 07598 034661

Georgina Dawson

georgina@kangasports.co.uk

Setting-Based DSL Team

Where appointed, details of setting-based DSL Team members will be displayed within the relevant provision and communicated to staff working at that setting.

7. Communication & Dissemination

All staff are made aware of this policy as part of their induction and are required to familiarise themselves with its contents and the safeguarding procedures relevant to their role. Staff are informed whenever the policy is updated or reviewed.



The policy is made available to parents/carers, children and other relevant stakeholders and is accessible through the Kanga Sports website and on request.

Safeguarding policies, procedures and key updates are reinforced through staff training, briefings, team meetings, supervision and other appropriate communications. Accessible information and additional support will be provided where required to meet individual communication, learning or accessibility needs.

8. Staff Safeguarding Training

Kanga Sports Ltd is committed to ensuring that all staff have the safeguarding knowledge, skills and confidence required for their role and understand how to recognise, respond to, record and report safeguarding concerns.

8.1. Safeguarding Induction

All staff must receive appropriate safeguarding and child protection information and training as part of their induction before undertaking unsupervised work with children.

Safeguarding induction will include, as appropriate to the individual's role:

- Kanga Sports' Safeguarding, Prevent Duty and Child Protection Policy
- The identity and role of the Kanga Designated Safeguarding Lead (DSL) and DSL Team
- The safeguarding reporting procedures relevant to the provision in which they are working
- How to recognise and respond to signs of abuse, harm, neglect and exploitation
- How to respond appropriately to a disclosure from a child
- Professional boundaries and expected standards of conduct
- Allegations and concerns relating to adults working with children



- Whistleblowing procedures
- Prevent Duty responsibilities
- Online safety and the appropriate use of mobile phones, cameras and electronic devices
- Any setting-specific safeguarding procedures relevant to the individual's role

Where staff are deployed to work within a school-led provision, they must also familiarise themselves with the safeguarding arrangements of the individual school or trust and follow the school's safeguarding reporting procedures.

8.2. Safeguarding Training for Staff Working in EYFS Provision

All staff working within Kanga provision to which the Early Years Foundation Stage safeguarding and welfare requirements apply must receive safeguarding training that meets the criteria set out in Annex C of the EYFS statutory framework.

Training must be appropriate to the age of the children being cared for and must equip staff to recognise and respond appropriately to abuse, harm and neglect; identify safeguarding concerns at the earliest opportunity; recognise inappropriate behaviour by adults working with children; and understand how to respond to, record and refer safeguarding concerns or allegations promptly and appropriately.

Formal safeguarding training must be renewed at least every two years. Kanga Sports supplements formal training through induction, regular safeguarding updates and ongoing professional development to ensure staff are supported and confident to implement safeguarding policies and procedures in practice.

8.3. Ongoing Safeguarding Training and Professional Development

Safeguarding training is not treated as a one-off activity.



All staff will receive ongoing safeguarding updates and opportunities to refresh and develop their knowledge throughout their engagement with Kanga Sports. These may include:

- Formal safeguarding training and refresher training at intervals appropriate to the individual's role and applicable requirements
- Regular safeguarding and Prevent CPD throughout the year, led by the DSL Team
- Safeguarding briefings and policy updates
- Team meetings and supervision
- Case-based learning and safeguarding scenarios
- Regular safeguarding knowledge checks
- Learning arising from incidents, concerns, complaints, inspections or safeguarding reviews
- Updates relating to changes in legislation, statutory guidance or local safeguarding arrangements

Kanga Sports will ensure that staff are supported and confident to put safeguarding policies and procedures into practice. Additional training, guidance, support or supervision will be provided where a training or development need is identified.

8.4. Prevent Duty Training

Staff whose roles involve working with children must receive Prevent Duty training appropriate to their responsibilities and the nature of the provision in which they work.

Training will enable relevant staff to:

- Understand the Prevent Duty as part of wider safeguarding responsibilities
- Recognise factors which may indicate that a child or young person is susceptible to radicalisation



- Understand how extremist and terrorist ideologies may influence or seek to radicalise individuals
- Understand Kanga Sports' internal Prevent reporting procedures
- Know when and how concerns should be escalated to the DSL Team and relevant external agencies

Training requirements and frequency will be proportionate to the individual's role, the nature of the provision and relevant local risks.

The Designated Safeguarding Lead and members of the DSL Team with responsibility for Prevent matters must maintain an appropriate level of Prevent knowledge and training for their responsibilities, including an understanding of local and national risks, the Prevent referral process and Channel. Their knowledge will be maintained through appropriate refresher training, local Prevent updates, guidance and ongoing professional development.

8.5. Designated Safeguarding Lead and DSL Team Training

The Designated Safeguarding Lead must complete safeguarding training appropriate to the role and consistent with the requirements of Annex C of the EYFS statutory framework where the EYFS applies.

