

Kamikaze Pro - Safeguarding Adults at Risk



Kamikaze Pro is committed to creating and maintaining a safe and positive environment and accepts our responsibility to safeguard the welfare of all adults involved in professional wrestling in accordance with the Care Act 2014.

We expect all students to maintain these values and to conduct themselves in a professional manner.

1. Introduction

Safeguarding adults at risk is of paramount importance within Kamikaze Pro. We are committed to raising awareness and empowering everyone we engage with, to create safer environments and identify and report concerns promptly and effectively. We all share a responsibility for promoting and protecting the safety and welfare of Adults at Risk, irrespective of individual roles and responsibilities.

The safeguarding children policy and procedure, for those under the age of 18, is covered in a separate document.

<https://kamikazepro.co.uk/safeguarding>

2. Safeguarding Policy statement

This Policy outlines the procedures that Kamikaze Pro and the Kamikaze Pro Dojo are committed to.

The policy is designed to encourage the development of good practice and stress the responsibility of all, to be alert to early indicators of abuse, neglect and exploitation and

to act quickly when there is any concern regarding the welfare or safety of an adult at risk.

This Policy outlines our approach to safeguarding and applies to everyone involved with the company. All staff, and partner organisations have a role to play in ensuring that the responsibilities/commitments to safeguarding set out in this policy are upheld and at the forefront of everything they do.

Kamikaze Pro accepts that we are required to fulfil our duty of care, which means that we must do everything that can be reasonably expected of us to help safeguard and protect people from harm, and to act when we suspect that someone is being harmed, or is at risk of harm.

3. Principles and Values

The guidance given in the policy and procedures is based on the following principles:

- All adults, regardless of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation status have the right to be protected from abuse and poor practice and to participate in an enjoyable and safe environment.
- Kamikaze Pro will seek to ensure that our sport and any other recreational activities are inclusive and make reasonable adjustments for any ability, disability or impairment, we will also commit to continuous development, monitoring and review.
- The rights, dignity and worth of all adults will always be respected.
- We recognise that ability and disability can change over time, such that some adults may be additionally vulnerable to abuse, in particular those adults with care and support needs.
- We all have a shared responsibility to ensure the safety and well-being of all adults and will act appropriately and report concerns whether these concerns
- arise within the company for example inappropriate behaviour of a coach, or in the wider community.
- All allegations will be taken seriously and responded to quickly in line with the company allegations against staff policy.

Kamikaze Pro recognises the role and responsibilities of the statutory agencies in safeguarding adults and is committed to complying with the procedures of the Local Safeguarding Adults Boards.

4. The Safeguarding Leadership Team

Management

- Ensure that effective safeguarding policies and practices are approved, implemented, and monitored throughout the company.
- Take steps to ensure that any safeguarding risks arising from Kamikaze Pro activities involving adults at risk are assessed and risk mitigation strategies are put in place.
- Ensure that the Safeguarding Team are immediately advised of any major causes of safeguarding concern.
- Ensure Safeguarding data is a standard agenda item including its analysis, lessons learned and recommendations for ongoing improvements and resourcing.

Head of Safeguarding

- Provides effective leadership and management with a clear sense of direction and purpose in the safeguarding of adults, ensuring full compliance across the company and government legislation, whilst maintaining key relationships both externally and internally.
- Is accountable for the day to day case management of new and ongoing safeguarding concerns, including investigations works with external safeguarding partnerships and the Disclosure and Barring Service.
- Is the recognised point of contact for those wishing to raise concerns or seek help and guidance connected with Safeguarding.

Designated Safeguarding Leads (DSL)

- Support Kamikaze Pro's Head of Safeguarding to proactively promote and raise safeguarding awareness and assist with responding appropriately to safeguarding concerns and allegations.
- Work with the Kamikaze Pro's Head of Safeguarding to implement and promote the companies safeguarding policies and procedures within their department.
- Act as a source of safeguarding support and advice within their department.
- Promote a safe working environment.

- Support colleagues to respond appropriately to concerns about the welfare or safety of adults.

There is further information available on our website.

(<https://kamikazepro.co.uk/safeguarding/>) including details of the Head of Safeguarding and Designated Safeguarding Leads.

All Staff

- Have a responsibility to provide a safe environment for adults and identify who may need extra help or who are suffering, or are likely to suffer, significant harm.
- Have a responsibility to take appropriate action and report concerns.
- Should respect and abide by the Kamikaze Pro's Code of Conduct. All Staff members - should work with the Designated Safeguarding Leads and the Head of Safeguarding, to deal with concerns.

