

JINDOKAI KARATE AND SELF DEFENCE CLUB

Jindokai Safeguarding and Child Protection Policy Statement

Introduction

- * A child is defined as a person under the age of 18 (The Children Act 1989)
- * Safeguarding as defined in Working Together to Safeguarding Children 2015 (Gov. UK) is:

<p>Whilst local authorities play a lead role, safeguarding children and protecting them from harm is everyone's responsibility. Everyone who comes into contact with children and families has a role to play. Safeguarding and promoting the welfare of children is defined for the purposes of this guidance as:</p> <ul style="list-style-type: none">• protecting children from maltreatment;• preventing impairment of children's health or development;• ensuring that children grow up in circumstances consistent with the provision of safe and effective care; and• taking action to enable all children to have the best outcomes

- * For the purpose of this policy document - The term 'child' will be used to describe all children and young people under the age of 18 years old participating in Jindokai Karate Club activities. The term 'staff' will be used to describe the qualified instructors/coaches /senior grades, on a paid or voluntary basis working within the Jindokai Karate Club.
- * Staff should implement this policy using the following guidelines when conducting work that involves children. This will protect the safety and well-being of children engaging with the Jindokai Karate Club and that of our own staff.
- * For all activity and events involving children in the Jindokai Karate Club, at least one named member of staff should lead on child protection, raising awareness of this policy and its guidelines among other staff.
- * Disclosure and Barring Service checks carried out
- * Named Leads for Safeguarding/Child Protection with up to date training
- * Training records kept up to date and staff aware of inter-agency working procedures locally (MASH is 0300 1261000 option 1 for child safeguarding (Northampton))

Jindokai Karate Club Child Protection Policy

In our provision for children Jindokai Karate Club will ensure that:

- * The welfare of the child is paramount
- * All children, whatever their age, culture, disability, gender, language, racial origin religious beliefs and/or sexual identity have the right to protection from abuse
- * All suspicions and allegations of abuse will be taken seriously and responded to swiftly and appropriately
- * All staff have a responsibility to report concerns to the appropriate child protection lead member of staff

Children's Rights

All children have the needs and rights:

- * The need for physical care and attention
- * The need for intellectual stimulation
- * The need for emotional love and security
- * The need for social contact and relationships
- * The right to have their needs met and safeguarded

- * The right to be protected from neglect, abuse and exploitation
- * The right to be protected from discrimination
- * The right to be treated as an individual

Policy Statement

Jindokai Karate Club staff have a duty of care to safeguard and promote the welfare of all children involved in club activities. All children have a right to protection, and the needs of disabled children and others who may be particularly vulnerable must be taken into account. Jindokai Karate Club will ensure that the safety and protection of all children involved in its activities through adherence to the Child Protection guidelines it has adopted.

Policy Aims

The aim of the Jindokai Karate Club Child Protection Policy is to promote good practice:

- * Providing children and young people with appropriate safety and protection whilst in the care of Jindokai Karate Club
- * Allow all staff/volunteers to make informed and confident responses to specific child protection issues.

Promoting Good Practice

Child abuse, particularly sexual abuse, can arouse strong emotions in those facing such a situation. It is important to understand these feelings and not allow them to interfere with your judgement about the appropriate action to take.

If anyone suspects a child may have been harmed or may be at risk of harm or neglect, they must report their concern to a named person for Child Protection and Safeguarding without delay. In extreme cases should a child disclose abuse or neglect which could potentially result in significant harm, the police may need to be contacted prior to the end of the session, though this will be at the discretion of the staff member in charge.

Abuse can occur within many situations including the home, school and the sporting environment. Some individuals will actively seek employment or voluntary work with young people in order to harm them. A coach, instructor, teacher, official or volunteer will have regular contact with young people and be an important link in identifying cases where they need protection. All suspicious cases of poor practice should be reported following the guidelines in this document.

When a child enters the club having been subjected to child abuse outside the sporting environment, sport can play a crucial role in improving the child's self-esteem. In such instances the club must work with the appropriate agencies to ensure the child receives the required support.

