



## **Safeguarding Statement**

Byrne black Belt Academy believes that it is always unacceptable for a child or young person to experience abuse of any kind and recognises its responsibility to safeguard the welfare of all children and young people, by a commitment to practice which protects them. In order to achieve this we will ensure our staff and volunteers are carefully selected, screened, trained and supervised. Furthermore, we will actively endeavour to keep up to date with national developments relating to the care and protection of children and young people.

We recognise that: -

- the welfare of the child/young person is paramount
- all children, regardless of age, disability, gender, racial heritage, religious belief, sexual orientation or identity, have the right to equal protection from all types of harm or abuse
- working in partnership with children, young people, their parents, carers and other agencies is essential in promoting young people's welfare.

Byrne Black Belt Academy has a separate 'Safeguarding Policy and Procedure' which outlines policies, procedures and guidelines to provide protection the children and young people who receive train with Byrne Black Belt Academy.

These policies, procedures and guidelines are held with coaches and apply to all working within the Byrne Black Belt Academy.

You must read these documents and make yourself familiar with them at the earliest opportunity



# Safeguarding Policy and Procedures

## This policy will include:

- Policy
- Legal framework and definition of safeguarding
- Roles and Responsibilities
- Definitions
- Types of abuse
- Signs of abuse
- What to do if you have a concern
- How to respond to a concern
- Safer recruitment
- Supervision, support and training
- Whistleblowing
- Links to other procedures

### **Policy**

Byrne Black Belt Academy are committed to safeguarding children and young people under the age of eighteen years old. We expect everyone who works in our martial arts school to share this commitment. In order to achieve this, we will ensure everyone that works in our school take all welfare concerns seriously and to encourage children and young people to talk about anything that worries them to a trusted adult. Furthermore, we will actively keep up to date with national developments and legislation relating to the care and protection of children and young people.

Working in partnership with children, young people, their parents and carers is essential in promoting young people's welfare.

Byrne Black Belt Academy will always act in the best interest of the child and young person.

Byrne Black Belt Academy acknowledges the duty of care to safeguard and promote the welfare of the children and young people and is committed to ensuring safeguarding practice reflects the statutory responsibilities and government guidance stated in 'Working Together to Safeguard Children 2023' and complies with best practice requirements.

### **Legal Framework and definition of safeguarding**

- Children's Act 1989 and 2004
- Children's Act 2006
- Safeguarding Vulnerable Groups Act 2017
- Children and Social Work Act 2017
- Working Together to Safeguard Children 2023
- Data Protection Act 2018

- What to do if you are Worried a child is being Abused 2015
- Counter Terrorism and Security Act 2015
- Keeping children safe in education 2002

### **Roles and Responsibilities**

To safeguard children and young people and promote their welfare the Designated Safeguard Lead must:

- Ensure that all coaches and people that are employed by Byrne Black Belt Academy have read and understood the safeguarding policies and child protection procedures and sign to confirm this
- Attend online E-Safety training every two years
- Support all coaches and employees of Byrne black Belt Academy to notice signs of abuse and know what actions to take
- Provide positive role models and develop a safe culture where employees are confident to raise concerns about professional conduct
- Make child protection referrals in line with this policy and procedure.
- Ensure parents are fully aware of safeguarding policies and procedures when they enrol their child at Byrne Black Belt Academy and are informed of any updates if they occur
- Liaise with LADO in relation to allegations against coaches or employees of Byrne Black Belt Academy
- Ensure that accurate and detailed records of all safeguarding concerns are maintained and securely stored
- Ensure robust safeguarding arrangements and procedures are in operation

Coaches must:

- Promote and prioritise the safety and well being of children and young people
- Work in close partnership with parents / carers to enable them to identify any concerns/ worrying changes
- Complete safeguard training every 2 years
- Be confident in identifying and reporting early concerns
- Know the signs and symptoms of abuse
- Not ask leading questions to a child
- Report any safeguarding concerns immediately to Designated Safeguard Lead
- Provide a safe and secure environment for all children and young people to train
- Promote tolerance and acceptance of different beliefs, cultures and communities
- Always listen to children

The policy and procedures will be widely promoted and are mandatory for everyone involved in Byrne Black Belt Academy. Failure to comply with the

policy and procedures will be addressed without delay and may ultimately result in dismissal / exclusion from the organisation

### **Definitions**

In England, Northern Ireland and Wales a child is someone under the age of 18yrs old, whether living with their families, in state care, or living independently (Working Together to Safeguard Children 2023)

### **Types of abuse and neglect (Keeping children safe in education 2002)**

All school/ club staff and volunteers should be aware that abuse, neglect and safeguarding issues are rarely standalone events that can be covered by one definition or label. In most cases, multiple issues will overlap with one another form of maltreatment. Somebody may abuse or neglect a child by inflicting harm or by failing to act to prevent harm.