5. Roles and Responsibilities

The company is committed to:

- Having a member of management who takes leadership responsibility for the companies safeguarding arrangements and they actively champion safeguarding.
- Having a Head of Safeguarding and Designated Safeguarding Lead to produce and disseminate guidance and resources to support the policy and procedures.
- A clear line of accountability within the organisation for work on promoting the welfare of all adults.
- Procedures for dealing with allegations of abuse or poor practice against members of staff and volunteers.
- Arrangements to work effectively with other organisations to safeguard and promote the welfare of adults, including arrangements for sharing information.
- Appropriate whistle blowing procedures and an open and inclusive culture that enables safeguarding and equality and diversity issues to be addressed.
- Clear codes of conduct are in place for staff, participants, spectators and other relevant individuals.

6. Legislation and Guidance

The practices and procedures within this policy are based on the principles contained within the UK legislation and Government Guidance and have been developed to

complement the Local Safeguarding Adults Boards policy and procedures. They take the following into consideration:

- The Care Act 2014
- The Protection of Freedoms Act 2012
- Domestic Violence, Crime and Victims (Amendment) Act 2012
- The Equality Act 2010
- The Safeguarding Vulnerable Groups Act 2006
- Mental Capacity Act 2005
- Sexual Offences Act 2003
- The Human Rights Act 1998
- The Data Protection Act 1998

Kamikaze Pro is fully committed to ensuring that the best practice recommended by these legislations, policies and guidelines is implemented, maintained and embedded within the day to day working practice of all staff at all times.

7. Other relevant policies:

- Kamikaze Pro - Code of Conduct.
- Kamikaze Pro Dojo - Code of Conduct.
- Safeguarding Children Policy.
- Whistleblowing Policy.
- Dignity at Work Policy.
- Grievance Policy.
- Disciplinary Policy.

All policies are available on our website (<https://kamikazepro.co.uk/safeguarding/>) or on request from the Head of Safeguarding.

8. Who does the policy aim to protect?

This policy is written to protect adults at risk of harm who engage with Kamikaze Pro in any capacity.

This could be:

- Adults at risk who are employed by Kamikaze Pro in any capacity.

- Adults at risk participating in events, activities or sessions organised by the company.
- Adults at risk attending the training school as spectators Adults at risk who are attending our shows.

9. Who is an adult at risk?

An adult at risk is any person who is aged 18 years or over and at risk of abuse or neglect because of their needs for care and or support.

People with care and support needs are not all vulnerable to abuse but may become so at any point due to physical or mental ill health, acquired disability, age, frailty or environmental factors, such as poverty and anti-social behaviour.

A person with care and support needs may:

- Be elderly, with poor health, a physical disability or cognitive impairment.
- Have learning disabilities or an acquired brain injury.
- Have a physical disability and/or a sensory impairment.
- Have mental health needs including dementia.
- Have a long-term illness/condition.
- Be dependent on substances or alcohol to an extent that it has a serious impact on their ability to cope with day-to-day living.

People may be at greater risk because they are:

- Socially isolated which may provide an opportunity for exploitation.
- Unsure of who to trust.
- Suffering the effects of trauma from previous events or life experiences.
- Dependent on others to manage their personal needs or finances.
- Subject to domestic abuse, unable to escape abuse or 'tolerate it' due to their reliance for care on the abuser, adapted accommodation or the lack of suitable alternative accommodation and care provision.

Factors that could decrease an adult's ability to protect themselves may include:

- Not having mental capacity at that point in time to make decisions about their own safety.
- Complex health needs and/or communication difficulties.
- Being physically reliant on others for personal care and activities of daily life.

- Being in a coercive controlling relationship with no access to money or support.

The abuse of adults should relate to the circumstances rather than the characteristics of the people experiencing the harm.

An individual's level of vulnerability to harm may vary over time depending on the circumstances they are in and their needs at that time. Labelling groups of people (such as people with learning disabilities or older people) as inherently 'vulnerable' is seen to be disempowering so, instead, the Care Act (2014), describes adults 'potentially 'at risk' from harm or abuse' by those who do not have their best interests at heart.

10. The six principles of adult safeguarding

The Care Act 2014 sets out the following principles that should underpin safeguarding of adults.

- **Empowerment** - People being supported and encouraged to make their own decisions and informed consent.