In addition to the safeguarding knowledge expected of all staff, DSL training will include:

- Creating and maintaining a safe organisational culture
- Safer recruitment
- Developing and implementing safeguarding policies and procedures
- Supporting staff to safeguard children
- Local child protection procedures
- Working with Children's Social Care and local safeguarding partners
- Making and escalating safeguarding referrals
- Managing and monitoring allegations of abuse against staff
- Online safety



The DSL must renew safeguarding training at least every two years and maintain up-to-date knowledge through ongoing professional development, safeguarding updates and engagement with local safeguarding arrangements.

Core and setting-based DSL Team members must complete training appropriate to the safeguarding responsibilities they are authorised to undertake. No member of staff will be appointed as a setting-based DSL Team member until Kanga Sports is satisfied that they have completed appropriate training and are competent to fulfil the responsibilities of the role.

8.6. Staff Working Within Schools

Where Kanga Sports staff work within school-led provision, they must understand and follow the safeguarding arrangements of the host school or trust.

Staff must complete any safeguarding induction, briefing or training reasonably required by the school in relation to the work they undertake and must familiarise themselves with the school's safeguarding reporting arrangements, including the identity of the relevant school DSL team.

Where required for their role, staff must read and understand the relevant sections of the current Keeping Children Safe in Education (KCSIE) guidance and any subsequent updates relevant to their responsibilities.

Kanga Sports' own safeguarding procedures remain applicable to matters which fall within Kanga Sports' responsibilities, including concerns relating to the conduct or suitability of Kanga staff.

8.7. Monitoring and Recording Training

Kanga Sports will maintain appropriate records of safeguarding and Prevent training completed by staff.



Training compliance will be monitored and staff may be required to undertake additional or refresher training where:

- Required training has expired or is due for renewal
- Legislation, statutory guidance or local safeguarding procedures change
- The staff member changes role or provision
- Safeguarding knowledge or practice requires further development
- Learning arises from a safeguarding incident, concern, complaint, inspection or review

Failure to complete mandatory safeguarding training within required timescales may result in the individual being prevented from working with children until the required training has been completed and may be addressed under the appropriate employment or contractual procedures.

9. Safer Recruitment and Ongoing Suitability

9.1. Safer Recruitment

Kanga Sports Ltd is committed to safer recruitment practices which deter, reject and identify individuals who may pose a risk of harm to children or who may otherwise be unsuitable to work with children.

Kanga Sports uses the safer recruitment principles set out in Part 3 of Keeping Children Safe in Education (KCSIE) as a framework for good practice, alongside applicable legislation and statutory requirements.

Appropriate pre-engagement checks are undertaken according to the individual's role and may include:

- Appropriate DBS and Children's Barred List checks where required or permitted for the role
- A minimum of two satisfactory and verified references



- Verification of identity, right to work, relevant qualifications and professional status
- Scrutiny of employment history and exploration of any gaps, inconsistencies or concerns
- Assessment of suitability to work with children through the recruitment and selection process
- Other relevant checks required for the particular role

Relevant DBS certificates must be registered with the DBS Update Service in accordance with Kanga Sports' requirements.

Detailed recruitment and pre-engagement procedures are maintained within Kanga Sports' recruitment and vetting arrangements.

Staff recruited prior to the introduction of Kanga Sports' current enhanced recruitment and vetting procedures were appointed in accordance with the safer recruitment requirements and procedures in place at the time of their appointment. Where any historical recruitment records require further review, this will be considered as part of Kanga Sports' ongoing safer recruitment and suitability arrangements, with appropriate action or risk assessment undertaken where necessary.

9.2. Ongoing Suitability

Safer recruitment does not end when an individual begins working for or on behalf of Kanga Sports. Staff must notify Kanga Sports immediately of any change in circumstances which may affect their suitability to work with children.

This includes, where relevant:

- Convictions, cautions, arrests, charges or pending criminal proceedings which may affect their suitability
- Court orders, reprimands or warnings which may affect their suitability



- Being barred from regulated activity or becoming subject to a relevant prohibition, disqualification, restriction or sanction
- Safeguarding allegations, investigations or concerns relating to their conduct with children
- Any other circumstance which may reasonably affect their suitability to work with children

Kanga Sports may require staff to complete periodic declarations confirming their continued suitability. This does not replace the individual's responsibility to notify Kanga Sports immediately of a relevant change.

Kanga Sports uses the DBS Update Service as part of its ongoing suitability arrangements for relevant staff. Appropriate status checks will be undertaken in accordance with Kanga Sports' safer recruitment and ongoing suitability procedures.

Where information raises concerns about an individual's suitability, Kanga Sports will take appropriate action to safeguard children and will seek advice from or make referrals to relevant agencies where required.

9.3. Disclosure and Barring Service Referrals

Kanga Sports will make a referral to the Disclosure and Barring Service where the statutory referral criteria are met, including where an individual is removed from regulated activity because they have harmed or put a child at risk of harm.

Where the referral criteria are met, a referral will still be considered and made where required if the individual resigns, ceases working or otherwise leaves before Kanga Sports is able to remove them from regulated activity.