Good Practice Guidelines

All personnel should be encouraged to demonstrate exemplary behaviour in order to protect themselves from false allegations. The following are common sense examples of how to create a positive culture and climate.

Good practice means:

- + Always working in an open environment avoiding private or unobserved situations and encouraging open communication.
- + Treating all young people/disabled adults equally with respect and dignity.
- + Always putting the welfare of each young person first.
- + Maintaining a safe and appropriate distance with participants (eg it is not appropriate for staff or volunteers to have an intimate relationship with a child or to share a room with them).
- + Building balanced relationships based on mutual trust and empowering children to share in decision making.
- + Making sport fun, enjoyable and promoting fair play.
- + Ensuring that if any form of manual/physical support is required, it should be provided openly and according to guidelines provided by the Coach Education Programme. If it is difficult to maintain hand positions when the child is constantly moving, young people should always be consulted and their agreement gained. Some parents are becoming increasingly sensitive about manual support and their views should always be carefully considered.
- + Keeping up to date with technical skills, qualifications and insurance.
- + Involving parents/carers wherever possible. For example, encouraging them to take responsibility for their children in the changing rooms. If groups have to be supervised in the changing rooms, always ensure parents,

teachers, coaches or officials work in pairs.

- + Ensuring that if mixed teams are taken away for the day or night, they should always be accompanied by a male and female member of staff. However, remember that same gender abuse can also occur.
- + Ensuring that at tournaments or residential events, adults should not enter children's rooms or invite children into their rooms.
- + Being an excellent role model - this includes not smoking or drinking alcohol in the company of young people.
- + Giving enthusiastic and constructive feedback rather than negative criticism.
- + Recognising the developmental needs and capacity of young people and disabled adults - avoiding excessive training or competition and not pushing them against their will.
- + Securing parental consent in writing to act in loco parentis, if the need arises to administer emergency first aid and/or other medical treatment.
- + Keeping a written record of any injury that occurs, along with the details of any treatment given.
- + Requesting written parental consent if club officials are required to transport young people in their cars.

Practices to be avoided

The following should be avoided except in emergencies. If a case arises where these situations are unavoidable (eg the child sustains an injury and needs to go to hospital, or a parent fails to arrive to pick a child up at the end of a session), it should be with the full knowledge and consent of someone in charge in the club or the child's parents.

Otherwise, avoid:

- + Spending excessive amounts of time alone with children away from others.
- + Taking or dropping off a child to an event.

Practices never to be sanctioned

The following should never be sanctioned. You should never:

- + Engage in rough physical or sexually provocative games, including horseplay.
- + Share a room with a child.
- + Allow or engage in any form of inappropriate touching.
- + Any physical contact beyond the sport itself
- + Allow children to use inappropriate language unchallenged.
- + Make sexually suggestive comments to a child.
- + Reduce a child to tears as a form of control.
- + Use punitive sanctions which may humiliate the child, or create undue distress.
- + Allow allegations made by a child to go unchallenged, unrecorded or not acted upon.
- + Do things of a personal nature for children or disabled adults; should additional support be required, this will need to be discussed and agreed with the family in advance.
- + Invite or allow children to stay with you at your home

Incidents that must be reported/recorded

If any of the following occur you should report this immediately to another colleague and record the incident. You should also ensure the parents of the child are informed:

- + child discloses abuse, harm or neglect
- + concerns about a child's emotional well-being
- + child is presenting with any signs of behaviour which could indicate trauma
- + you notice a mark on a child which is concerning
- + issues of bullying
- + if you accidentally hurt a participant
- + If he/she seems distressed in any manner
- + if a participant appears to be sexually aroused by your actions
- + if a participant misunderstands or misinterprets something you have done.

Use of photographic/filming equipment at sporting events

There is evidence that some people have used sporting events as an opportunity to take inappropriate photographs or film footage of young and disabled sportspeople in vulnerable positions. Images which could be construed as indecent images of children (IIOC) under the categories used by police must be deleted immediately. This could be an inadvertent photograph which includes a child's Gi misplaced or not covering them adequately at the time. All clubs should be vigilant and any concerns should be reported to the Child Protection Officer.