"I am asked what I want as the outcomes from the safeguarding process and these directly inform what happens."

- **Prevention** – It is better to take action before harm occurs. "I receive clear and simple information about what abuse is, how to recognise the signs and what I can do to seek help."
- **Proportionality** – The least intrusive response appropriate to the risk presented.

"I am sure that the professionals will work in my interest, as I see them and they will only get involved as much as needed."

- **Protection** – Support and representation for those in greatest need. "I get help and support to report abuse and neglect. I get help so that I am able to take part in the safeguarding process to the extent to which I want."
- **Partnership** – Local solutions through services working with their communities. Communities have a part to play in preventing, detecting and reporting neglect and abuse

"I know that staff treat any personal and sensitive information in confidence, only sharing what is helpful and necessary. I am confident that professionals will work together and with me to get the best result for me."

- **Accountability** – Accountability and transparency in delivering safeguarding.

"I understand the role of everyone involved in my life and so do they."

11. What is abuse?

Types of abuse suffered by adults identified in the Care Act 2014 are:

- Physical.
- Sexual.
- Psychological/Emotional/Mental.
- Financial and material.
- Neglect and act of omission.
- Discriminatory.
- Organisational.
- Modern Day Slavery.
- Domestic Violence.
- Self Neglect – including hoarding.

Other types of harm that adults may experience include:

- Cyber Bullying.
- Forced Marriage.
- Female Genital Mutilation.
- Mate Crime.
- Radicalisation.

Use the link below to navigate to information on the ten types of abuse

<https://www.scie.org.uk/safeguarding/adults/introduction/types-and-indicators-of-abuse>

12. Signs and indicators of abuse and neglect

Abuse can take place in any context and by all manner of perpetrators. Abuse may be inflicted by anyone in the company, including, participants, staff, volunteers or coaches.

There are many signs and indicators that may suggest someone is being abused or neglected, these include but are not limited to:

- Unexplained bruises or injuries – or lack of medical attention when an injury is present.
- A person has belongings or money going missing.
- A person is not attending / no longer enjoying their sessions. you may notice that a participant has been missing from training sessions and is not responding to reminders from fellow students or coaches.
- Someone losing or gaining weight / an unkempt appearance. this could be a student whose appearance becomes unkempt, does not wear suitable sports attire and deterioration in hygiene.
- A change in the behaviour or confidence of a person. For example, a participant may be looking quiet and withdrawn when their brother comes to collect them from sessions, in contrast to their personal assistant whom they greet with a smile.
- Self-harm.
- A fear of a particular group or individual.
- Someone may tell you / another person they are being abused – i.e. a disclosure.
- Harassing of a student because they are or are perceived to have protected characteristics.
- Not meeting the needs of the participant. E.g. This could be training without a necessary break.
- A coach intentionally striking an adult with intent to hurt.
- This could be a fellow athlete or coach who sends unwanted sexually explicit text messages to a learning disabled adult they are training alongside.
- This could be an athlete threatening another athlete with physical harm and persistently blaming them for poor performance.
- One elite participant controlling another athlete with threats of withdrawal from their partnership.
- A participant threatens another participant with physical harm and persistently blames them for poor performance.

Abuse or neglect outside sport could be carried out by:

- A spouse, partner or family member.
- Friends, neighbours, acquaintances or strangers.
- People who deliberately exploit adults they perceive as vulnerable.
- Paid staff, professionals or volunteers providing care and support.

Often the perpetrator is known to the adult and may be in a position of trust and/or power.

Use the link below to navigate to information on the ten types of abuse and their signs and indicators:

<https://www.scie.org.uk/safeguarding/adults/introduction/types-and-indicators-of-abuse>

13. Making Safeguarding Personal (MSP)

Making safeguarding personal means putting the person at the centre of everything we do during a safeguarding process from the very beginning to the very end. It means engaging the person in a conversation about how best to respond to their safeguarding situation in a way that enhances involvement, choice and control. As well as improving quality of life, well-being and safety.

Wherever possible we must discuss safeguarding concerns with the individual to get their view of what they would like to happen and keep them involved in the safeguarding process, seeking their consent to share information outside of the organisation where safe to do so.

This means we will:

- Listen to the person who is at risk.
- Understand their wishes and feelings.
- Take them seriously.
- Treat them with respect.
- Support them to feel safe.
- Support them to make their own decisions.
- Keep them informed and involved.
- Tell them what will happen next

14. Capacity - Guidance on Making Decisions

The issue of capacity or decision making is a key one in safeguarding adults. Some people are only able to make some decisions, and a small number of people cannot make any decisions. Being unable to make a decision is called "lacking capacity".