10. Responding to Safeguarding Concerns

10.1. Notice, Record, Report and Refer



All staff must follow Kanga Sports' safeguarding process: **Notice, Respond, Record, Report and Refer.**

Staff must:

1. **Notice** – remain alert to signs, disclosures, behaviours or information which may indicate a safeguarding concern.
2. **Respond** – take concerns seriously, remain calm and take any immediate action necessary to keep a child safe.
3. **Record** – record factual information promptly and accurately, using the child's own words where appropriate.
4. **Report** – report the concern without delay through the safeguarding procedure relevant to the provision.
5. **Refer** – the DSL Team will consider whether advice, support or referral to another agency is required.

Staff must not:

- Investigate safeguarding concerns themselves
- Ask leading questions
- Promise confidentiality
- Confront an alleged perpetrator
- Delay reporting while attempting to gather further information
- Assume that somebody else has reported the concern

Where a child is in immediate danger, staff must take action to protect the child and contact the emergency services where necessary. **Internal reporting procedures must never delay action required to safeguard a child.**

10.2. Reporting in School-Led Provision

Where Kanga Sports staff are working within school-led provision, including during the school day or school-led activities:

- The school's safeguarding procedures must be followed



- Concerns must be reported immediately to a member of the school's DSL Team
- The Kanga DSL Team must also be informed as soon as appropriate where the concern is relevant to Kanga Sports' safeguarding responsibilities, oversight or records

Staff must familiarise themselves with the safeguarding arrangements and DSL Team for each school in which they work.

10.3. Reporting in Kanga-Led Provision

Where Kanga Sports is responsible for the provision, including Kanga-led wraparound care, holiday clubs and community provision:

- Safeguarding concerns must be reported without delay to a member of the Kanga DSL Team
- Kanga Sports' safeguarding recording procedures must be followed
- The child's school DSL should be informed where appropriate
- The DSL Team will determine what further safeguarding action is required

If a member of staff believes that a child is at immediate risk, the DSL Team cannot be contacted, or they believe appropriate safeguarding action has not been taken, **they must not delay contacting Children's Social Care or the police directly where necessary to safeguard the child.**

10.4. Responding to a Direct Disclosure

Where a child makes a direct disclosure, staff must follow the procedure set out in Section 10.1 – Notice, Record, Report and Refer, as well as the following:

1. **Listen** – stay calm, listen carefully and take the child seriously.
2. **Reassure** – explain that they have done the right thing by telling someone, but do not promise to keep the information secret.



3. **Clarify only where necessary** – allow the child to speak freely and only ask minimal, open questions where necessary to understand what they are communicating. Do not investigate or ask leading questions.
4. **Safeguard** – consider whether any immediate action is required to keep the child safe.
5. **Report** – report the disclosure immediately through the appropriate safeguarding route.
6. **Record** – complete the appropriate safeguarding record as soon as possible, recording factual information and the child's own words wherever possible.

The member of staff must not confront or discuss the disclosure with the person alleged to have caused harm.

A direct disclosure must always be taken seriously, recorded and reported. The DSL Team will determine the appropriate next safeguarding action based on the information disclosed and the level of risk.

This procedure is supported by the **Kanga Sports Direct Disclosure – Staff Quick Guide**.

10.5. DSL Team Decision-Making and Referral

When a safeguarding concern is received, the DSL Team must consider the information promptly and determine the appropriate action.

This will include consideration of:

- The nature and seriousness of the concern
- Any immediate risk to the child or others
- Previous concerns, incidents or emerging patterns
- The child's age, development, vulnerability and individual circumstances
- Relevant local safeguarding thresholds and procedures



- Whether information needs to be shared with the child's school or other professionals

Depending on the circumstances, action may include:

Monitor and Record

Where the information does not currently indicate that statutory intervention is required, but there is a safeguarding reason to maintain oversight. A clear rationale and review point must be recorded and further concerns must be considered alongside existing information.

Early Help or Family Help

Where a child or family may benefit from additional support, the DSL Team will consider relevant universal services, community-based early help, Family Help arrangements and the local Continuum of Need.

Early Help or Family Help must not be used as an alternative to a safeguarding referral where the threshold for statutory intervention may be met.

Refer to Children's Social Care

Where there is reasonable cause to suspect that a child is suffering or is likely to suffer harm, an appropriate referral must be made without delay in accordance with local procedures.

The DSL Team must provide factual information, record advice received and document decisions, actions and rationale.

Immediate Risk

Where a child is in immediate danger or urgent protection is required, the police must be contacted on **999** and Children's Social Care contacted as appropriate.

The DSL Team must not delay a referral in order to gather further information where there is reasonable cause to suspect that a child is at risk of harm.

Parents/carers will normally be involved where appropriate. They will not be informed where doing so may place the child at increased risk, compromise an investigation or otherwise be contrary to the child's safety or welfare. Advice will be sought from Children's Social Care and/or the police where necessary.

10.6. Child-on-Child Abuse

Kanga Sports recognises that children can abuse other children and that child-on-child abuse can occur in person or online.