### **Physical abuse**

A form of abuse which may involve hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocation or otherwise causing harm to a child. Physical harm may also be caused when a parent or carer fabricates symptoms of or deliberately induces illness in a child.

### **Emotional Abuse**

Emotional abuse The persistent emotional maltreatment of a child such as to cause severe and persistent adverse effects on the child's emotional development. It may involve conveying to a child that they are worthless or unloved, inadequate, or valued only insofar as they meet the needs of another person. It may include not giving the child opportunities to express their views, deliberately silencing them or 'making fun' of what they say or how they communicate. It may feature age or developmentally inappropriate expectations being imposed on children. These may include interactions that are beyond a child's developmental capability, as well as overprotection and limitation of exploration and learning, or preventing the child participating in normal social interaction. It may involve seeing or hearing the ill-treatment of another. It may involve serious bullying (including cyber bullying), causing children frequently to feel frightened or in danger, or the exploitation or corruption of children. Some level of emotional abuse is involved in all types of maltreatment of a child, although it may occur alone.

### **Sexual Abuse**

Sexual abuse Involves forcing or enticing a child or young person to take part in sexual activities, not necessarily involving a high level of violence, whether or not the child is aware of what is happening. The activities may involve physical contact, including assault by penetration (for example, rape or oral sex) or non-penetrative acts such as masturbation, kissing, rubbing and touching outside of clothing. They may also include non-contact activities, such as involving children in looking at, or in the production of, sexual images, watching sexual activities, encouraging children to behave in sexually inappropriate ways, or grooming a child in preparation for abuse (including

via the internet). Sexual abuse is not solely perpetrated by adult males. Women can also commit acts of sexual abuse, as can other children

### **Neglect**

- The persistent failure to meet a child's basic physical and/or psychological needs, likely to result in the serious impairment of the child's health or development. Neglect may occur during pregnancy as a result of maternal substance abuse. Once a child is born, neglect may involve a parent or carer failing to:
  - provide adequate food, clothing and shelter (including exclusion from home or abandonment);
  - protect a child from physical and emotional harm or danger;
  - ensure adequate supervision (including the use of inadequate care-givers);or
- ensure access to appropriate medical care or treatment. It may also include neglect of, or unresponsiveness to, a child's basic emotional needs.

### **Child sexual Exploitation**

Child sexual exploitation is a form of child sexual abuse. It occurs where an individual or group takes advantage of an imbalance of power to coerce, manipulate or deceive a child or young person under the age of 18 into sexual activity (a) in exchange for something the victim needs or wants, and/or (b) for the financial advantage or increased status of the perpetrator or facilitator. The victim may have been sexually exploited even if the sexual activity appears consensual. Child sexual exploitation does not always involve physical contact; it can also occur through the use of technology

### **Extremism**

Extremism goes beyond terrorism and includes people who target the vulnerable – including the young – by seeking to sow division between communities on the basis of race, faith or denomination; justify discrimination towards women and girls; persuade others that minorities are inferior; or argue against the primacy of democracy and the rule of law in our society. Extremism is defined in the Counter Extremism Strategy 2015 as the vocal or active opposition to our fundamental values, including the rule of law, individual liberty and the mutual respect and tolerance of different faiths and beliefs. We also regard calls for the death of members of our armed forces as extremis

### **Female Genital Mutilation**

This type of physical abuse is practised as a cultural ritual by certain ethnic groups and there is now more awareness of its prevalence in some communities in England including its effect on the child and any other siblings involved. This procedure may be carried out shortly after birth and during childhood as well as adolescence, just before marriage or during a woman's first pregnancy and varies widely according to the community. Symptoms may include bleeding, painful areas, acute urinary

retention, urinary infection, wound infection, septicaemia, incontinence, vaginal and pelvic infections with depression and post-traumatic stress disorder as well as physiological concerns. If you have concerns about a child relating to this area, you should contact children's social care team in the same way as other types of physical abuse. There is a mandatory duty to report to police any case where an act of female genital mutilation appears to have been carried out on a girl under the age of 18

### **Breast Ironing**

Breast ironing also known as "breast flattening" is the process where young girls' breasts are ironed, massaged and/or pounded down through the use of hard or heated objects in order for the breasts to disappear or delay the development of the breasts entirely. It is believed that by carrying out this act, young girls will be protected from harassment, rape, abduction and early forced marriage.

