



KAIZEN ACADEMY

Safeguarding Policy

This policy applies to all staff, coaches and volunteers working on behalf of Kaizen Academy.

The purpose of this policy:

- Protect children and young people who receive training at Kaizen Academy, and any children of adults who may train at Kaizen Academy.
- Provide staff and volunteers with a framework to guide them in safeguarding children.
- Provide a reference to any parents who may have children who train or would consider training at Kaizen academy.

Kaizen Academy believe that a child should never experience abuse of any kind, and thus we have a responsibility to promote the welfare of all children and young people. We are committed to training and practice in a way that protects them.

Legal Framework

This policy has been drawn up on the basis of law and guidance that seeks to protect children, namely;

- Children Act 1989
- United Convention of the Rights of the Child 1991
- Data Protection Act 1998
- Human Rights Act 1998
- Sexual Offences Act 2003
- Children Act 2004
- Safeguarding Vulnerable Groups Act 2006
- Protection of Freedoms Act 2012
- Children and Families Act 2014

- Special Educational needs and disabilities (SEND) code of practice: 0 to 25 years – Statutory guidance for organisations which work with and support children and young people who have special educational needs or disabilities; HM Government 2014
- Informing sharing; Advice for Practitioners providing safeguarding services to children, young people, parents and carers; HM Government 2015
- Working Together to Safeguard Children; A guide to inter-agency working to safeguard and promote the welfare of children; HM Government 2015

This policy should be read by all staff of Kaizen Academy. All staff will also receive a safeguarding briefing from the designated safeguarding officer covering:

- Safe and responsible practice of martial arts training
- Dealing with concerns
- The role of the safeguarding officer
- Managing allegations against staff and volunteers
- Recording and information sharing
- Code of conduct for staff and volunteers
- Anti-Bullying
- Whistleblowing
- Health and safety
- Lone working policy and procedure
- Quality assurance

We recognise that:

- Martial arts are inherently dangerous, and so responsible supervision is paramount in creating a safe and supportive environment.
- Learners must respect each other and practice for mutual gain. Learners must have impressed upon them the importance of not exceeding your training partner's desired intensity, and quickly and sensibly tapping out when submitted.
- Live rolling and sparring between children must be supervised by 1 adult to 16 children for 9-15 years, 1 adult to 10 children for 6-8 years, and 1 adult to 4 children for 3-5 years. This adult must be present on the mats at all times during lessons and rolling/sparring.

- The welfare of the child is paramount, as enshrined in the Children Act 1989
- All children, regardless of age, disability, gender, racial heritage, religious belief, sexual orientation or identity, have a right to equal protection from all types of harm or abuse.
- Some children are additionally vulnerable because of the impact of previous experiences, their level of dependency, communication needs, or other issues.
- Working in partnership with children, young people, their parents, carers and other agencies is essential in promoting young people's welfare.

We will seek to keep children and young people safe by:

- Valuing them, listening to and respecting them.
- Appointing a designated safeguarding officer (DSO) for children and young people.
- Adopting child protection and safeguarding practices through procedures and a code of conduct for staff and volunteers.
- Providing effective management for staff and volunteers through supervision, support, training and quality assurance measures.
- Recruiting staff and volunteers safely, ensuring all necessary checks are made.
- Recording and storing information professionally and securely, and sharing information about safeguarding and good practice with children, their families, staff and volunteers.
- Using our safeguarding procedures to share concerns and relevant information with agencies who need to know, and involving children, young people, parents, families and carers appropriately.
- Using our procedures to manage any allegations against staff and volunteers appropriately.
- Creating and maintaining an anti-bullying environment and ensuring we have a policy and procedure to help us deal with any bullying that does arise.
- Ensuring we have effective complaints and whistleblowing measures in place.
- Ensuring that we provide a safe physical environment for our children, young people, staff and volunteers by applying health and safety measures in accordance with the law and regulatory guidance.

We seek to keep our staff safe from false allegations by:

- Avoiding situations where a member of staff or volunteer is alone with a single child in a closed room in any situation, or in the building alone with a child.
- Avoid changing with any of the children, using the office for changing for kid's classes.

Contact Details

Designated Safeguarding Officer (DSO):

Joseph Butler

support@kaizenlancaster.co.uk

This policy was last reviewed on: 26/02/2021

Last safeguarding review and brief held on: 01/03/2021

Signed:

A handwritten signature in black ink, appearing to read 'Joseph Butler', written in a cursive style.

Joseph Butler, DSO