Child-on-child abuse may include:

- Bullying, including cyberbullying, where the nature or impact raises safeguarding concerns
- Physical abuse
- Sexual violence or sexual harassment
- Harmful or inappropriate sexual behaviour
- Making or sharing nudes and semi-nudes
- Initiation or hazing-type behaviour
- Abuse within children's intimate relationships

Staff must not dismiss concerning behaviour as "banter", "part of growing up" or "just a game".

Not every disagreement, behavioural incident or instance of bullying between children will constitute child-on-child abuse. However, behaviour concerns and bullying may become safeguarding concerns depending on their nature, severity, frequency, context and impact on the child. A single serious incident may constitute child-on-child abuse, while a pattern of less serious incidents may also reach this threshold over time.

When considering child-on-child concerns, the DSL Team will consider factors including:



- The nature and severity of the behaviour
- The ages and developmental stages of the children involved
- Whether there is an imbalance of power, coercion, intimidation or exploitation
- Whether the behaviour is repeated, escalating or forms part of a pattern
- The impact on the child or children involved
- Whether any child involved may have additional safeguarding needs

Staff are not expected to determine whether behaviour meets the threshold for child-on-child abuse before reporting it. Where a member of staff is concerned or unsure, they must report the concern to the DSL Team, who will determine the appropriate safeguarding and/or behaviour response.

Where child-on-child abuse is identified or suspected, the immediate safety and welfare of all children involved must be considered. The child who may have experienced abuse must be supported and protected, while appropriate safeguarding support and intervention must also be considered for the child displaying harmful behaviour.

All safeguarding concerns must be recorded and responded to in accordance with the procedures set out in this section.

10.7. Child Exploitation

Children may be exploited by individuals or groups, including adults or other children. Exploitation may occur within or outside the family, within the community or online, and children may not recognise themselves as victims.

Child Criminal Exploitation (CCE)

CCE occurs where a child is coerced, controlled, manipulated or deceived into criminal activity for the benefit of another person or group. It may include county lines, financial exploitation, organised crime, theft or other criminal activity.

Child Sexual Exploitation (CSE)



CSE is a form of child sexual abuse where an individual or group takes advantage of an imbalance of power to coerce, manipulate or deceive a child into sexual activity.

Trafficking and Modern Slavery

Children may also be recruited, transported, transferred, harboured or exploited through trafficking or modern slavery for criminal, sexual, financial or other purposes.

Staff should be alert to indicators including:

- Unexplained money, gifts or possessions
- Changes in behaviour, friendships or relationships
- Association with older individuals or groups
- Unexplained or frequent absence or travel
- Going missing from home, care or education
- Increased secrecy or unexplained use of multiple phones or accounts
- Injuries, threats, intimidation or signs of coercion
- Sexualised behaviour or concerning relationships
- Involvement in criminal activity

A child may appear to participate willingly, receive something in exchange or commit offences as part of their exploitation. **This does not mean that they are not a victim of abuse.**

Any concern that a child may be experiencing or at risk of exploitation must be reported without delay through the safeguarding procedures set out in this section.

10.8. Female Genital Mutilation (FGM)

Female Genital Mutilation (FGM) is a form of child abuse involving procedures which intentionally alter or cause injury to the female genital organs for non-medical reasons. FGM is illegal in the UK.



Staff should be alert to indicators that a girl may be at risk of FGM or may have undergone FGM, including:

- A disclosure or comments indicating that FGM is planned or has occurred
- Reference to a "special procedure", ceremony or event
- Planned or prolonged travel to a country or community where FGM is prevalent
- Prolonged or unexplained absence
- Behavioural, emotional or physical changes which cause concern

Any concern that a child may be at risk of, or may have undergone, FGM must be reported immediately through the safeguarding procedures in this section.

Certain professionals, including teachers*, have an additional statutory duty to report directly to the police where, in the course of their professional duties, they are informed by a girl under 18 that FGM has been carried out on her or they observe physical signs which appear to show that FGM has been carried out.

Where this mandatory reporting duty applies, the report must be made directly to the police in accordance with statutory requirements. The Kanga DSL Team must also be informed in accordance with safeguarding procedures.

Suspected FGM, including concerns that a girl may be at risk of FGM or concerns that FGM may already have occurred where the mandatory reporting criteria above are not met, must be managed through normal safeguarding procedures.

*For the purposes of this duty, "teacher" may include individuals who are employed or engaged to carry out teaching work in specified educational settings, whether or not they hold Qualified Teacher Status.



10.9. Key Safeguarding Contacts

Staff and members of the DSL Team must use the safeguarding contact details relevant to the local authority area in which the child lives or the provision operates.

Emergency

Police/Ambulance: **999**

Bradford

Bradford Integrated Front Door (IFD): **01274 433999**

Emergency Duty Team (out of hours contact): **01274 431010**

North Yorkshire

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

Multi Agency Screening Team (MAST) Consultation Line: **01609 535070**

Email: **Social.care@northyorks.gov.uk**

Where a concern relates to the conduct or suitability of an adult working with children, staff must follow the procedures set out in Section 14 – Allegations, Low-Level Concerns, Whistleblowing and Escalation.