### **Fabricated illness**

This is also a type of physical abuse. This is where a child is presented with an illness that is fabricated by the adult carer. The carer may seek out unnecessary medical treatment or investigation. The signs may include a carer exaggerating a real illness or symptoms, complete fabrication of symptoms or inducing physical illness, e.g. through poisoning, starvation, inappropriate diet. This may also be presented through false allegations of abuse or encouraging the child to appear disabled or ill to obtain unnecessary treatment or specialist support.

### **County Lines**

As set out in the Serious Violence Strategy, published by the Home Office, a term used to describe gangs and organised criminal networks involved in exporting illegal drugs into one or more importing areas within the UK, using dedicated mobile phone lines or other form of 'deal line'. They are likely to exploit children and vulnerable adults to move and store the drugs and money, and they will often use coercion, intimidation, violence (including sexual violence) and weapons.

### **Domestic Abuse**

Domestic abuse can encompass a wide range of behaviours and may be a single incident or a pattern of incidents. Domestic abuse is not limited to physical acts of violence or threatening behaviour, and can include emotional, psychological, controlling or coercive behaviour, sexual and/or economic abuse. Types of domestic abuse include intimate partner violence, abuse by family members, teenage relationship abuse and adolescent to parent violence. Anyone can be a victim of domestic abuse, regardless of gender, age, ethnicity, socio-economic status, sexuality or background and domestic abuse can take place inside or outside of the home. Domestic abuse continues to be a prevalent risk factor identified through children social care assessments for children in need. Domestic abuse has a significant impact on children and young people. Children may experience domestic abuse directly, as victims in their own right, or indirectly due to the impact the abuse has on others such as the non-abusive parent.

## **Honour Based Abuse**

Honour based abuse is a collection of practices used to control behaviour within families in order to protect perceived cultural and religious abuse and/or honour. Violence can occur when perpetrators perceive that a relative has shamed the family and/or community by breaking their honour code.

Types of Honour Based can include:

- Forced Marriages
- Procedures such as breast ironing
- Honour Killings

## **Indicators of Abuse**

- Failure to thrive and meet developmental milestones
  - Fearful or withdrawn tendencies
  - Unexplained injuries to a child or conflicting reports from parents or staff
  - Repeated injuries
  - Unaddressed illnesses or injuries
  - Significant changes to behaviour patterns.
- 
- Softer signs of abuse as defined by National Institute for Health and Care Excellence (NICE) include:
    - Low self-esteem
    - Wetting and soiling
    - Recurrent nightmares
    - Aggressive behaviour
    - Withdrawing communication
    - Habitual body rocking
    - Indiscriminate contact or affection seeking
    - Over-friendliness towards strangers
    - Excessive clinginess
    - Persistently seeking attention

It should be recognised that this list is not exhaustive and the presence of one or more of the indicators is not proof that abuse is actually taking place. A good working relationship with parents will help identify any other concerns that a young person may be experiencing.

Remember it is not the responsibility of Byrne Black Belt Academy to decide if abuse has occurred but it is their responsibility to act on any concerns by reporting them.

## **What to do if you have a concern**

- Whenever worrying changes are observed in a child's behaviour, physical condition or appearance, or if a child makes a safeguarding disclosure to a coach or employee a specific and confidential record will be kept. Information

must be factual and precise and only related to one particular incident at a time

- Coach / employee must make an accurate record of the concern/incident on a Safeguarding Concern Form to include:
- The date, time and place of incident/disclosure/discussion/concern
- What was said or done and by whom. Where possible notes should include the exact words spoken by the child
- An objective description of the child's behaviour/appearance
- Any injuries/marks must be recorded on the body map
- Any other people who witnessed the incident
- The signature and full name of the person recording the details
- Please note that records must be clear and accurate and must not include your own comment or interpretation of the events. No leading questions are to be asked
- The Designated Safeguard Lead must be informed immediately
- The Designated Safeguarding Lead must complete their part of the Safeguarding Concern Form. Next steps must be recorded
- The Designated Safeguarding Lead must always share the concern raised with the parents, unless they fall into the category of placing children at further risk
- The Designated Safeguard Lead must review using the threshold tool and 'working together to safeguard' children 2023 and 'what to do if you are worried a child is being abused 2015' to determine what action you will take, record all details on safeguarding concern form
- Should you place an advice call to the Local Authority Safeguarding Team, you must record the conversation, name of the social worker, date, time call placed, actions and whether you have been advised to inform parents
- Unless informing parents will place the child/ren at further risk or you have been advised not to by the Local Authority Safeguarding Team, the parents should always be informed prior to any referral being made. (Conversation with parents to be recorded on Safeguarding Concern Form). The Designated Safeguarding Lead should meet with parents and inform them of their concerns and the reasons why a referral is being made

