



## **Kangaroos Safeguarding Policy Statement**

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### **Introduction**

Safeguarding is everybody's responsibility, and all Kangaroos personnel must be familiar with these documents and the arrangements they contain.

Our members have a right to be cared for and protected. Here at Kangaroos, we have a duty of care to ensure that all members are kept safe from harm and are protected from abuse and neglect.

We are committed to providing a safe and supportive environment at Kangaroos, which ensures our members receive high standards of care and support to reach their full potential.

We are committed to safeguarding the wellbeing of all Kangaroos members, staff and our wider community. This policy statement should be read alongside the organisational policies, procedures and guidance in place to protect and support them.

### **Associated Policies and Procedures**

- Administration of Medication Policy
- Anti-Bullying Policy
- Booking Process (including needs and risk assessment, and staffing ratios)
- Complaints Policy
- Confidentiality Policy
- Data Protection Policy (GDPR)
- Disciplinary Policy
- Equal Opportunities Policy

- Grievance Procedure
- Health and Safety Policy
- Information Sharing Policy
- Intimate Care Policy
- Missing Member Incident Management Procedure
- Moving and Handling Policy
- Online Safety Policy
- Positive Behaviour Support Policy
- Procedures for identifying and responding to safeguarding concerns about children and young people\*
- Procedures for identifying and responding to safeguarding concerns about adults\*
- Safer Recruitment Policy
- Social Media Policy
- Staff handbooks
- Total Communication Policy
- Uncollected Members policy
- Whistleblowing Policy

### **Policy Context**

Responsibilities for identifying and responding to safeguarding concerns about children and young people and adult are set out separately in;

- **Procedures for identifying and responding to safeguarding concerns about children and young people**
- **Procedures for identifying and responding to safeguarding concerns about adults**

Due to the difference in the legislation, reporting arrangements and issues that affect them, Kangaroos has adopted recommendations for separate policies and procedures for Safeguarding Children and Young People and Safeguarding Adults.

We have in place this overarching *Safeguarding Policy Statement*, and separate procedures for identifying and responding to concerns about children and young people, and concerns about adults.

The definition of child or young person is someone under the age of 18 years old, and where a child has a special educational need or disability, under 25 years old.

This means safeguarding issues relating to Kangaroos members under 25 years are addressed within our Identifying and responding to concerns about safeguarding children and young people procedure.

Safeguarding concerns for members over 25 years old are addressed under the separate Identifying and responding to concerns about safeguarding Adults at Risk

## **Policy Statement Purpose and Scope**

Kangaroos is a disability charity, providing short breaks (term-time and holiday clubs, and residential) to children and adults with severe learning disabilities.

Children, young people, and adults should never experience abuse of any kind and we take seriously our responsibility to promote their welfare, to keep them safe and to deliver our services in a way that protects them.

This extends to recognising and reporting harm experienced anywhere, including within our activities, within other organised community or voluntary activities, in the community, in the person's own home and in any care setting.

This policy applies to anyone working on behalf of Kangaroos. It includes trustees, employees, sessional workers, volunteers, agency workers, freelancers and students (Kangaroos personnel).

### **The purpose of this policy statement is;**

- to protect from harm the children, young people and adults who receive Kangaroos' services (Kangaroos members)
- to provide Kangaroos personnel, members, their families, with the overarching principles that guide our approach to safeguarding

### **We recognise:**

- The welfare of children, young people and adults is paramount in all the work we do and in all the decisions we take
- Working in partnership with members, their parents, carers and other agencies is essential in promoting their welfare
- All children, young people and adults, regardless of age, disability, gender reassignment, race, religion or belief, sex, or sexual orientation have an equal right to protection from all types of harm or abuse
- Some children, young people and adults are additionally vulnerable because of the impact of previous experiences, their level of dependency, communication needs or other issues. This includes children and young people with special educational needs and disabilities (SEND) and adults with learning disabilities who may need extra safeguards to keep them safe from abuse.

### **We seek to keep safe the children, young people and the adults we work with by:**

- Valuing, listening to and respecting them. This includes, actively supporting members to communicate their views and the outcomes they want to achieve. Those views and wishes will be respected and supported unless there are overriding reasons not to (see the Safeguarding Adults Procedures).

- Appointing a Designated Safeguarding Lead, Designated Safeguarding Officer, and Lead Trustee for Safeguarding
- Adopting child protection and safeguarding best practice throughout our policies, procedures and working practices for Kangaroos personnel.
- Developing and implementing an effective online safety policy and related procedures, which are proportionate to the scope of Kangaroos services
- Providing effective management for staff and volunteers through supervision, support, training and quality assurance measures so that all staff and volunteers know about and follow our policies, procedures and behaviour codes confidently and competently
- Following safer recruiting processes for staff and volunteers,
- Recording, storing and using information professionally and securely, in line with data protection legislation and guidance
- Sharing information about safeguarding and good practice with members, their families and carers
- Making sure members and their families and carers know where to go for help if they have a concern
- Using our safeguarding and child protection procedures to share concerns and relevant information with agencies who need to know, and involving our members, families and carers appropriately
- Using our procedures to manage any allegations against staff and volunteers appropriately, ensuring any actions taken will respect the rights and dignity of all those involved and be proportionate to the risk of harm
- Maintaining an anti-bullying environment and ensuring policies and procedures to address bullying are effective
- Ensuring complaints and whistleblowing measures are in place and effective
- Ensuring we understand and can meet the full range of support and care needs of our members, and that systems and processes to assess and manage risks are effective. This includes skilled needs assessment and support planning (including staff: member ratios) for all members.
- Ensuring that we provide a safe physical environment for our members, staff, volunteers and visitors, by applying health and safety measures in accordance with the law and regulatory guidance
- Building a safeguarding culture where staff and volunteers, members and their families are valued, protected and are comfortable about sharing concerns.
- Monitoring and evaluating policies and procedures and implementing learning for continuous improvement of our safeguarding practices.