11. Support for Vulnerable Children

11.1. Additional Vulnerabilities

Kanga Sports Ltd recognises that some children may be more vulnerable to abuse or exploitation and may experience additional barriers to recognising, communicating or reporting safeguarding concerns.

Particular consideration should be given to children including those who:

- Have Special Educational Needs and Disabilities (SEND), including those with an EHCP
- Are pre-verbal, non-verbal or have communication difficulties



- Have medical conditions or additional care needs
- Have social, emotional or mental health needs
- Are known, or have previously been known, to Children's Social Care
- Are young carers
- Have other circumstances which may increase their vulnerability or create barriers to seeking help

A child's additional needs or circumstances must never be assumed to explain changes in their behaviour, mood, presentation, communication or wellbeing where these may indicate a safeguarding concern.

11.2. Staff and DSL Team Responsibilities

Staff must:

- Remain alert to verbal and non-verbal signs of abuse, harm, neglect or exploitation
- Take time to listen, observe and recognise changes in behaviour, presentation or communication
- Adapt communication to the individual child's needs, including through simple language, visual support or additional time where appropriate
- Ensure children know who they can talk to and are supported to communicate concerns
- Avoid assumptions about the cause of behaviour or communication differences
- Report safeguarding concerns in accordance with Section 10 – Responding to Safeguarding Concerns

The DSL Team must:

- Take additional vulnerabilities and communication needs into account when assessing safeguarding concerns
- Consider patterns, previous concerns and relevant information known about the child



- Ensure relevant safeguarding information is shared with staff on a need-to-know basis
- Consider appropriate communication adjustments and support
- Liaise with schools, parents/carers and relevant agencies where appropriate

All children must receive equal protection under Kanga Sports' safeguarding procedures, with appropriate adjustments made to ensure that individual needs do not create a barrier to safeguarding.

12. Prevent Duty

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

Prevent is part of Kanga Sports' wider safeguarding responsibilities. Staff must remain alert to concerns that a child or young person may be susceptible to radicalisation or being influenced by extremist or terrorist ideologies.

As part of our Prevent arrangements, Kanga Sports:

- Ensures staff receive appropriate Prevent training and understand how to recognise and report concerns
- Promotes and embeds the fundamental British Values of democracy, the rule of law, individual liberty, and mutual respect and tolerance of those with different faiths and beliefs
- Considers relevant local and national risks when assessing Prevent concerns
- Reports concerns without delay to the DSL Team in accordance with Kanga Sports' safeguarding procedures
- Seeks advice from and makes referrals to relevant Prevent or safeguarding services where appropriate



- Engages with the Channel process where appropriate following a Prevent referral

Kanga Sports undertakes and reviews appropriate Prevent risk assessments, taking account of the nature and location of its provision and relevant local risks.

Prevent concerns must be treated as safeguarding concerns and recorded and responded to in accordance with **Section 10 – Responding to Safeguarding Concerns**.

12.1. Reporting a Prevent Concern

Kanga Sports follows a **Notice, Check, Share** approach when responding to concerns about radicalisation.

Staff must:

1. **Notice** – remain alert to concerning behaviour, comments, relationships, online activity, changes in presentation or other information which may indicate that a child or young person is susceptible to radicalisation.
2. **Record** – record factual information about what has been seen, heard or disclosed, including the context in which the concern arose.
3. **Report** – report the concern without delay to a member of the appropriate DSL Team.

Staff must not investigate Prevent concerns themselves, challenge the child about their beliefs or attempt to determine whether they hold an extremist ideology before reporting the concern.

12.2. DSL Team Response

On receiving a Prevent concern, the DSL Team will:



1. **Check** – consider the information available, any previous safeguarding concerns, the child's circumstances and the wider context.
2. Consider whether further information is appropriately available from the child's school or other relevant professionals.
3. Consider relevant local and national Prevent risks and the site's Prevent risk assessment.
4. Seek advice from the appropriate local Prevent or safeguarding service where the threshold or appropriate response is unclear.
5. **Share** – make an appropriate Prevent referral where concerns indicate that the child may be susceptible to radicalisation and would benefit from Prevent support.
6. Consider whether any additional safeguarding referral or support is required alongside the Prevent referral.
7. Record the concern, advice received, decision made, action taken and rationale.

A Prevent referral does not replace other safeguarding action. Where there are concerns that a child may also be at risk of abuse, neglect, exploitation or other harm, appropriate safeguarding referrals must be considered separately.

Where appropriate and safe, parents/carers should be informed about concerns and referrals. They should not be informed where doing so may increase risk to the child or another person or compromise safeguarding or police action.

Where there is an immediate risk to life or safety, or suspected terrorist activity requiring an emergency response, **999 must be contacted without delay.**

12.3. Bradford Prevent Referral Process



For children and young people connected to Bradford District, the DSL Team may seek advice from Bradford's Prevent Team before making a referral where appropriate.

