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1. Introduction

Hertz Grappling takes Child Safeguarding and Protection very seriously and is committed to:

- Promoting the welfare, health and full development of children and protecting them from harms of all kinds.
- Recognising the rights of children as individuals and treating them with dignity and respect.
- Raising awareness about what children are entitled to be protected from.
- Plan coaching sessions to mitigate the risk of harm to children.
- Developing effective procedures for responding to alleged or suspected incidents of abuse.

2. Implementation, Monitoring and Evaluation

Hertz Grappling provides the following:

- Child protection arrangements including enhanced DBS checks for all coaches, planning, organisation, control, monitoring, review and reporting.
- Ensure co-operation, co-ordination and exchange of information between parents and other parties involved in projects under its control.
- Establish emergency and other procedures for incidents.
- Provide and display Child Safeguarding and Protection Policy and necessary instructions necessary to assist in the regulation of child protection practices and operations.
- Encourage and promote personal responsibility and effort on the part of all employees.
- Review this policy at 12-month intervals.

Hertz Grappling will monitor and evaluate the policy, practices and procedures on a regular basis and will inform members/employees of their impact.

The officer for Equity, Health and Safety, Adult and Child Protection- Florence Jingco is responsible for ensuring the Child Protection Safeguarding Policy is followed and for management of actual and potential breaches.



3. Types of Child Abuse

A child is defined as anyone who is under the age of 18 years. There are four main types of abuse, and the following definitions are based on those from the Working Together to Safeguard Children (2018).

Physical Abuse - A form of abuse which may involve hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating or otherwise causing physical harm to a child. Physical harm may also be caused when a parent or carer fabricates the symptoms of, or deliberately induces, illness in a child. Physical abuse, as well as being a result of an act of commission can also be caused through omission or the failure to act to protect.

Emotional Abuse - The persistent emotional maltreatment of a child such as to cause severe and persistent adverse effects on the child's emotional development. It may involve conveying to a child that they are worthless or unloved, inadequate, or valued only insofar as they meet the needs of another person. It may include not giving the child opportunities to express their views, deliberately silencing them or 'making fun' of what they say or how they communicate. It may feature age developmentally inappropriate expectations being imposed on children. These may include interactions that are beyond a child's developmental capability, as well as overprotection and limitation of exploration and learning, or preventing the child participating in normal social interaction. It may involve seeing or hearing the ill treatment of another. It may involve serious bullying (including cyber bullying), causing children frequently to feel frightened or in danger, or the exploitation or corruption of children. Some level of emotional abuse is involved in all types of maltreatment of a child, though it may occur alone.

Sexual Abuse - Involves forcing or enticing a child or young person to take part in sexual activities, not necessarily involving a high level of violence, whether or not the child is aware of what is happening. The activities may involve physical contact, including assault by penetration (for example, rape or oral sex) or non-penetrative acts such as masturbation, kissing, rubbing and touching outside of clothing. They may also include non-contact activities, such as involving children in looking at, or in the production of, sexual images, watching sexual activities, encouraging children to behave in sexually inappropriate ways, or



grooming a child in preparation for abuse. Sexual abuse can take place online, and technology can be used to facilitate offline abuse. Sexual abuse is not solely perpetrated by adult males. Women can also commit acts of sexual abuse, as can other children.

Neglect - The persistent failure to meet a child's basic physical and/or psychological needs, likely to result in the serious impairment of the child's health or development. Neglect may occur during pregnancy as a result of maternal substance abuse. Once a child is born, neglect may involve a parent or carer failing to:

- a. provide adequate food, clothing and shelter (including exclusion from home or abandonment)
- b. protect a child from physical and emotional harm or danger
- c. ensure adequate supervision (including the use of inadequate care-givers)
- d. ensure access to appropriate medical care or treatment

It may also include neglect of, or unresponsiveness to, a child's basic emotional needs.

4. Signs and Indicators of Abuse and Neglect

Hertz Grappling recognises that child abuse can occur and may be inflicted by anyone in the club and can take place in any context and by all manner of perpetrator. Hertz Grappling also recognises that child abuse may be occurring outside of the club setting and understands safeguarding, and protection of children is everyone's concern regardless of setting and should be escalated appropriately.

Children experiencing abuse often experience more than one type of abuse over time and may be afraid to tell anybody about the abuse. Hertz Grappling recognizes children may struggle with feelings of guilt, shame or confusion, particularly if the abuser is a caregiver or other close family member or friend.



