

Black Scorpion Karate CIC Safeguarding Children Policy and Procedures

Commitment to Safeguarding

At **Black Scorpion Karate CIC**, we are committed to safeguarding children and young people, and we expect everyone who works within our club to share this commitment. We take all welfare concerns seriously and encourage children and young people to talk to us about anything that worries them. We will always act in the best interests of the child.

Principles

Black Scorpion Karate CIC acknowledges the duty of care to safeguard and promote the welfare of children. We are committed to ensuring our safeguarding practices reflect statutory responsibilities, government guidance (e.g., *Working Together to Safeguard Children 2023*), and the Cobra Martial Arts Association (CMAA) requirements.

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

- Have a positive and enjoyable experience in a safe and child-centred environment.
- We are protected from abuse while participating in activities organised by Black Scorpion Karate CIC on our premises or elsewhere.

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

As part of our safeguarding policy, Black Scorpion Karate CIC will:

- Promote and prioritise the safety and well-being of children and young people.
- Ensure everyone understands their roles and responsibilities in safeguarding, providing appropriate learning opportunities to recognise and respond to signs of abuse, neglect, and other safeguarding concerns.
- Take appropriate action in response to incidents/concerns of abuse and provide support to those who raise or disclose concerns.
- Maintain confidential, detailed, and accurate records of all safeguarding concerns stored securely.
- Share information with relevant agencies when necessary for child protection.

- Prevent the employment/deployment of unsuitable individuals through robust recruitment practices.
- Ensure staff are aware of relevant legislation affecting those in positions of trust.
- Implement and uphold safeguarding arrangements and procedures.

Relevant Legislation & Statutory Guidance

- Human Rights Act 1998
- Children Act 1989
- Children Act 2004
- Working Together to Safeguard Children 2023
- Domestic Abuse Act 2021
- The Code of Practice for Victims of Crime 2021
- Modern Slavery Act 2015
- Sexual Offences Act 2003 (including Section 22A – Positions of Trust)
- Data Protection Act 2018

Definitions

A child is defined as anyone under the age of 18, whether living with their families, in state care, or independently (*Working Together to Safeguard Children, 2023*).

Types of Abuse and Neglect

Abuse and neglect are rarely isolated events. In most cases, multiple issues overlap. Abuse can include:

- **Physical abuse:** Hitting, shaking, or otherwise causing physical harm.
- **Emotional abuse:** Persistent emotional maltreatment, conveying to a child that they are worthless or unloved.
- **Sexual abuse:** Forcing or enticing a child into sexual activities.
- **Peer-on-Peer/Child-on-Child Abuse:** Harmful behaviours between children, including bullying and exploitation.

Related Issues: Bullying, child exploitation, domestic abuse, honour-based violence, forced marriage, trafficking/modern slavery, gang violence, radicalisation, and poor practice.

Signs and Indicators of Abuse and Neglect

Indicators of abuse may include unexplained injuries, behavioural changes, inappropriate sexual awareness, sudden distrust of adults, and more. While the presence of one or more indicators is not definitive proof of abuse, it warrants attention and action.

What to Do if You Have a Concern

Black Scorpion Karate CIC is not responsible for deciding if abuse has occurred, but we have a duty to respond and report concerns. The club has an appropriately trained **Designated Safeguarding Lead (DSL)** and **Deputy**:

- **DSL:** Paul Selby
 - **Contact Information:** 07713023750 | paul@blackscorpionkarate.co.uk
- **Deputy DSL:** Becca Selby
 - **Contact Information:** 07850492410 | becca@blackscorpionkarate.co.uk

All safeguarding concerns and poor practice occurrences, except those involving the DSL or Deputy DSL, must be reported to them. This includes concerns related to the activities of instructors or volunteers or concerns outside the club (e.g., at home or school).

If a child is in immediate danger or requires medical attention, **call the emergency services on 999**. You can also contact the **NSPCC helpline at 0808 800 5000** to report immediate risks.

How to Respond to a Concern

If a child discloses abuse:

- Stay calm and listen carefully.
- Do not interrupt or promise to keep secrets.
- Reassure them that they are believed and have done the right thing in telling you.
- Explain that you will need to share the information with others to keep them safe.
- Record the details as accurately as possible.

If the concern is serious, the DSL/Deputy will report the incident to the **Local Authority Designated Officer (LADO)** or the **Police**.

Recording

Any disclosure must be recorded in writing using the child's own words as closely as possible. Note the date, time, and any names mentioned. Distinguish between fact,

observation, allegation, and opinion. All records must be kept securely and only shared with those who need to know.

Codes of Conduct and Ethics

The **Codes of Conduct** for all involved in Black Scorpion Karate CIC are detailed in a separate guidance sheet. Compliance with these codes is essential to maintain high standards of behaviour and conduct in martial arts activities. All individuals will sign the relevant guidance sheet as a demonstration of their understanding and commitment.

Safer Recruiting

Black Scorpion Karate CIC takes all reasonable steps to prevent unsuitable individuals from working with children. This includes a thorough recruitment process for all staff and volunteers.

Supervision, Support, and Training

All staff and volunteers will receive an induction, a trial period with supervision, and ongoing support. Training is provided annually through local authority resources or, if unavailable, through the NSPCC course.

Whistleblowing

Black Scorpion Karate CIC promotes an open culture where concerns can be raised without fear of reprisal. If needed, the NSPCC provides a whistleblowing advice line.

Complaints

A procedure for dealing with complaints from children, workers, volunteers, parents, or carers is in place. You can access the relevant policy on our website.

Useful Contacts

- **Black Scorpion Karate CIC Designated Safeguarding Lead:**
 - **Name:** Paul Selby
 - **Email:** paul@blackscorpionkarate.co.uk
 - **Telephone:** 07713023750
- **Local Authority Designated Officers (LADO):**
 - **Wigan:**
 - Telephone: 01942 486042
 - Email: lado@wigan.gov.uk
 - **St Helens:**

- Telephone: 01744 671252
- Email: sthelenslado@sthelens.gov.uk
- **Warrington:**
 - Telephone: 01925 442079
 - Email: LADO@warrington.gov.uk
- **NSPCC/CPSU:**
 - Telephone: 0808 800 5000
 - Email: help@nspcc.org.uk

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