Where a Prevent referral is required, the DSL Team will complete the **current National Prevent Referral Form** and submit it in accordance with Bradford's current referral procedure.

The current Bradford referral form is submitted to:

Email: intelligence@ctpne.police.uk

Referral form enquiries: 01274 474783

Bradford Prevent advice is currently available from:

Prevent Coordinator – Danielle King

Telephone: **07788 264621**

Email: Danielle.king@bradford.gov.uk

Prevent Schools Engagement Officer – Assia Hussain

Telephone: **07816 351420**

Email: assia.hussain@bradford.gov.uk

Completed Prevent referrals are assessed jointly by relevant local authority safeguarding and Prevent policing professionals. Where appropriate, the individual may subsequently be considered for support through Channel.

12.4. North Yorkshire Prevent Referral Process

For children and young people connected to North Yorkshire, the DSL Team will follow the **current North Yorkshire Prevent and safeguarding referral arrangements**.

North Yorkshire Council advises professionals who are concerned about a young person and require advice before making a referral to contact the **North Yorkshire Safeguarding Children Partnership**.



North Yorkshire's Prevent guidance follows the **Notice, Check, Share** approach and requires Prevent and Channel processes to be embedded within normal safeguarding practice.

Where the concern also meets or may meet the threshold for Children's Social Care, the DSL Team will follow the North Yorkshire Children and Families Service referral procedure.

For urgent safeguarding concerns:

North Yorkshire Children and Families Service

Telephone: **0300 131 2 131**

Email: Social.care@northyorks.gov.uk

Where an urgent telephone referral is made, North Yorkshire requires a written referral to follow within 24 hours. Immediate danger must be reported to **999**.

The DSL Team will check the current North Yorkshire Prevent referral arrangements before submission to ensure the correct referral route and documentation are used.

13. Use of Mobile Phones, Cameras and Electronic Devices

13.1. Staff Use of Devices

Kanga Sports recognises the importance of ensuring the safe and appropriate use of mobile phones, cameras and electronic devices to protect children and maintain professional boundaries.

Kanga-issued devices are provided at Kanga-led wraparound care and holiday club provisions where Kanga Sports is the registered childcare provider. These devices must be used for operational purposes including registers, authorised parent/carer communication and other approved business use.

**Staff must:**

- Use Kanga-issued devices and authorised systems for operational purposes where these are provided
- Not use personal devices to access registers, take photographs or videos, record safeguarding information or communicate with parents/carers where a Kanga-issued device is provided
- Not use personal mobile phones for personal purposes while supervising children
- Never take photographs, videos or other recordings of children using a personal device
- Ensure any photographs or recordings taken on authorised devices are for legitimate business purposes and handled in accordance with Kanga Sports' procedures
- Not use smart watches or other wearable devices for personal communication, photography, video or recording while supervising children. Where worn, devices must remain on silent and must not be actively used during sessions

Where a Kanga-issued device is not provided and a personal device is required for an authorised operational purpose, its use must be limited to that purpose and must comply with Kanga Sports' safeguarding and data protection requirements.

13.2. Visitors

Visitors, including contractors and parents/carers, must not take photographs, videos or other recordings of children or use devices in a way which may compromise children's safeguarding or privacy.

Where use of a device is necessary for an authorised purpose, this must be agreed with Kanga Sports staff and appropriately supervised.

13.3. Children's Devices



Children are not permitted to use personal mobile phones, smart watches or other personal internet-enabled or recording devices during Kanga-led provision unless specifically authorised.

Where a child brings a device to a provision, it must be managed in accordance with the applicable school policy or Kanga Sports' rules for that provision.

Staff must report any concerning, inappropriate or unauthorised use of a device by a child in accordance with safeguarding procedures.

13.4. Safeguarding Concerns

Any concern relating to the inappropriate use of mobile phones, cameras, recording equipment or other electronic devices must be reported without delay to the appropriate DSL Team in accordance with Section 10 – Responding to Safeguarding Concerns.

14. Children's Use of Screens and Technology

Kanga Sports recognises that digital technology can support children's learning, communication and participation when used appropriately. Where screens or digital technology are used within Kanga-led provision, their use must be purposeful, age-appropriate and appropriate to the individual needs of the children.

Kanga Sports has regard to the Department for Education's guidance on screen use for early years children.

14.1. Appropriate Use of Screens

Where screens or digital technology are used with children, staff must:

- Consider the purpose and benefit of the activity before introducing screen use



- Ensure content is age-appropriate, suitable and relevant to the activity
- Prioritise active play, physical activity, social interaction and practical experiences
- Avoid unnecessary or prolonged use of screens
- Support and interact with children where appropriate rather than using screens as a substitute for staff engagement or supervision
- Consider children's individual needs, including SEND, communication needs and the use of assistive technology
- Remain appropriately engaged with and supervise children during screen-based activities

Screen use must not replace appropriate supervision, interaction, physical activity or opportunities for children to learn and play through real-world experiences.