Hertz Grappling personnel are expected to recognise the signs of child abuse. These include a child:

- Being afraid of particular places or making excuses to avoid particular people.
- Knowing about or being involved in 'adult issues' which are inappropriate for their age or stage of development, for example alcohol, drugs and/or sexual behaviour.
- Having angry outbursts or behaving aggressively towards others.
- Becoming withdrawn or appearing anxious, clingy or depressed.
- Self-harming or having thoughts about suicide.
- Showing changes in eating habits or developing eating disorders.
- Regularly experiencing nightmares or sleep problems.
- Regularly wetting the bed or soiling their clothes.
- Running away or regularly going missing from home or care.
- Not receiving adequate medical attention after injuries.

These signs do not necessarily mean that a child is being abused, there may be reasonable explanations for changes in a child's behaviour such as bereavement or relationship problems between parents.

5. Guidance and Legislation

The following safeguarding children legislation and governance guidance have informed the content of this policy:

- Children Act 1989, 2004
- Children and Young Persons Act 2008
- Protection of Children Act 1999
- Working Together to Safeguard Children 2018
- The General Data Protection Regulation 2016



6. Disclosure Procedure

As a Hertz Grappling member if you suspect or become aware of child abuse or neglect you must report this to the Hertz Grappling Safeguarding Lead Officer- Florence Jingco.

If you are concerned a child is in immediate danger, contact the police straight away.

7. Disclosure Documentation

In cases where an allegation of abuse is made, or someone has concerns regarding the welfare of a child, a record of the incident must be made using the incident form. Once completed the Safeguarding Lead Officer will consult the appropriate agencies (Child Protection Services or Police). They will decide if further action is required. Under no circumstances should the Safeguarding Lead Officer or any member of the Hertz Grappling club interrogate a child, parent or carer regarding suspicion unless they are the ones making the allegation.

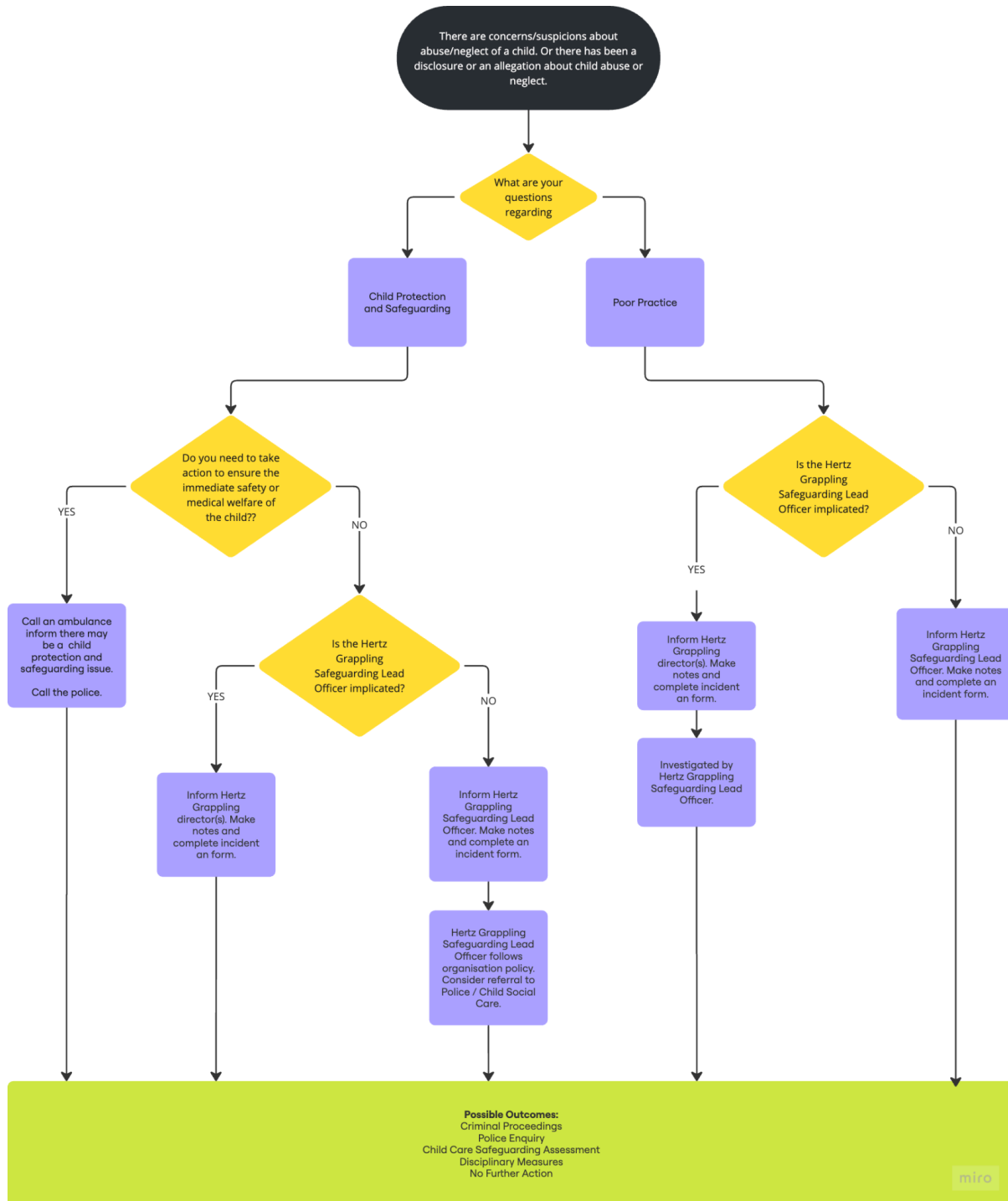
When reporting to the Safeguarding Lead Officer describing the circumstances in which the disclosure came about, take care to distinguish between fact, observation, allegation and opinion. Take care to maintain confidentiality where appropriate and only discuss information with your Safeguarding Lead Officer, unless involving appropriate agencies.