To make a decision we need to:

- Understand information.
- Remember it for long enough.
- Think about the information.
- Communicate our decision.

A person's ability to do this may be affected by things like learning disability, dementia, mental health needs, acquired brain injury, and physical ill health. The Mental Capacity Act 2005 (MCA) states that every individual has the right to make their own decisions and provides the framework for this to happen.

Our ability to make decisions can change over the course of a day.

You should consider the following five points:

1. Assume that people are able to make decisions, unless it is shown that they are not. If you have concerns about a person's level of understanding, you should check this with them, and if applicable, with the people supporting them.
2. Give people as much support as they need to make decisions. You may be involved in this – you might need to think about the way you communicate or provide information, and you may be asked your opinion.
3. People have the right to make unwise decisions. The important thing is that they understand the implications. If they understand the implications, consider how risks might be minimised.
4. If someone is not able to make a decision, then the person helping them must only make decisions in their "best interests". This means that the decision must be what is best for the person, not for anyone else. If someone was making a decision on your behalf, you would want it to reflect the decision you would make if you were able to.
5. Find the least restrictive way of doing what needs to be done.

15. Consent and information sharing

All safeguarding concerns should be logged. You should discuss with the Designated Safeguarding Lead and/or Head of Safeguarding if your concern is likely to require immediate action.

As long as it does not increase the risk to the individual, the worker or volunteer should explain to them that it is their duty to share their concern with the Safeguarding Lead/Head of safeguarding.

The Head of Safeguarding/Safeguarding Lead will then consider the situation and plan the actions that need to be taken, in conjunction with the adult at risk and in line with this policy and the local safeguarding adults board policy and procedures.

Individuals may not give their consent to the sharing of safeguarding information with the safeguarding adult's team for a number of reasons. Reassurance, appropriate support and revisiting the issues at another time may help to change their view on whether it is best to share information.

If they still do not consent, then their wishes should usually be respected. However, there are circumstances where information can be shared without consent such as when the adult does not have the capacity to consent, it is in the public interest because it may affect other people or a serious crime has been committed.

If someone does not want you to share information outside of the Club or you do not have consent to share the information, ask yourself the following questions:

- Is the adult placing themselves at further risk of harm?
- Is someone else likely to get hurt?
- Has a criminal offence occurred? This includes: theft or burglary of items, physical abuse, sexual abuse, forced to give extra money for lessons (financial abuse) or harassment.
- Is there suspicion that a crime has occurred?

If the answer to any of the questions above is 'yes' - then you can share without consent and need to share the information. All decision making should be recorded.

When sharing information there are seven Golden Rules that should always be followed.

1. Seek advice if in any doubt.
2. Be transparent - The Data Protection Act (DPA) is not a barrier to sharing information but to ensure that personal information is shared appropriately; except in circumstances where by doing so places the person at significant risk of harm.
3. Consider the public interest - Base all decisions to share information on the safety and well-being of that person or others that may be affected by their actions.

4. Share with consent where appropriate - Where possible, respond to the wishes of those who do not consent to share confidential information. You may still share information without consent, if this is in the public interest.
5. Keep a record - Record your decision and reasons to share or not share information.
6. Accurate, necessary, proportionate, relevant and secure - Ensure all information shared is accurate, up-to-date; necessary and shared with only those who need to have it.
7. Remember the purpose of the Data Protection Act (DPA) is to ensure personal information is shared appropriately, except in circumstances where by doing so may place the person or others at significant harm.

16. Recording and Information Sharing

Sharing information, with the right people, is central to good practice in safeguarding adults. However, information sharing must only ever be with those with a 'need to know' for example, the companies safeguarding team.

This does NOT automatically include the person's spouse, partner, parent, child, unpaid or paid carer. Information should only be shared with family and friends and/or carers with the consent of the adult or if the adult does not have capacity to make that decision and family/ friends/ carers need to know in order to help keep the person safe.

Sharing Information within the Club

The purpose of Data Protection legislation is not to prevent information sharing but to ensure personal information is only shared appropriately. Data protection legislation allows information sharing within an organisation. For example:

- Anyone who has a concern about harm can make a report to the Safeguarding Team within the company.
- 'Case management meetings' can take place to agree to coordinate actions by the company.

