

Immortal Kids Safeguarding Policy

1. Purpose

Immortal Kids is fully committed to safeguarding the welfare of all children and young people in its care. As part of Immortal Martial Arts, we understand our moral and legal responsibility to implement procedures to provide a duty of care for children, safeguard their well-being and protect them from abuse.

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

The purpose is to:

- Protect children and young people who train with us, and children of adults who train at the academy.
 - Provide staff and volunteers with a clear safeguarding framework.
 - Provide parents/carers with a reference for our safeguarding standards.
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2. Legal Framework

This policy has been drawn up in line with UK law and statutory guidance, including:

- Children Act 1989 (as amended 2004, Section 52)
- Children and Social Work Act 2017
- Education Act 2002 (s175/s157)
- Working Together to Safeguard Children (2018)
- Keeping Children Safe in Out-of-School Settings (2020)
- What to Do if You're Worried a Child is Being Abused (2015)
- Guidance for Safer Working Practice (Safer Recruitment Consortium 2015)

- Leeds Safeguarding Children Partnership Procedures
 - Teachers' Standards 2012
 - Counter-Terrorism and Security Act 2015 (section 26, Prevent Duty)
 - Female Genital Mutilation Act 2003
 - Serious Crime Act 2015
 - Children Missing Education Guidance (2016)
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3. Safeguarding Commitments

We believe:

- Children must never experience abuse of any kind.
 - The welfare of the child is paramount (Children Act 1989).
 - All children have equal rights to protection, regardless of age, disability, gender, race, belief, or orientation.
 - Martial arts involve risk; responsible supervision is essential.
 - Learners must train for mutual benefit, respecting partners' intensity, and tap out quickly when submitted.
 - Live rolling/sparring ratios:
 - Ages 9–15: 1 adult to 16 children
 - Ages 6–8: 1 adult to 8 children
 - Ages 3–5: 1 adult to 4 children*These adults must be present on the mats at all times.*
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4. Keeping Children Safe

We will:

- Value, listen to, and respect children.
 - Appoint a Designated Safeguarding Officer (DSO).
 - Adopt child protection and safeguarding procedures, including a staff code of conduct.
 - Provide ongoing training, supervision, and quality assurance for staff and volunteers.
 - Safely recruit staff and volunteers, including DBS checks.
 - Record and store safeguarding information securely.
 - Share safeguarding concerns with relevant agencies appropriately.
 - Manage allegations against staff appropriately.
 - Maintain an anti-bullying environment.
 - Provide clear complaints and whistleblowing procedures.
 - Ensure a safe physical environment through health & safety compliance.
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5. Protecting Staff from False Allegations

- Staff should avoid being alone with a single child in a closed room or in the building with only one child present.
 - Staff should not change clothes with children. Dedicated changing rooms must be used.
 - Boundaries must be professional at all times.
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6. Staff Responsibilities

All staff must:

- Be familiar with Immortal Kids' safeguarding policy and confidentiality rules.

- Put the welfare of the child first in all decisions.
 - Never promise to keep a child's disclosure secret.
 - Be alert to possible signs of abuse.
 - Record concerns using the official "Cause for Concern" form.
 - Pass all safeguarding concerns immediately to the DSO.
 - Report disclosures word-for-word, without investigating themselves.
 - Seek advice from the DSO if concerned about a colleague's behaviour.
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7. Allegations Against Staff

Allegations may include:

- Harm or potential harm to a child.
- Possible criminal offence against a child.
- Behaviour indicating unsuitability to work with children.

Inappropriate behaviour may include:

- Physical: slapping, throwing objects, rough handling.
- Emotional: intimidation, sarcasm, scapegoating.
- Sexual: harassment, sexualised behaviour, assault.
- Neglect: failure to protect or seek medical attention.

All safeguarding complaints must be reported immediately to the DSO, who will contact the Local Authority Designated Officer (LADO).

8. Types of Abuse & Indicators

Neglect: failure to meet basic needs (food, shelter, clothing, medical care).

Indicators: hunger, poor hygiene, untreated illness, tiredness, developmental delays.

Physical abuse: hitting, shaking, burning, poisoning.

Indicators: unexplained bruises, burns, fractures, fear of adults, reluctance to change for PE.

Sexual abuse: forcing or enticing a child into sexual activities, contact or non-contact.

Indicators: sexualised behaviour, reluctance to go home, inappropriate knowledge, genital injuries, depression.

Emotional abuse: persistent emotional maltreatment.

Indicators: delayed development, overreaction to mistakes, low self-esteem, self-harm, withdrawal, regression.

Child Sexual Exploitation (CSE): sexual activity in exchange for money, status, or goods. May occur online.

Disabled Children: staff should be aware of additional risks (e.g., rough handling, lack of stimulation, communication barriers).

9. Prevent Duty

In line with the Counter-Terrorism and Security Act 2015, Immortal Kids staff are trained to recognise signs of radicalisation and extremism. Concerns will be referred to the DSO and, if necessary, through the Prevent referral process.

10. Anti-Bullying

Immortal Kids has a zero-tolerance approach to bullying (including cyber-bullying). Incidents will be dealt with quickly and appropriately.

11. Whistleblowing

All staff and volunteers are encouraged to raise concerns about poor or unsafe practices. No one will suffer detriment as a result of whistleblowing.

12. Online Safety

- Staff should not privately contact children via social media.
 - Photos/videos will only be taken with parental consent.
 - No identifying information (e.g., full names) will be used in public media.
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Designated Safeguarding Officer (DSO): Liam Cann

 info@immortalleeds.com