14.2. Safeguarding and Online Safety

Where children have access to internet-enabled technology as part of an authorised activity, staff must take appropriate steps to minimise the risk of children accessing harmful or inappropriate content.

Any inappropriate content, concerning online activity or other safeguarding concern arising from the use of technology must be reported in accordance with **Section 10 – Responding to Safeguarding Concerns**.

The requirements relating to personal devices, photography, recording and the use of mobile phones, cameras and electronic devices are set out in **Section 13 – Use of Mobile Phones, Cameras and Electronic Devices**.

15. Safer Sleep

Kanga Sports Ltd does not routinely provide designated sleeping facilities or planned opportunities for children to sleep as part of its wraparound care, holiday club or other childcare provision.



Children will not be routinely put down for naps or provided with designated sleeping equipment or spaces.

Where a child unexpectedly falls asleep during a Kanga-led provision, staff will ensure that the child remains appropriately supervised and is in a safe environment. Staff will consider the child's age, individual needs and circumstances and will contact the parent/carer where appropriate.

Where a child has an identified medical, developmental or additional need which may require them to sleep or rest during provision, this must be discussed with the parent/carer in advance wherever possible. Appropriate arrangements and any necessary individual risk assessment or care plan will be agreed before regular sleep arrangements are provided.

Any concern about a child who is unusually sleepy, difficult to wake or otherwise appears unwell must be treated as a welfare or medical concern and responded to appropriately.

16. Concerns About Adults, Whistleblowing and Escalation

16.1. Concerns About Adults Working With Children

All staff have a responsibility to report concerns about the conduct or suitability of any adult working with or on behalf of Kanga Sports, including employees, contractors, volunteers and leaders.

Concerns must be reported **without delay**, regardless of whether the member of staff believes the concern is serious enough to meet a safeguarding threshold.

Concerns about an adult may include:

- An allegation that the adult has harmed or may have harmed a child



- Behaviour which may constitute a criminal offence against or related to a child
- Behaviour which indicates that the adult may pose a risk of harm to children
- Behaviour which indicates that the adult may not be suitable to work with children
- Behaviour which falls below expected professional standards or is inconsistent with Kanga Sports' Staff Code of Conduct

Staff must not investigate the concern themselves, confront the adult involved or delay reporting while attempting to establish whether the concern is substantiated.

16.2. Reporting and Responding to Concerns About Adults

Concerns about an adult working with children must be reported immediately to the DSL or Managing Director.

Where the concern relates to the DSL or Managing Director, it must be reported directly to another Director.

The person receiving the concern will record and assess the information and determine the appropriate action. Where the concern may meet the harm threshold, advice will be sought from the Local Authority Designated Officer (LADO) without delay and their guidance followed.

Where there is uncertainty about whether the harm threshold may be met, advice should be sought from the LADO.

Where the concern falls below the harm threshold, it will be managed as a low-level concern.

16.3. Low-Level Concerns



A low-level concern is any concern about an adult's behaviour towards children which is inconsistent with expected professional standards or Kanga Sports' Staff Code of Conduct but does not appear to meet the harm threshold for referral to the LADO.

The term “low-level” does not mean that the concern is insignificant. Concerns should be shared even where they appear minor or amount only to a sense of unease about an adult's behaviour.

Low-level concerns will be:

- Recorded appropriately
- Reviewed in the context of any previous concerns or emerging patterns
- Considered against the Staff Code of Conduct and expected professional boundaries
- Responded to proportionately, including through management, safeguarding or employment procedures as appropriate
- Escalated to the LADO where further information indicates that the harm threshold may be met

Staff must report low-level concerns rather than deciding for themselves that behaviour is too minor to share.

16.4. Whistleblowing and Escalation

Kanga Sports is committed to an open safeguarding culture in which staff feel able to raise concerns about poor or unsafe practice and are confident that genuine concerns will be taken seriously.

Staff should raise concerns internally with the DSL, Managing Director, their Line Manager or another Director, as appropriate.

Concerns raised under the whistleblowing procedure will be recorded, considered promptly and appropriate action taken. The individual raising the concern may be asked for further information and, where appropriate and



possible, will be informed that the matter has been addressed. Information about other individuals or confidential safeguarding or employment matters may limit the detail that can be provided about the outcome.

Where a member of staff believes that:

- A safeguarding concern has not been acted upon appropriately
- Unsafe safeguarding practice is continuing
- Safeguarding procedures are not being followed
- Management is ignoring or concealing safeguarding concerns
- They are unable to raise the concern internally;

they should escalate the matter through an appropriate external route, including the NSPCC Whistleblowing Advice Line, Ofsted or the relevant LADO, depending on the nature of the concern.

Staff raising genuine concerns in good faith will not be subjected to detrimental treatment for doing so. Concerns may be raised confidentially and, where permitted, anonymously.