Video as a coaching aid: there is no intention to prevent club coaches and teachers using video equipment as a legitimate coaching aid. However, performers and their parents/carers should be made aware that this is part of the coaching programme and such films should be stored safely.

Recruitment and training of staff and volunteers

Jindokai recognises that anyone may have the potential to abuse children in some way and that all reasonable steps are taken to ensure unsuitable people are prevented from working with children.

Pre-selection checks must include the following:

- + All volunteers/staff should complete an application form. The application form will elicit information about an applicant's past and a self-disclosure about any criminal record.
- + Consent should be obtained from an applicant to seek information from the Disclosure and Barring Service.
- + Two confidential references, including one regarding previous work with children. These references must be taken up and confirmed through email/written contact and kept on record including the dates and the name and job role of the referee.
- + Evidence of identity should be provided (eg passport or driving licence with photo), including the right to work in the UK

Interview and induction

All staff (and volunteers) will be required to undergo an interview carried out to acceptable protocol and recommendations. All staff and volunteers should receive formal or informal induction, during which:

- + A check should be made that the application form has been completed in full (including sections on criminal records and self-disclosures).
- + Their qualifications should be substantiated.
- + The job requirements and responsibilities should be clarified.
- + They should sign up to Jindokai's Code of Ethics and Conduct.
- + Child protection procedures are explained and training needs are identified.

Training

In addition to pre-selection checks, the safeguarding process includes training after recruitment to help staff and volunteers to:

- + Analyse their own practice against established good practice, and to ensure their practice is likely to protect them from false allegations.
- + Recognise their responsibilities and report any concerns about suspected poor practice or possible abuse.
- + Respond to concerns expressed by a child or young person.
- + Work safely and effectively with children.

The Jindokai Karate Club requires:

Coaching staff to attend a recognised good practice and child protection awareness course. Training records of individual staff members will be kept up to date and photocopies of their certificates will be kept on file.

- + workshop, to ensure their practice is exemplary and to facilitate the development of a positive culture towards good practice and child protection.
- + Non-coaching staff and volunteers to complete awareness training on child protection.
- + Relevant personnel to receive advisory information outlining good practice and informing them about what to do if they have concerns about the behaviour of an adult towards a young person.
- + Relevant personnel to undergo national first aid training (where necessary).
- + Attendance of update training when necessary.

Responding to allegations or suspicions

It is not the responsibility of anyone working in the Jindokai Karate Club in a paid or unpaid capacity, to decide whether or not child abuse has taken place. However, there is a responsibility to act on any concerns through contact with the appropriate authorities. Any concerns will be acted upon without delay.

Jindokai Karate Club will assure all staff/volunteers that it will fully support and protect anyone who in good faith reports his/her concern that a colleague is, or may be, abusing a child.

Where there is a complaint against a member of staff there may be three types of investigation:

- + a criminal investigation
- + a child protection investigation
- + a disciplinary or misconduct investigation.

The results of the police and child protection investigation may well influence the disciplinary investigation, but not necessarily.

Action

1. Concerns about poor practice:

- + If, following consideration, the allegation is clearly about poor practice, the Child Protection Officer will deal with it as a misconduct issue.
- + If the allegation is about poor practice by the Child Protection Officer, or if the matter has been handled inadequately and concerns remain, it should be reported to the relevant officer who will decide how to deal with the allegation and whether or not to initiate disciplinary proceedings.

2. Concerns about suspected abuse:

- + Any suspicion that a child has been abused by either a member of staff or a volunteer should be reported to the Child Protection Officer, who will take such steps as considered necessary to ensure the safety of the child in question and any other child who may be at risk.
- + The Child Protection Officer will refer the allegation to the social services department which may involve the police, or go directly to the police if out-of-hours.
- + The parents or carers of the child will be contacted as soon as possible following advice from the social services department.