Sharing Information outside the Club

There are also many situations in which it is perfectly legal to share information about adult safeguarding concerns outside the Club.

Importantly personal information can be shared with the consent of the adult concerned.

However, the adult may not always want information to be shared.

This may be because they fear repercussions from the person causing harm or are scared that they will lose control of their situation to statutory bodies or because they feel stupid or embarrassed. Their wishes should be respected unless there are overriding reasons for sharing information.

The circumstances when we need to share information without the adult's consent include those where:

- It is not safe to contact the adult to gain their consent – i.e. it might put them or the person making contact at further risk.
- You believe they or someone else is at risk, including children.
- You believe the adult is being coerced or is under duress.
- It is necessary to contact the police to prevent a crime, or to report that a serious crime has been committed.
- The adult does not have mental capacity to consent to information being shared about them.
- The person causing harm has care and support needs.

When information is shared without the consent of the adult this must be explained to them, when it is safe to do so, and any further actions should still fully include them.

Staff should be vigilant of possible coercion and the emotional or psychological impact that the abuse may have had on the adult and should therefore:

- Explore the reasons for the adult's objections (what are they worried about?).
- Explain the concern and why it might be important to share the information.
- Tell the adult at risk who you need to tell why.
- Discuss the benefits, to them or others, of sharing information (including access to better help and support).
- Discuss the consequences of not sharing the information (could someone come to harm?).
- Reassure them that the information will not be shared with anyone who does not need to know.
- Reassure them they are not alone, and support is available to them.

There are only a limited number of circumstances where it would be acceptable to not share information pertinent to safeguarding, with the local authority.

These would be where the person involved has the mental capacity to make the decision about sharing information, does not want their information shared and:

- The individual is not at risk of serious harm.
- Nobody else is at risk.
- No serious crime has been or may be committed.
- The alleged abuser has no care and support needs.
- No staff are implicated.
- No coercion or duress is suspected.
- The public interest served by disclosure does not outweigh the public interest served by protecting confidentiality.

If someone does not want you to share information outside of the organisation or you do not have consent to share the information, ask yourself the following questions:

- Is the adult placing themselves at further risk of harm?
- Is someone else likely to get hurt
- Has a criminal offence occurred? This includes theft or burglary of items, physical abuse, sexual abuse, forced to give money (financial abuse) or harassment.
- Is there suspicion that a crime has occurred?

If the answer to any of the questions above is 'yes' - then you can and should share the information with relevant statutory agencies without consent.

Where any decision to act or not act, share information, or not share; you should keep a careful record of the decision-making process; who was involved in making the decision and the reasons why that decision was made.

The most important consideration is whether sharing information is likely to safeguard and protect an adult at risk.

17. Workforce Development and Training

It is essential that all staff are confident in recognising, responding and reporting any safeguarding concern and that they all understand and adhere to this policy, the associated procedures and code of conduct.

During the induction process of new staff and volunteers this policy and the safeguarding code of conduct is given out and talked through. In addition, staff either attend a club induction which includes an introduction to safeguarding or are required to read and understand this policy and an induction pack and answer some questions which are returned to the Head of Safeguarding.

In addition Kamikaze Pro will deliver a targeted, accessible and effective training and development programme aligned with the role descriptors identified in the companies safeguarding training procedures which is available to all staff.

18. Safer Recruitment

All staff recruitment is conducted in an open and transparent manner to ensure that Kamikaze Pro has the best staff. The overall purpose of Safer Recruitment is to help identify and deter or reject individuals who are deemed to be at risk of harming adults at risk.

We follow safer recruitment guidance:

- We carry out face to face interviews and record recruitment decisions We verify applicants' qualifications and experience.
- We carry out reference checks.
- We check the identity of all new employees.

As part of Kamikaze Pro's recruitment and selection process, offers of work for positions which involve 'regulated activity' when working with adults at risk are subject to a satisfactory Disclosure Barring Service (DBS) check and barred list check where appropriate and references. All staff complete a self declaration form. All offers of work are subject to a satisfactory outcome to the screening process and until a satisfactory disclosure has been confirmed, the individual concerned will not be permitted to commence work.

All coaches engaged in 'regulated activity' will be required to sign up to the update service and this will be checked annually.