The Safeguarding Lead Officer will complete an incident form. Please see Child Protection and Safeguarding Flowchart.



8. Child Safeguarding and Protection Flow Chart

Dealing with Concerns, Suspicions or Disclosure





9. Roles and Responsibilities

Hertz Grappling is committed to having the following in place:

- A Safeguarding Lead Officer - **Florence Jingco (Director)**.
- Introduction and implementation of the Child Protection and Safeguarding Policy.
- A clear line of accountability within the organisation for work on promoting the welfare of all children.
- Procedures for dealing with allegations of abuse and neglect against members of staff, club members and volunteers.
- Initiate action when indicated to appropriate services i.e. social services, police.
- Appropriate whistle blowing procedures and an open inclusive culture that enables safeguarding, equality and diversity issues to be addressed.
- Maintain up to date records of enhanced DBS checks, qualifications from coaches and volunteers.

10. Good Practice, Poor Practice and Abuse

The following guidelines are in place to reduce the likely situations for abuse of children and to help protect coaches and helpers from false accusations of abuse.

Good Practice

All coaches of Hertz Grappling are required to:

- Adopt and endorse the Hertz Grappling Coaches Code of Conduct.
- Have completed appropriate Safeguarding Training.
- Have appropriate First Aid Training.
- Hold an enhanced DBS, dated within the last 3 years.

All members should:

- Aim to make the experience of Hertz Grappling fun and enjoyable.
- Promote fairness and playing by the rules.
- Not tolerate the use of prohibited or illegal substances.
- Treat all members equally and preserve their dignity; this includes giving more and less talented members of the group similar attention, time and respect.



All coaches should:

- Be trained in the prevention of abuse by attending a relevant Safeguarding and Protecting Children course.
- Respect the development stage of each child and not risk sacrificing their welfare in a desire for team or personal achievement.
- Ensure that the training intensity is appropriate to the physical, social and emotional stage of the child.
- Plan training sessions to minimise opportunities where the abuse of children may occur and to ensure safety is paramount on and off the mat.
- Ensure children are accompanied by a parent/carer to and from the gym. Children are not permitted to leave the session without being collected. Should this occur the duty coach should wait with the child and contact the parent/carer by phone.
- Be an excellent role model by maintaining appropriate standards of behaviour.
- Always be publicly open when working with children and should not:
 - Leave a child alone with someone else.
 - Be alone with a child in the changing room.
 - Treat a child for an injury alone away from others.
 - Allow children to use inappropriate language or behaviour unchallenged.
 - Let allegations a child makes go unchallenged or unrecorded.

11. Relevant Policies

This policy should be read in conjunction with the following policies:

- Hertz Grappling Safeguarding Policy
- Hertz Grappling Code of Conduct
- Hertz Grappling Health and Safety Policy
- Hertz Grappling Complaints and Disciplinary Policy

12. Further Information

Policies procedures and supporting information are available on the Hertz Grappling Website.

You can also get in touch with the Safeguarding Lead Officer, Florence Jingco, via email

florence@hertzgrappling.com



13. Monitoring, Evaluation and Implementation

Hertz Grappling will regularly monitor and evaluate this policy, practices and procedures and will inform members/employees of their impact.

All Hertz Grappling members and staff have responsibilities to respect, act in accordance with, and thereby support and promote the intentions of this policy.

This document is published on the Hertz Grappling Website [Hertz Grappling - Policies](#)