



Child Protection (Safeguarding) Policy Statement

Khanya acknowledges the duty of care to safeguard and promote the welfare of children and is committed to ensuring safeguarding practice reflects statutory responsibilities, government guidance¹ and complies with best practice.

The policy recognises that the welfare and interests of children are paramount in all circumstances. It aims to ensure that regardless of age, ability or disability, gender reassignment, race, religion or belief, sex or sexual orientation, socio-economic background, all children:

- have a positive and enjoyable experience of training at a facility built, sponsored by or run by Khanya in a safe and child centred environment
- are protected from abuse whilst participating in training provided by Khanya.

Khanya acknowledges that some children, including disabled children and young people or those from ethnic minority communities, can be particularly vulnerable to abuse and we accept the responsibility to take reasonable and appropriate steps to ensure their welfare.

As part of our safeguarding policy Khanya will:

- promote and prioritise the safety and wellbeing of children and young people
- ensure everyone understands their roles and responsibilities in respect of safeguarding and is provided with appropriate learning opportunities to recognise, identify and respond to signs of abuse, neglect and other safeguarding concerns relating to children and young people
- ensure appropriate action is taken in the event of incidents/concerns of abuse and support provided to the individual/s who raise or disclose the concern
- ensure that confidential, detailed and accurate records of all safeguarding concerns are maintained and securely stored
- prevent the employment/deployment of unsuitable individuals
- ensure robust safeguarding arrangements and procedures are in operation.

¹ Including all relevant legislation in the UK (specifically the Children Acts 1989 and 2004), as well as South Africa.

Registered charity in England & Wales (No: 1181592).

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Khanya Website: www.khanya.org.uk



The policy and procedures will be widely promoted and are mandatory for everyone involved in Khanya. Failure to comply with the policy and procedures will be addressed without delay and may ultimately result in dismissal/exclusion from the organisation.

Monitoring

The policy will be reviewed a year after development and then every three years, or in the following circumstances:

- changes in legislation and/or government guidance
- as required by the Department of Education in South Africa
- as a result of any other significant change or event.

Safeguarding Officer: Rob Fryer. 5 December 2018. Final version.

Next review period: December 2022.