### **Legal framework**

This policy and associated procedures are based on legislation, policy and guidance that seek to protect children, young people, and Adults at Risk in England.

In respect of safeguarding children and young people, this includes:

- The Children Act (1989) and (2004)
- The Children and Families Act (2014)

- The United Nations Convention on the Rights of the Child (1989)
- Working Together to Safeguard Children (2006,2010,2013,2015)

The policy has also been written with reference to the Government's guidance, *'Working Together to Safeguard Children: Statutory Guidance on Inter-agency Working to Safeguard and Promote the Welfare of Children'* (July 2018)

It also adheres to the Pan Sussex Child Protection and Safeguarding Procedures, as produced by Local Safeguarding Board's (LSCB), West Sussex, East Sussex, and Brighton and Hove.

More information on this can be found here:

<https://sussexchildprotection.procedures.org.uk/>

In respect of safeguarding adults legislation, policy and guidance, this includes:

- The Care Act (2014)
- The Mental Capacity Act (2005)

The following guidance applies to safeguarding both children and adults:

- The Human Rights Act (2000)
- The Data Protection Act (2018)
- General Data Protection Regulations (2018)

### **Safeguarding Roles and Responsibilities**

Safeguarding is everyone's responsibility. All staff must:

- Follow the safeguarding procedures outlined within this policy and associated policies and procedures
- Report any concerns regarding the safety and wellbeing of a child, young person or adult (Please see *Procedures for Identifying and responding to safeguarding concerns about children and young people*, and *Identifying and responding to safeguarding concerns about Adults at Risk*)
- Attend all safeguarding and child protection training
- All Kangaroos personnel have access to and are required to read the HM Government Working together to safeguard children:

<https://www.gov.uk/government/publications/working-together-to-safeguard-children--2> safeguarding adults (give full name of doc)

and

<https://www.gov.uk/government/publications/safeguarding-policy-protecting-vulnerable-adults/sd8-opgs-safeguarding-policy>

The role of the **Designated Safeguarding Lead** is to:

- Co-ordinate all internal and external safeguarding and child protection enquiries. This may include delegating investigations/referrals to the Deputy Safeguarding Lead or other suitably trained staff.
- Ensure Kangaroos safeguarding policies and procedures are up to date and compliant with relevant legislation and local and national policy guidance.

- Ensure accurate and confidential records of all safeguarding issues are maintained.
- Ensure referrals are made to Multi Agency Safeguarding Hub or Early Help Hub of the relevant local authorities as necessary (*See Appendix 1 for West Sussex County Council, Brighton & Hove City Council and East Sussex County Council contact details*).
- Ensure Kangaroos Safer Recruitment Policy is implemented
- Ensure Kangaroos training requirements are met in respect of all aspects of safeguarding across all venues and projects. This includes those of the Designated Safeguarding Lead.
- Act as point of reference on all safeguarding issues for all staff and volunteers.
- Ensure Kangaroos is appropriately represented at multi-agency meetings.
- Meet regularly with Kangaroos senior team and trustees to review and report on safeguarding issues.

The role of the **Deputy Safeguarding Lead** is to support the DSL to meet these responsibilities.

The **Lead Trustee for Safeguarding** provides oversight and support to the DSL and DDSL and is the point of contact for anyone who would prefer not to discuss with DSL and / or DDSL directly.

Kangaroos Designated Safeguarding Lead is:

**Lorna Herrett, Head of Operations - Designated Safeguarding Lead**

01444 459108 or 07872 469118

Kangaroos Deputy Safeguarding Lead is:

**CEO, Emma Hunt - Designated Deputy Safeguarding Lead**

01444 459108

The Kangaroos **Lead Trustee for Safeguarding** is:

Bob White

[bob@kangaroos.org.uk](mailto:bob@kangaroos.org.uk)

### **Breach of Policy**

Any breach of this policy by staff or volunteers may lead to action being taken under Kangaroos' Disciplinary Policy or relevant procedure.

### **Document Version & Review:**

This Policy is reviewed annually by the Senior Management Team and Board of Trustees. During the interim, the CEO remains abreast of any changes in safeguarding legislation and best practice via local and national safeguarding information sharing networks. Where required Trustees are updated and if necessary, our safeguarding policy and procedures are updated more frequently.

Date Written/ Reviewed	Version Number	Written/ Reviewed by	Summary of Changes	Date Approved by Trustees
Apr 24	2	Sam Price		21.05.24