Confidentiality

Every effort should be made to ensure that confidentiality is maintained for all concerned. Information should be handled and disseminated on a need to know basis only. Please see the Appendix – The 7 Golden Rules of Information Sharing to support child protection processes.

This includes the following people:

- + the Child Protection Officer
- + the parents of the person who is alleged to have been abused
- + the person making the allegation
- + social services / police
- + the alleged abuser (and parents if the alleged is a child)

Seek social services advice on who should approach the alleged abuser.

Information should be stored in a secure place with limited access to designated people, in line with data protection laws (eg that information is accurate, regularly updated, relevant and secure).

Internal enquiries and suspension

- + The Jindokai Child Protection Officer will make an immediate decision about whether any individual accused of abuse should be temporarily suspended pending further police and social services inquiries.
- + Irrespective of the findings of the social services or police inquiries Jindokai Disciplinary Committee will assess all individual cases to decide whether a member of staff or volunteer can be reinstated and how this can be sensitively handled. This may be a difficult decision, particularly where there is insufficient evidence to uphold any action by the police. In such cases, the Jindokai Disciplinary Committee must reach a decision based upon the available information, which could suggest that on a balance of probability, it is more likely than not that the allegation is true. The welfare of the child should remain of paramount importance throughout.

Support to deal with the aftermath of abuse

+ Consideration should be given to the kind of support that children, parents and members of staff may need. Use of helplines, support groups and open meetings will maintain an open culture and help the healing process. The British Association for Counselling Directory is available from The British Association for Counselling, 1 Regent Place, Rugby CV21 2PJ, Tel: 01788 550899, Fax: 01788 562189, Email: bac@bacp.co.uk, Internet: : www.bacp.co.uk w.bacp.co.uk

+ Consideration should be given to what kind of support may be appropriate for the alleged perpetrator.

Allegations of previous abuse

Allegations of abuse may be made some time after the event (eg by an adult who was abused as a child or by a member of staff who is still currently working with children).

Where such an allegation is made, the club should follow the procedures as detailed above and report the matter to the social services or the police. This is because other children, either within or outside sport, may be at risk from this person. Anyone who has a previous criminal conviction for offences related to abuse is automatically excluded from working with children. This is reinforced by the details of the Protection of Children Act 1999.

Action if bullying is suspected

If bullying is suspected, the same procedure should be followed as set out in 'Responding to suspicions or allegations' above.

Action to help the victim and prevent bullying in sport:

- + Take all signs of bullying very seriously.
- + Encourage all children to speak and share their concerns (It is believed that up to 12 children per year commit suicide as a result of bullying, so if anyone talks about or threatens suicide, seek professional help immediately). Help the victim to speak out and tell the person in charge or someone in authority.
- + Investigate all allegations and take action to ensure the victim is safe. Speak with the victim and the bully(ies) separately.
- + Reassure the victim that you can be trusted and will help them, although you cannot promise to tell no one else.
- + Keep records of what is said (what happened, by whom, when).
- + Report any concerns to the Child Protection Officer or the school (wherever the bullying is occurring).

Action towards the bully(ies):

- + Talk with the bully(ies), explain the situation, and try to get the bully(ies) to understand the consequences of their behaviour. Seek an apology to the victim(s).
- + Inform the bully(ies)'s parents.
- + Insist on the return of 'borrowed' items and that the bully(ies) compensate the victim.
- + Provide support for the victim's coach.
- + Impose sanctions as necessary.
- + Encourage and support the bully(ies) to change behaviour.
- + Hold meetings with the families to report on progress.
- + Inform all organisation members of action taken.
- + Keep a written record of action taken.

3. Concerns outside the immediate sporting environment (eg a parent or carer):

- + Report your concerns to the Child Protection Officer, who should contact social services or the police as soon as possible.
- + See 4. below for the information social services or the police will need.
- + If the Child Protection Officer is not available, the person being told of or discovering the abuse should contact social services or the police immediately.
- + Social services and the Child Protection Officer will decide how to involve the parents/carers.
- + Maintain confidentiality on a need to know basis only.
- + See 4. below regarding information needed for social services.

