

## Safeguarding policy

At Genesis Martial Arts we recognise and acknowledge our responsibility to promote and encourage our coaches and helpers and associated clubs to adopt the highest possible standards of care towards children and other vulnerable users in our care.

We believe everyone has a duty of care towards children and vulnerable people and to defend and protect them from abuse. Anyone involved in working with children and young adults should be able to recognise the different forms of abuse. It is also vital that Genesis Martial Arts procedures for preventing and dealing with such incidents are available and understood by all.

The aim of this document is;

1. To set out a joint policy for child protection for all Genesis Martial Arts clubs.
2. To provide procedures for people who work with children within Genesis Martial Arts.
3. To ensure people who work with children understand and fulfil their obligations.

Although the emphasis of this policy is on child welfare, it is equally valid as general guidance for those involved with the disabled and any other vulnerable people.

This document follows the recommendations published by the Home Office, National Society of the Prevention of cruelty to children, Sports England, Sports Coach UK and other associated bodies.

Genesis Martial Arts will ensure:

- ☞ The welfare of the child is paramount.
- ☞ Each child irrespective of age gender, religion, race, or disability has the right to protection from abuse.
- ☞ Allegations and suspicions of abuse will be taken seriously and responded too swiftly and appropriately.
- ☞ Each child has the right to be safe and to be treated with respect and dignity.
- ☞ Instructors, volunteers and other associated adults have recourse to any allegation made against them.
- ☞ It is recognised that working in partnership with children, their parents or carers, socials services, and other agencies is necessary for child welfare protection.
- ☞ Our designated safeguarding officers are Joel Hoyte and Kirsty McCourt.



## Definition of child abuse

The term child abuse is used to describe ways in which children are harmed, usually by adults, and often by people they know and trust. Both boys and girls are at risk of abuse and to the damage it does to their physical and mental well-being.

Child abuse can take many forms and may occur within and outside the family, at school and even within a social or sports event.

## Forms of abuse

There are 4 types of recognised abuse

1. Sexual molestation
2. Physical abuse,
3. Emotional abuse
4. Neglect

### Sexual abuse:

When adults of either sex use boys or girls to meet their own sexual needs. This includes all kinds of direct sexual display or activity, also the showing to a child any form of pornographic material or taking pictures for such purpose.

### Physical abuse:

This is where the child is;

- ☞ Physically hurt or injured
- ☞ Subjected to attempts at suffocation or drowning
- ☞ Given alcohol, inappropriate drugs or poison

### Emotional abuse

Occurs where there is experience of other types of abuse;

- ☞ Frequent taunting or being shouted at
- ☞ Constant over protection preventing the child from socialising
- ☞ Persistent lack of love or affection

### Neglect:

This is when adults

- ☞ Fail to meet the child's basic physical needs
- ☞ Constantly leaves a child unsupervised



- ⊗ Fails or refuse to give a child love affection or attention

### Recognising abuse

Situations where child abuse has, or may have occurred, are not easy to recognise even for those experienced in working in this field. It is acknowledged that Genesis Martial Arts Instructors and volunteers are not experts at such recognition. It is not their responsibility to decide whether abuse has occurred, but they are expected to be vigilant and act on any concerns by being prepared to report and discuss any concerns about a child's welfare with the appropriate person in authority.

The following signs are among known indicators of abuse:

- ⊗ Sudden changes in behaviour
- ⊗ Unexplained or suspicious bruises or injuries
- ⊗ Something a child says
- ⊗ Sexually explicit language or action
- ⊗ Observed changing weight

### Acting on something a child says

If a child says or indicates that he or she is being abused, it is important that the person receiving the information stays calm so that they can:

- ⊗ Ensure that the child is safe
- ⊗ Tell and show the child they are being taken seriously
- ⊗ Reassure the child that they are not to blame
- ⊗ Be honest and explain that it will be necessary to tell someone else
- ⊗ Obtain medical help if required
- ⊗ Maintain confidentiality and only discuss concerns with the safeguarding officer, unless there is an immediate threat to a child's safety.

On no account should a person rush into action which may not be appropriate, or make promises that cannot be kept, nor should they ever take sole responsibility. They should consult safeguarding officers Joel or Tania or a Senior Instructor, so they can begin to protect the child and gain support for themselves.

### Acting on suspicions or allegations

Abuse of any kind is an emotive and difficult subject and the action to be taken needs to be governed by the nature of the concern.



If change in the child's behaviour has been noticed, it may be appropriate to first speak to the child's parent or guardians. It may be that a bereavement or difficulty with schoolwork has caused the child to be unhappy. However, if the concern is about physical, emotional, sexual abuse or neglect, talking with adults under close to the situation may put the child at greater risk. In such cases consult the Safeguarding Officer

It is for the person in charge (e.g. Instructors or Safeguarding Officers) to decide whether action needs to be taken. This may include contacting the Police or Social Services.

If the Safeguarding Officer is not available, the person receiving the information must report the incident themselves. If in any doubt, advice can be obtained in confidence by telephoning the NSPCC free phone Helpline.

To clarify, take the following steps for any concerns you may have about alleged abuse by a parent or other adult:

- ☞ Report concerns to a person in charge. If the person in charge is not available, the concerned Instructor should implement the following actions
- ☞ If unsure call the NSPCC Helpline 0808 800 5000 for advice. Refer your concerns immediately to the Social Services and the Police.
- ☞ Buckinghamshire Council safeguarding team on 01296 383962
- ☞ Berkshire Safeguarding Partnership, Adults 01753 475111 or Children 01753 477321
- ☞ Social Services will decide on what action to take and will no how to involve the parents/or other adults
- ☞ Record what the child said, or what has been seen. Ensure the date is included and times. If possible, send a copy to Social Services

When dealing with concerns about behaviour of coaching staff or any adult working with children in your clubs decide if:

This is due to poor practice. If so, take the following steps:

- ☞ Report concerns to the Child Protection Officers at Genesis Martial Arts
- ☞ The person in charge will decide if it is misconduct or a training issue and act appropriately, liaising with the Head Office of Genesis Martial Arts.
- ☞ Provide further training for helpers or Instructors.

Genesis Martial Arts working with other clubs

Each Genesis Martial Arts club should have its own limits on the number of children in a class and must decide what activities are appropriate for that training space.

Genesis Martial Arts Safeguarding Officers role is to:

- ☞ Liaise with Social Services and other agencies as necessary
- ☞ To ensure Genesis Martial Arts Policies and Procedures are available and up to date



- 🌀 The safeguarding officer will provide a reliable contact for the children, their parents and any other adults who may have concerns

#### Parental involvement

Policies and Procedures are also available to parents and carers

It is good practise to ask parents to complete record forms, for the participating children, including permission for relevant activities. These should keep Private & Confidential, on site.

#### Personal disclosure

It is essential that steps are taken to prevent unsuitable people from having contact with children.

All staff and volunteers who work with children for Genesis Martial Arts are required to complete a Disclosure Barring Service (DBS) disclosure form.

