

We ensure that all coaches & volunteers who come into contact with children comply with the DBS certification scheme.

**The aim of the Child Protection Policy is to promote good practice**

* Providing access to an associated network of support
* Providing children and young people with appropriate safety and protection at all times
Allow all staff and / or volunteers to make an informed and confident response to specific child protection issues.

**A child is defined as under 18years (Children Act 1989)**

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**The Code of Conduct**

• Respect the dignity and spirit of all members, including children and young adults.

 • Treat all members fairly.

 • Encourage a supportive and positive environment to promote healthy competition, skill development, fun and achievement.

 • Avoid contact or conduct that may be interpreted or defined as inappropriate.

 • Do not take part in or tolerate behaviour that frightens, embarrasses or demoralises a child or that negatively affects their self esteem.

• Do not tolerate acts of aggression.

• Work towards eliminating harassment and abuse from sports environments.

 • Be prepared to intervene if a child or young person under 18 is being abused or neglected.

• Adherence to The Club policies and procedures. Safeguarding Safeguarding is the action that is taken to promote the welfare of children and protect them from harm. We all have a responsibility to safeguard children, safeguarding means:

• protecting children from abuse and maltreatment

• preventing harm to children’s health or development

 • ensuring children grow up with the provision of safe and effective care

 • taking action to enable all children and young people to have the best outcomes.

**Safeguarding Children Policy**

Child protection is part of the safeguarding process. It focuses on protecting individual children identified as suffering or likely to suffer significant harm.

This includes child protection procedures which detail how to respond to concerns about a child.

Defining Child Abuse Child abuse is any form of physical, emotional or sexual mistreatment or lack of care that leads to injury or harm.

**There are four main types of abuse:**

 Physical abuse

 Sexual abuse

 Emotional abuse

 Neglect**.**

An individual may abuse or neglect a child directly, or may be responsible for abuse because they fail to prevent another person harming that child. As an organisation, we promise that every effort will be made to ensure the welfare of the child is never compromised and IPPON Gym recognise their duty of care to the child.

 We provide an overview of our policy on certain areas as we accept no two situations are the same. Bullying & Racism Bullying, racism and other types of discrimination are forms of child abuse, even though those responsible are often young people. We recognise the impact and extent of bullying and discrimination in the lives of young people and we will not accept or tolerate any person who participates in this activity.

Physical Assault Where an act, or accusation of an act, of physical assault in any form is brought to our attention the appropriate authorities will be informed without exception and all matters relating to alleged incident therein shall be dealt with by the outside authority and not by us. The member under investigation may face immediate suspension unless advised otherwise by the authorities.

**Verbal Abuse**

We do not accept the use of any foul, abusive or racist language from any person (s). Whilst we recognise there is no actual government legislation specifically targeting a situation whereby a child may overhear or be in the vicinity of, any person (s) using foul or unacceptable language, we as a club may only be in a position to deal with certain situations as a matter of discipline and not as a Child Protection issue. Internal Enquiries and Suspensions

• An internal enquiry will always take place if a suspected child protection issue occurs involving a member of staff.

• An internal enquiry shall be presented to our nominated safeguarding officer and Gym owner

• No person (s) under investigation, or their relatives, may form part of the committee, or be involved in the investigation in any form other than for the provision of evidence.

• The Safeguarding Officer and Gym owner will make an immediate decision about whether any individual accused of abuse should be temporarily suspended pending further police and social services involvement or internal investigation.

• Irrespective of the findings of the social services or police inquiries The owner and safeguarding officer 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 appropriate authorities.

**•** The Gym owner and Safeguarding officer will 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 and will remain of paramount importance throughout. The Gym owner reserves the right and shall have the power to terminate the contract of a staff member when, in its opinion, it would not be in the interests of IPPON gym for them to remain a member

**If you think a child is in immediate danger Don't delay – call the police on 999. Call the NSPCC on 0808 800 5000 or visit their website** [**https://www.nspcc.org.uk**](https://www.nspcc.org.uk)

**You can also contact:**

**Contact BCP Childrens social care Multi Agency Safeguarding Hub:**

**Telephone: 01202 735046**

**Email: MASH@bcpcouncil.gov.uk**

**Reporting concerns**

In the event that a member of staff has concerns for the safety or welfare of a child, contact should be made with the safeguarding officer and gym owner immediately. A cause for concern form will be completed with you by the safeguarding lead as a record of the concern raised and action taken in order to safeguard and intervene as appropriate**.**

**Designated Safeguarding officer- Jo MacAuley**

**Gym Owner- Jeff Lawson**

All concerns will be dealt with in strict confidence, acknowledged within 24hours and followed through to conclusion where appropriate.

**Coaches/Volunteers responsibilities**

Coaches are also responsible for ensuring that they keep themselves safe in terms of their professionalism and conduct by adhering to the following :

• Not Befriending children on personal social media sites or distributing personal telephone numbers outside of the remit of their roles- There is a gym facebook page which parents and young people should be directed to should they wish to make contact. Any phone numbers given for the purpose of 1to1 sessions or arrangements should be given to parents and not children or young people

 • Visit children at home or transport children to and from locations

 • You will naturally build a rapport with children and they may see you as a confidant and support but be sure to maintain professional boundaries whenever carrying out work on IPPON GYMs behalf.

 • Be respectful of all young and vulnerable people, and appreciate you are in a position of trust. We have the opportunity to listen to their concerns and support them but this must be done within professional boundaries.

• Be careful when giving children and young people advice outside of your specialism/role – as this is based on your opinion, focus support around information (facts) and guidance (signposting).

• If at any point you feel unsafe in a child’s company inform the site manager, and the Designated Safeguarding Officer.

All coaching staff are to confirm they have read and understood the safeguarding police by completion of the attached form.

The Designated Safeguarding Lead is available for consultation or query at anytime should you have questions about this policy or anything of a safeguarding nature.