4. Information for social services or the police about suspected abuse:

To ensure that this information is as helpful as possible, a detailed record should always be made at the time of the disclosure/concern, which should include the following:

- + The child's name, age and date of birth of the child.
- + The child's home address and telephone number.
- + Whether or not the person making the report is expressing their own concerns or those of someone else.
- + The nature of the allegation. Include dates, times, any special factors and other relevant information.
- + Make a clear distinction between what is fact, opinion or hearsay.
- + A description of any visible bruising or other injuries. Also any indirect signs, such as behavioural changes.
- + Details of witnesses to the incidents.
- + The child's account, if it can be given, of what has happened and how any bruising or other injuries occurred.
- + Have the parents been contacted?
- + If so, what has been said?
- + Has anyone else been consulted? If so, record details.
- + If the child was not the person who reported the incident, has the child been spoken to? If so, what was said?
- + Has anyone been alleged to be the abuser? Record details.
- + Where possible referral to the police or social services should be confirmed in writing within 24 hours and the name of the contact who took the referral should be recorded.

- * If you are worried about sharing concerns about abuse with a senior colleague, you can contact social services or the police direct, or locally Multi-Agency Referral Hub (MASH) see Appendix, NSPCC Child Protection Helpline on 0808 800 5000, or Childline on 0800 1111.

In case of a child being considered at risk of significant harm or neglect please ring Northants Police on 101 or 999.

Declaration

On behalf of Jindokai Karate Club, we, the undersigned, will oversee the implementation of the 'Jindokai Safeguarding and Child Protection Policy' and take all necessary steps to ensure it is adhered to.

Signed:

DEBBIE HILL

EDDIE CINQUINI

STEVE MOORE

Child Protection Officer

Senior Instructor

Instructor

Appendix

Seven Golden Rules for Information Sharing

- 1. Remember that the Data Protection Act is not a barrier to sharing information** but provides a framework to ensure that personal information about living persons is shared appropriately.
- 2. Be open and honest** with the person (and/or their family where appropriate) from the outset about why, what, how and with whom information will, or could be shared, and seek their agreement, unless it is unsafe or inappropriate to do so.
- 3. Seek advice** if you are in any doubt, without disclosing the identity of the person where possible.
- 4. Share with consent where appropriate** and, where possible, respect the wishes of those who do not consent to share confidential information. You may still share information without consent if, in your judgement, that lack of consent can be overridden in the public interest. You will need to base your judgement on the facts of the case.
- 5. Consider safety and well-being:** Base your information sharing decisions on considerations of the safety and well-being of the person and others who may be affected by their actions.
- 6. Necessary, proportionate, relevant, accurate, timely and secure:** Ensure that the information you share is necessary for the purpose for which you are sharing it, is shared only with those people who need to have it, is accurate and up-to-date, is shared in a timely fashion, and is shared securely.
- 7. Keep a record** of your decision and the reasons for it – whether it is to share information or not. If you decide to share, then record what you have shared, with whom and for what purpose.

Extract from HM Government Information Sharing: Guidance for practitioners and managers.

Useful contact details

If you are concerned about a child's welfare, please report it.

If a child is in immediate danger, left alone, or missing, you should contact the police and/or an ambulance directly by phoning **999**.

Milton Keynes

If you are worried about a child or Young Person in Milton Keynes please contact our [Multi-Agency Referral Hub \(MASH\)](#) on 01908 253169/253170 for advice or to make a referral, 9am – 5pm Monday to Thursday and 9am – 4.30pm Friday. The out of hours Emergency Social work team can be contacted on 01908 265545.

Northampton

If there is no immediate danger but you are concerned about a child's welfare, contact the Multi-Agency Safeguarding Hub (MASH):

Tel: 0300 126 1000 (option 1)

Email: MASH@northamptonshire.gcsx.gov.uk

Post: Multi-Agency Safeguarding Hub (MASH) and Child Protection Team, Children, Families and Education, Criminal Justice Centre, 700 Pavilion Drive, Brackmills, Northampton, Northamptonshire NN4 7YL