



SAFEGUARDING POLICY – IMA KIDS

This policy applies to all members of staff, coaches, and volunteers working on behalf of IMA Kids.

Purpose of This Policy:

- Protect children and young people who receive training at IMA Kids.
- Provide staff and volunteers with a framework to guide them in safeguarding children.
- Offer guidance for parents with children who train or are considering training at IMA Kids.

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

Legal Framework This policy is based on the following laws and guidance that protect children:

- [Keeping Children Safe in Education \(2022\)](#)
- [Working Together to Safeguard Children \(2023\)](#)
- [Statutory guidance on children who run away or go missing from home or care](#)
- [What to do if you're worried a child is being abused](#)
- [Information sharing: Advice for practitioners](#)
- [Guidance for safer working practice in education settings \(Safer Recruitment Consortium\)](#)
- [Leeds Safeguarding Children Board Procedures](#)
- [Children Act 1989 \(as amended 2004 Section 52\)](#)

- [Education Act 2002 s175/s157](#)
- [The Teachers' Standards \(2012\)](#)
- [Counter-Terrorism and Security Act 2015 \(Prevent Duty\)](#)
- [Female Genital Mutilation Act 2003](#)
- [Serious Crime Act 2015](#)
- [Children Missing Education statutory guidance](#)

All staff will receive a safeguarding briefing from the Designated Safeguarding Officer (DSO) 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 policies
- Quality assurance

We Recognise That:

- Martial arts are inherently risky and require responsible supervision.
- Learners must respect each other and practice for mutual gain.
- Supervision ratios must be: 1 adult to 16 children (ages 9-15), 1 adult to 8 children (ages 6-8), and 1 adult to 4 children (ages 3-5), with adults present on the mats during all activities.
- The welfare of the child is paramount.
- All children, regardless of background, have a right to equal protection.
- Some children are more vulnerable due to previous experiences or additional needs.
- Working with families and agencies is essential.

IMA Kids Will:

- Value and respect children.
- Appoint a Designated Safeguarding Officer (DSO).
- Implement child protection practices and a code of conduct for staff and volunteers.
- Provide training and quality assurance for staff and volunteers.
- Recruit staff and volunteers safely.
- Record and store information securely.
- Share information with appropriate agencies when necessary.
- Manage allegations against staff appropriately.
- Maintain an anti-bullying environment.
- Ensure effective complaints and whistleblowing procedures.
- Provide a safe physical environment through proper health and safety measures.

Protecting Staff from False Allegations:

- Avoid situations where a staff member is alone with a child in a closed room.
- Ensure dedicated changing rooms for children.

All Staff Will:

- Be familiar with the IMA Kids safeguarding policy.
- Prioritise the child's welfare at all times.
- Never promise confidentiality if a child discloses abuse.
- Be alert to signs of possible abuse.
- Record concerns on a "Cause for Concern" form and hand it to the DSO.
- Refer all concerns immediately to the DSO, without investigating themselves.
- Seek advice from the DSO (Liam Cann) for any behavioural concerns.

Procedures for Allegations Against Staff or Adults: Any allegations must be reported to the DSO if a staff member or adult:

- Behaved in a way that has or may have harmed a child.
- Possibly committed a criminal offence related to a child.
- Behaved in a way that indicates unsuitability to work with children.

Inappropriate behaviour could be:

- **Physical:** Intentional force, slapping, throwing objects.
- **Emotional:** Intimidation, belittling, discriminatory behaviour.
- **Sexual:** Sexualised behaviour, harassment, or assault.
- **Neglect:** Failing to protect or seek medical attention for a child.

Contact Details: Designated Safeguarding Officer (DSO):

Liam Cann

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Last safeguarding review and staff briefing held on: 24/07/2023

Signed: Liam Cann, DSO

(Additional appendices covering definitions, indicators of abuse, child sexual exploitation, parent response indicators, and safeguarding considerations for disabled children are available on request.)