Instructors and volunteers must also report the following to DSL/ DDSL and make a written record of what they have done, seen or heard:

- They accidentally hurt a child
- A child seems distressed in any manner
- A child appears to be sexually aroused by their actions
- A child misunderstands or misinterprets something they have said or done

If you think a child is in immediate danger or requires medical attention, you should call 999. You can also ring the Multi Agency Referral Unit (MARU) on 0300 1231 116.

This is an immediate responsibility and will take priority over informing the Designated Safeguard Lead or Deputy.

### **How to respond to a concern**

- Stay calm
- Explain to the child that it is likely that this information will need to be shared
- Never promise to keep secrets
- Listen carefully to what is being said and try not to interrupt
- Allow them to continue at their own pace
- Do not ask leading questions, only ask questions for clarification
- Reassure them that they are not to blame and have done the right thing in telling you. If the concern is serious explain that you will need to get support from trained people to help keep the child safe. This information must be shared
- Tell them what will happen next and who will be informed
- Be aware of any possibility of forensic evidence if the disclosure relates to a recent incident of physical harm, such as torn clothes
- contact your DSL (safeguardingbbba@outlook.com) and document exact communication that has been had with the child
- All serious concerns must be referred to statutory agencies
- Where the concern relates to a member of the coaching staff or volunteers, this must, like all other concerns be reported to the DSL / DDSL. The DSL must review the concern and if they consider it meets threshold, they must report the concern to the Local Authority Designated officer (LADO) 01872 326536 or the police
- Where the DSL has reported the incident to the statutory authorities, advice will be sought regarding this duty before notifying the parents/ guardians. Carers

### **Safer Recruitment**

Byrne Black Academy is dedicated to Safer Recruitment and all instructors have to go through suitability checks through the disclosure and barring service, (DBS) to be able to teach their classes

### **Supervision, support and training**

Once recruited, all staff, volunteers at Byrne Black Belt Academy will be well informed, trained, supervised and supported to ensure that they effectively safeguard children and know how to respond to any concerns.

Byrne Black Belt Academy will ensure training and resources are available to encourage the development of staff and volunteers. This will include:

- An induction to the work, school/ club
- A trial period in which to develop skills whilst supervised
- Ongoing monitoring and support

There are currently no formal qualifications for safeguarding and protecting children in sport. However, training developed by sports and other organisations is available to strengthen the skills and knowledge of the sporting children's workforce to safeguard children and young people.

## **Whistleblowing**

It is important that people within Byrne Black Belt Academy have the confidence to come forward and speak or act if they have a concern or are unhappy with something

Whistleblowing occurs when a person raises a concern about dangerous or illegal activity or they witness behaviour that concerns them within their sports organisation.

The NSPCC has a whistleblowing advice line to support professionals who have concerns about how a child protection matter is being handled or the behaviour of an instructor, volunteer, parent, guardian, carer.

## **Links to other procedures**

In order to ensure we develop an open culture where children, young people and staff feel able to express any concerns, we have a procedure for dealing with complaints from a child, worker, volunteer, parent, carer.

This should be linked to the organisations complaints procedures, ensuring the provision of support and advocacy for the people involved

Links to other organisational procedures:

- Equality policy
- Complaints and grievance procedures
- Disciplinary procedures
- Code of conduct

Useful contact:

Byrne Black Belt Academy Designated Safeguard Lead:

Donna Harper

[safeguardingbbba@outlook.com](mailto:safeguardingbbba@outlook.com)

Deputy Designated Lead:

Alison Parsons

[safeguardingbbba@outlook.com](mailto:safeguardingbbba@outlook.com)

MARU – 0300 1231 116 (out of hours service 01208 251 300)

LADO – 01872 326536 / [lado@cornwall.gov.uk](mailto:lado@cornwall.gov.uk)