Kamikaze Pro undertakes not to discriminate unfairly against any subject of a Criminal Records Check or self- disclosure based on a conviction or other information revealed. Having a criminal record will not necessarily bar individuals from working or volunteering with the Club and any record will be considered as part of a risk

assessment process as outlined in the Safer Recruitment policy and Volunteering policy that ensures suitability for the post in question.

The decision on suitability will depend on the nature of the position and the circumstances and background of the offences, cautions and other criminal intelligence. All staff complete a probationary period.

19. Allegations against staff and Whistleblowing

The Allegations against staff and whistleblowing policies are available on our company website (<https://kamikazepro.co.uk/safeguarding/>).

Kamikaze Pro operates in an open and transparent manner. Any concerns relating to an employee, worker, volunteer or other individual employed or engaged by the company, should be recorded and forwarded to the Head of Safeguarding at the first available opportunity. The Head of Safeguarding will complete an initial assessment of the information and determine the next steps which can include an internal investigation, referral to the Police and/or LADO.

We have a Whistleblowing policy for staff and a policy for young people and parents which advises that the company promotes a culture of openness and accountability and the whistleblowing policies are intended to

- (i) Encourage the reporting of any safeguarding concerns or suspected wrongdoing as soon as possible;
- (ii) Provide guidance on how to raise those concerns; and
- (iii) Reassure individuals regarding the raising of genuine concerns in good faith without fear of reprisals.

20. Critical Incident response

Kamikaze Pro will ensure appropriate engagement with the Safeguarding team, during any safeguarding incident, investigation or external process. It is critical that a clear picture as possible is provided to ensure the foundations and companies brand and reputation are upheld, as well as ensuring sensitivity to any internal or external process being undertaken. Furthermore, the Safeguarding team must be made aware of any media coverage that arises as part of any process, to enable appropriate management of coverage, and to ensure a fair and balanced process is undertaken

21. Support and Supervision

Safeguarding supervision and support is essential for all staff dealing with safeguarding concerns. Staff should feel confident that they are supported in their safeguarding decisions and have the right training and professional development through regular supervision with the DSL or Head of Safeguarding.

22. Partnerships and commissioned services

Safer procurement procedures are an essential part of safeguarding
We are committed to actively promoting safeguarding within all partnerships and commissioned services by:

- Actively communicating our safeguarding policies and procedures to partners and service providers.
- Assessing the suitability of partners and service providers and the adequacy of their safeguarding and safer recruitment policies and practice.
- Ensuring that contractual agreements outline respective safeguarding responsibilities.
- Working together to protect the safety and welfare of adults at risk.

23. Storing of Information and Data Protection

Concerns are recorded securely and confidentially on an individual basis which is overseen by the Head of Safeguarding. We record how and when concerns are received, responded to - together with details on how the concerns have been dealt with.

The company's Confidentiality and Data Protection Policy is in line with current legislation (Data Protection Act, 1998) and the General Data Protection Regulation (GDPR). The Data Protection Act (1998) is a Parliamentary act that was passed to protect people's personal information and the GDPR gives strict guidance as to how the data of individuals should be processed and handled by organisations throughout Europe. It is important to remember there can also be significant consequences to sharing information inappropriately. That said, staff should also remember that sharing information is essential in enabling early intervention and preventative work within safeguarding and there can also be significant consequences to not sharing information relating to safeguarding concerns.

To help with this, staff should remember that the Data Protection Act (1998 and 2018) and the General Data Protection Regulation (GDPR) are not necessarily barriers to sharing information but instead provide a framework to ensure that personal information is not misused.

Staff must be vigilant when it comes to data processing and where they feel safeguarding related information should be shared externally they should use their professional judgement to decide when they should seek further advice. Such advice can be discussed directly with the Head of Safeguarding.

24. How will we communicate this policy and procedure?

Kamikaze Pro will ensure that all staff and anyone who works on our behalf have a good working knowledge of this policy and associated procedure as part of the safeguarding induction and through making the policy and procedure available on our website.

25. Evaluation and Review

We will regularly assess the implementation and effectiveness of this policy and procedure which will be reviewed annually or whenever there are changes in legislation, new or revised government or statutory guidance, or to take account of any learning following a safeguarding concern.

The most current version of this Policy and procedure will always be available to view or download from our website.

<https://kamikazepro.co.uk/safeguarding/>

Next Review date: 01.03.2022

26. Contact details

Head of Safeguarding - Sarah Timmis

DSL - Natalie Atkinson

safeguarding@kamikazepro.co.uk

NSPCC Helpline - 0808 800 5000