16.5. External Contacts and Ofsted Notification

NSPCC Whistleblowing Advice Line

Telephone: **0800 028 0285**

Ofsted

Telephone: **0300 123 1231**

Bradford LADO

Telephone: **01274 435600**

Email: **LADO@bradford.gov.uk**

North Yorkshire LADO

Telephone: **01609 533080**



Where the EYFS applies, Kanga Sports will notify Ofsted of any allegation of harm or abuse by any person living, working or looking after children at the premises, whether the alleged harm or abuse occurred on the premises or elsewhere, and of the action taken in response.

Notification will be made as soon as reasonably practicable and within 14 days at the latest, in accordance with the EYFS statutory framework.

17. Data Protection and Information Sharing

Kanga Sports Ltd will handle safeguarding information in accordance with applicable data protection legislation, including the UK GDPR, Data Protection Act 2018 and Data (Use and Access) Act 2025.

Safeguarding records and referrals must:

- Be accurate, relevant and recorded appropriately
- Be stored securely and confidentially
- Be accessible only to those who require the information for legitimate safeguarding or organisational purposes
- Be shared appropriately with relevant professionals and agencies where necessary to safeguard a child

Safeguarding children takes priority when considering whether information should be shared. Data protection legislation does not prevent the sharing of information for safeguarding purposes where there is a lawful basis to do so.

Information may be shared without consent where this is necessary and lawful to protect a child from harm. Staff must not allow uncertainty about data protection or confidentiality to delay the reporting of a safeguarding concern.



Where safeguarding information is shared, or a significant decision is made not to share information, the DSL Team must appropriately record the decision and the reasons for it.

Where it is safe and appropriate to do so, children and parents/carers should be informed about how their information may be used and shared. Consent is not required where another lawful basis permits or requires information to be shared in order to safeguard a child.

18. Useful Contacts

18.1. Kanga Sports Contacts

Directors

Andrew Bode
andrew@kangasports.co.uk

George Wysocki
george@kangasports.co.uk

Sian Wysocki
sian@kangasports.co.uk

Designated Safeguarding Lead

Sian Wysocki |
sian@kangasports.co.uk

Core DSL Team

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

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

Georgina Dawson
georgina@kangasports.co.uk

18.2. External Safeguarding Contacts

NSPCC Whistleblowing Helpline

Tel: 0800 028 0285
Email: help@nspcc.org.uk

Ofsted

Tel: 0300 123 1231
Email: enquiries@ofsted.gov.uk

Bradford LADO

01274 435600
LADO@bradford.gov.uk

North Yorkshire LADO

01609 533080



Bradford

Integrated Front Door (IFD)
01274 433999

Emergency Duty Team (out of hours)
01274 431010

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

18.3. Prevent Contacts

Bradford Prevent

Prevent Coordinator – Danielle King

Telephone: **07788 264621**

Email: **Danielle.king@bradford.gov.uk**

Prevent Schools Engagement Officer – Assia Hussain

Telephone: **07816 351420**

Email: **assia.hussain@bradford.gov.uk**

Bradford Prevent Referral

National Prevent Referral Form enquiries: **01274 474783**

Completed referral forms: **intelligence@ctpne.police.uk**

For the current referral procedure, staff must follow **Section 12 – Prevent Duty**.

North Yorkshire Prevent

Prevent concerns relating to children and young people must be managed in accordance with the **current North Yorkshire Prevent and safeguarding referral arrangements**.



North Yorkshire Children and Families Service

Telephone: **0300 131 2 131**

Email: **Social.care@northyorks.gov.uk**

For advice and the current Prevent referral route, the DSL Team must follow **Section 12 – Prevent Duty** and current North Yorkshire Council/North Yorkshire Safeguarding Children Partnership guidance.

18.4. Other External Contacts

NSPCC Whistleblowing Advice Line

Telephone: **0800 028 0285**

Email: **help@nspcc.org.uk**

Ofsted

Telephone: **0300 123 1231**

Email: **enquiries@ofsted.gov.uk**

Emergency Services

Police/Ambulance: **999**



Change Log

Version	Date	Summary of Changes	Approved By
V4	Apr 2026	Major safeguarding policy review following changes to organisational safeguarding arrangements and regulatory requirements.	Board of Directors
V5	Sept 2026	Comprehensive annual review and update in preparation for the 2026/27 academic year. Updated to reflect EYFS September 2026, KCSIE September 2026 and Working Together to Safeguard Children 2026. Revised safeguarding governance and DSL Team arrangements; strengthened staff safeguarding training and induction requirements; updated safer recruitment and ongoing suitability arrangements; substantially revised procedures for responding to safeguarding concerns and disclosures; expanded child-on-child abuse, exploitation and vulnerable-child provisions; revised Prevent Duty and local referral procedures; introduced requirements for children's screen use and updated mobile/device arrangements; added safer sleep arrangements for unexpected or individually identified sleep needs; strengthened procedures for concerns about adults, low-level concerns, whistleblowing and Ofsted notification; updated information-sharing requirements and safeguarding contacts.	Board of Directors

