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KE Safeguarding Policy

Introduction

Safeguarding children and adults at risk is everyone's business and Karate England (KE) acknowledge that it is the duty of all those involved in Karate to safeguard and promote the welfare of children, young people, and adults at risk. We are committed to ensuring that our safeguarding practice reflects statutory responsibilities, Government guidance and complies with best practice as advised by the NSPCC Child Protection In Sport Unit (CPSU). This includes sharing of information with relevant agencies and organisations if required for the protection of children and adults, and reporting concerns to the club-safeguarding officer and/or designated safeguarding lead for KE. Follow these procedures and together we can help to protect vulnerable children, young people and adults at risk to identify any poor practice that may be putting our participants or coaches at risk.

Application

This policy comes into immediate effect. All Karate instructors/coaches, including the extended Karate family and those working voluntarily or under contract to KE, must be aware of and are required to comply with the KE safeguarding procedures and policy.

This policy applies in particular to:

- All Karate Instructors/Coaches and referees
- All Volunteers who support/ work with KE

NB: This list is not exhaustive.

Purpose

This policy and its accompanying procedures provide a framework and guidance in respect of the duty of care to protect and safeguard those who participate in Karate. The policy and procedures will be widely promoted and are mandatory for all involved in the Karate Dojo and clubs affiliated to KE. Failure to comply with the policy and procedures will be addressed without delay and may result in dismissal/exclusion from the organisation.

Policy Statement

KE acknowledge that, as part of our safeguarding policy, our principles are:

- The child's/adults welfare is, and must always be, the paramount consideration.
- All children, young people and adults at risk have the right to be protected from abuse, regardless of their age, culture, disability, gender, language, racial origin, religious belief or sexual identity.
- To promote and prioritise the safety and wellbeing of all participants in our sport
- To ensure that everyone understands their role and responsibility in respect of safeguarding and is provided with appropriate learning opportunities to recognise, identify and respond to signs of abuse, neglect and other safeguarding concerns relating to children and young people.
- To ensure appropriate action is taken in the event of incidents/concerns of abuse and that support is provided to the individual(s) who raise or disclose the concern.
- To ensure that confidential, detailed and accurate records of all safeguarding concerns are maintained and securely stored by the safeguarding designated officer for KE.
- To prevent the employment/deployment of unsuitable individuals by ensuring that all staff working with children in the Sport of Karate are DBS cleared.
- United Karate Association will be taken seriously all suspicions and allegations of abuse and respond swiftly and appropriately.
- Regional areas, clubs and other organisations will be provided with the appropriate documentation and support to ensure that they are able to implement the Policy

It is a criterion of membership that all clubs, regions and affiliated bodies require staff, coaches, officials, administrators, parents and participants adopt and abide by our safeguarding policies and Procedures.

We recognise that we have a responsibility and are committed to:

- Safeguarding and promote the interest and wellbeing of all participants with whom we are working
- Take all reasonable practical steps to protect them from harm, discrimination or degrading treatment, and to respect their rights, wishes and feelings
- Confidentiality should be maintained in line with the Human Rights Act 2000 and the Data Protection Act 1988
- In accordance with Working Together to Safeguard Children 2018 and the Child Protection in Sport Action Plan (2000), we recognise that KE and its clubs and affiliated organisations have the following statutory duties, roles and responsibilities:
 - Protect children from maltreatment
 - Prevent impairment of children health or development
 - Ensure that children grow up in circumstances consistent with the provision of safe and effective care
 - Taking action to enable all children to have the best outcomes

We will achieve this by:

- Having effective recruitment and selection procedures, including DBS checks
- Have a culture of listening to the voices of children and young people
- Reporting concerns in line with the KE procedures
- Having an ethos that the welfare of the child is paramount
- Providing support, appropriate training and adequate supervision to all our staff, coaches and officials so that they can work together with parents/carers and other organisations to ensure that the needs and the welfare of children remain paramount
- Ensuring that all coaches complete Level 1 safeguarding and child protection training as part of their coaching qualification and refresher safeguarding training completed every three years
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Our safeguarding Adults at Risk and Safeguarding Children procedures are intended to:

- Offer safeguards to children, young people and Adults at Risk with whom we work, and to our members of staff, volunteers and those in affiliated organisations
- Help to maintain professionalism and high standards of practice

Karate England will:

- Appoint a designated Safeguarding Officer
- Ensure that all cases of poor practice that may be abusive and any allegations of abuse are investigated and, where appropriate, referred to other agencies
- Make decisions on misconduct/poor practice within agreed timescales
- Convene a disciplinary panel when necessary
- Inform all appropriate individuals and bodies of their decisions within agreed timescales
- keep a list of all suspended, disciplined and disqualified persons and, where appropriate, refer people disqualified to relevant Government agencies for consideration by the Disclosure and Barring Service (DBS).
- Monitor and evaluate the implementation of this policy and procedures

Definitions for the purpose of this policy

Child

A child is any person under the age of 18 years

Adult at Risk

An adult at risk is considered to be anyone over the age of 18 years who is or may be unable to take care of themselves or protect him or herself against significant harm or exploitation

The principles above apply equally to children and adults at risk, participating in Karate.

KE is committed to taking all reasonable steps to protect adults at risk from harm and discrimination within a Karate environment.

Adult safeguarding means protecting adults right to live in safety, free from abuse and neglect. The aims of adult safeguarding are to prevent harm and reduce the risk of abuse or neglect to adults with care and support needs.

Equity Policy

The concept of 'Sport for All' is nothing new, and those agencies providing sport throughout the UK have acknowledged and supported this philosophy for many years. However, despite initiatives such as Sport England's 'Sport for All' campaign and the general agreement that sport is for all, inequalities still exist.

Equity in sport has now become an increasingly important issue for all those involved in the provision of sport, not least for the National Governing Bodies that could find themselves ineligible for funding from various sources unless the inequalities are addressed.

United Karate Association has a desire and a duty to provide services fairly and without discrimination.

United Karate Association is fully committed to the principles of equality of opportunity and will devote energy and resources to the achievement of this aim.

It is the responsibility of KE to ensure that all coaches and volunteers comply with this policy and procedures and ensure that no participant, volunteer, job applicant or employee receives less favourable treatment on the grounds of age, gender, disability, ethnic origin, race, colour, parental or marital status, pregnancy, social or class background, nationality, religious belief, sexual preference or political belief.

Monitoring

This policy and accompanying procedures will be reviewed a year after publication and then every three years, or in the following circumstances:

- Changes in legislation and/or Government guidance
- As required by Sport England
- As a result of any other significant change or event

Additional Documents

Safeguarding Children Procedures
Safeguarding Adult at Risk Procedures
Codes of Conduct for all involved in Karate

Relevant Legislation and England's Government Guidance

Safeguarding Children

- Children Act 1989
- Children Act 2004
- Working Together 2018

Safeguarding Adults at Risk

- Care Act 2014
- Mental Capacity Act 2005
- Safeguarding Vulnerable Groups Act 2006
- The Care Act 2014 – statutory guidance
- Making Safeguarding Personal Guide 2014