

Child Protection Policy

Nippon UK fully recognise its responsibility for child protection.

Our policy applies to staff, Instructors and volunteers working for the company.

There are five main elements to our policy:

- Ensuring we practice safe recruitment in checking the suitability of staff/instructors and volunteers to work with children.
- Raising awareness of child protection issues and equipping children with the skills needed to keep them safe.
- Developing and then implementing procedures for identifying and reporting cases, or suspected cases of abuse.
- Supporting students who have been abused in accordance with his/her agreed child protection plan.
- Establishing a safe environment in which children can learn and develop.

We recognise that because of regular contact with children, instructors are well placed to observe the outward signs of abuse. Nippon UK will therefore:

- Establish and maintain an environment where children feel secure, are encouraged to talk, and are listened to.
- Ensure children know that there are adults on the classes whom they can approach if they are worried.

- Include opportunities in the Junior Martial Arts Leadership curriculum for children to develop the skills they need to recognise and stay safe from abuse.

We will follow the procedure set out by Sport England and the Local Safeguarding Children Board and take account of guidance issued by the Department for education and Skills to:

- Ensure we have a designated senior person for child protection who has received appropriate training and support for this role.
- Ensure every member of staff (including instructors covering classes and volunteers) and governing body knows the name of the designated senior person responsible for child protection and their role.
- Ensure all staff, instructors and volunteers understand their responsibilities in being alert to the signs of abuse and responsibility for referring any concerns to the designated senior person responsible for child protection.
- Ensure that parents have an understanding of the responsibility placed on the school and staff for child protection by setting out its obligations in the school prospectus.
- Notify social services if there is an unexplained absence of more than two sessions of a student who is on the child protection register.
- Develop effective links with relevant agencies and co-operate as required, with their enquiries regarding child protection matters, including attendance at case conferences.
- Keep written records of concerns about children, even where there is no need to refer the matter immediately.
- Ensure all records are kept securely, separate from the main Nippon UK members file and in locked locations.

- Develop and then follow procedures where an allegation is made against a member of staff, instructor or volunteer.
- Ensure safe recruitment practices are always followed.

We recognise that children who are abused or witness violence may find it difficult to develop a sense of self-worth. They may feel helplessness, humiliation and some sense of blame. Our classes may be the only stable, secure and predictable element in the lives of children at risk. When attending classes, their behaviour may be challenging and defiant or they may be withdrawn. Nippon UK will endeavour to support the pupil through:

- The content of the sessions
- Nippon UK's ethos, which promotes a positive and secure environment and gives students an identity and a sense of being valued.
- Nippon UK's behaviour policy, which is aimed at supporting vulnerable students on our classes. Nippon UK will ensure that students know that some behaviour is unacceptable, but they are valued and not to be blamed for any abuse which has occurred.
- Liaison with other agencies that support students, such as their school, social services, Child Adult Mental Health Service, education welfare service and the educational psychology service.
- Ensuring that, where a student on the child protection policy register leaves, we will liaise with their school immediately and that the child's social worker is informed.

Nippon UK adhere to the guidelines set out by Club Mark

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Reviewed: 10th January 2017. Next review date 10th January 2018