

Safeguarding Policy

Children, young people, and vulnerable adults have the right to participate, have fun and be safe in the services provided for them and the activities they choose, or their parents/carers choose for them.

This document sets out the Childrens Safeguarding Policy for K&N Talent Management and applies to everyone who works with and for K&N Talent Management.

The purpose of this policy statement is:

- To protect children and young adults who receive K&N Talent Management services.
- To provide parents, staff and volunteers with the overarching principles that guide our approach to child protection.

K&N Talent Management is committed to safeguarding children and young people and protecting them from abuse when they are engaged in services organised and provided by K&N Talent Management.

We will endeavour to keep children and young people safe from abuse and suspicion of abuse will be responded to promptly and appropriately.

We will act in the best interest of the child, young person or vulnerable adult at all times. K&N Talent will take any concern made by a service user, employee, volunteer or child/vulnerable adult seriously and sensitively. Concerns cannot be anonymous and should be made in the knowledge that, during the course of any enquiries the agency that made the referral will be made clear.

K&N will not tolerate harassment of any service user, employee, volunteer or child who raises concerns of abuse.

K&N recognise that:

- The welfare of the child is paramount.
- All children, regardless of age, disability, gender reassignment, race, religion or belief, sex, or sexual orientation have a right to equal protection from all types of harm or abuse.
- Some children are additionally vulnerable because of the impact of previous experiences, their level of dependency, communication needs or other issues.
- Working in partnership with children, young people, their parents, carers and other agencies is essential in promoting young people's welfare.

K&N will seek to keep children and young people safe by:

- Valuing, listening to and respecting them.
- Ensure that all children are treated with respect and dignity and are treated as individuals and offered equality of opportunities.

Jan 2024

- Establish and maintain an ethos where children feel welcome and familiar with their environment and are informed of personal (toilets, dressing rooms etc.) and emergency arrangements (fire exits, meeting points etc.) and any Health and Safety Procedures (Dangerous equipment, First aid etc.)
- Inform each child whom the appropriate person or people are to speak to if they have any questions, problems, or concerns.
- Developing child protection and safeguarding policies and procedures which reflect best practice.
- Using our safeguarding procedures to share concerns and relevant information with agencies who need to know, and involving children, young people, parents, families, and carers appropriately.
- Creating and maintaining an anti-bullying environment and ensuring that we have a policy and procedure to help us deal effectively with any bullying that does arise.
- Developing and implementing an effective online safety policy and related procedures
- Sharing information about child protection and safeguarding best practice with children, their families, staff and volunteers via leaflets, posters, group work and one-to-one discussions
- Recruiting staff and volunteers safely, ensuring all necessary checks are made.
- Ensure that all Chaperones are registered with the local authority in which they reside and have an enhanced DBS check.
- Providing effective management for staff and volunteers through supervision, support, training, and quality assurance measures
- Implementing a code of conduct for staff and volunteers
- Using our procedures to manage any allegations against staff and volunteers appropriately.
- Ensuring that we have effective complaints and whistleblowing measures in place.
- Ensuring that we provide a safe physical environment for our children, young people, staff, and volunteers, by applying health and safety measures in accordance with the law and regulatory guidance.
- Recording and storing information professionally and securely.

This policy has been drawn up based on legislation, policy and guidance that seeks to protect children in England. A summary of the key legislation and guidance is available from <https://learning.nspcc.org.uk/child-protection-system>.

This policy was last reviewed on 10/05/2023.

We are committed to reviewing this policy and our good practice annually.

NSPCC Helpline 0808 800 5000