



Safeguarding and Child Protection Policy

Introduction

Kids Kinetic Ltd is committed to ensuring the safety and well-being of all children in our care. This Safeguarding and Child Protection Policy outlines our commitment to protecting children from harm and abuse, ensuring a safe environment for their development, and providing clear procedures for reporting concerns.

The purpose of this policy is to:

- Safeguard the welfare of children and young people who participate in our programs and services.
- Provide staff, volunteers, and parents with clear guidelines on how to recognise and respond to signs of abuse or neglect.
- Ensure compliance with relevant legislation and best practices in safeguarding.

Scope

This policy applies to all staff, volunteers, and contractors working with or on behalf of Kids Kinetic, as well as parents and guardians involved in our programs.

Definitions

Safeguarding

Safeguarding refers to the measures taken to protect the health, well-being, and human rights of children, enabling them to live free from abuse and neglect.

Child Protection

Child protection is a part of safeguarding, focusing specifically on protecting children from abuse and neglect.

This policy is informed by the following legislation and guidelines:

- Children Act 1989 and 2004
- Working Together to Safeguard Children (2018)
- Keeping Children Safe in Education (2021)
- Local Safeguarding Children Board (LSCB) guidelines

Principles

We adhere to the following principles in safeguarding children:

1. **The welfare of the child is paramount:** The child's needs and rights come first in all decisions and actions.
2. **Children have the right to be heard:** We encourage children to express their views and feelings in a safe environment.
3. **Partnership with parents and guardians:** We work collaboratively with families to ensure the safety and well-being of their children.
4. **Prevention:** We take proactive measures to prevent abuse and neglect through training, awareness, and clear policies.

Roles and Responsibilities

Designated Safeguarding Lead (DSL)

Kids Kinetic will appoint a Designated Safeguarding Lead (DSL) responsible for:

- Overseeing safeguarding practices within the organization
- Acting as the primary point of contact for safeguarding concerns
- Ensuring staff are trained in safeguarding and child protection.
- Maintaining accurate and confidential records of safeguarding concerns

Staff and Volunteers

All staff and volunteers are responsible for:

- Understanding and adhering to this policy
- Recognizing the signs of abuse and neglect
- Reporting concerns promptly to the DSL
- Participating in safeguarding training and development

Parents and Guardians

Parents and guardians are encouraged to:

- Be aware of this policy and its implications.
- Communicate any concerns regarding their child's safety or well-being.
- Work collaboratively with staff to support their child's development.

Types of Abuse

Abuse can take many forms, including but not limited to:

1. **Physical Abuse:** Inflicting physical harm or injury on a child.
2. **Emotional Abuse:** Causing emotional harm through verbal abuse, rejection, or neglect.
3. **Sexual Abuse:** Involving a child in sexual activity that they do not fully understand or cannot give consent to.
4. **Neglect:** Failing to provide for a child's basic needs, including food, shelter, medical care, and emotional support.

Recognizing Signs of Abuse

Staff and volunteers should be aware of the following signs that may indicate abuse:

- Unexplained injuries or bruises

- Changes in behaviour or mood (e.g., withdrawal, aggression)
- Fear of certain individuals or situations
- Inappropriate sexual behaviour or knowledge for their age
- Frequent absences or reluctance to attend programs.

Reporting Concerns

Procedures for Reporting

1. **Immediate Action:** If a child is in immediate danger or requires urgent medical attention, contact emergency services (999 in the UK) immediately.
2. **Report to the DSL:** Any concerns regarding a child's safety or well-being must be reported to the DSL as soon as possible.
3. **Documentation:** Record details of the concern, including dates, times, and descriptions of any observed behaviour or incidents. This documentation should be factual and objective.

Confidentiality

All safeguarding concerns will be treated with the utmost confidentiality. Information will only be shared with those who need to know in order to protect the child and fulfil legal obligations.

Training

All staff and volunteers will receive training on safeguarding and child protection, including:

- Understanding the signs of abuse and neglect
- Procedures for reporting concerns
- The importance of maintaining professional boundaries with children

Whistleblowing

We encourage staff and volunteers to report any concerns about the conduct of colleagues or organizational practices. Whistleblowing procedures will be in place to protect individuals who report concerns in good faith.

Review and Monitoring

This policy will be reviewed annually or sooner, if necessary, to ensure its effectiveness and compliance with current legislation. Staff and parents will be consulted during the review process.

For any questions or concerns regarding this Safeguarding and Child Protection Policy, please contact: **Designated Safeguarding Lead (DSL)**

Reviewed: July 2024