



Newent Judo Club

Members of British Judo Association

Safeguarding and Child Protection Policy

NEWENT JUDO CLUB

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1. Introduction

This document outlines Newent Judo Club's safeguarding / child protection policy. It applies to all adults, including volunteers working in or on behalf of the Club.

Safeguarding is defined by the NSPCC (2017) and the CPSU (2014) as the action of promoting welfare and protecting children from harm which means:

- Protecting children from abuse and maltreatment
- Preventing harm to children's health or development
- Ensuring children grow up with the provision of safe and effective care
- Taking action to enable all children and young people to have the best outcomes.

(NSPCC 2017)

Child protection is defined also by the NSPCC (2017) and CPSU (2014) as a part of the safeguarding process; focussing on protecting individual children identified as suffering or likely to suffer significant harm

Aims of Policy

The aim of this policy is to outline how the Club will:

- Promote a positive club ethos where players can learn, feel secure and be safe.
- Prevent unsuitable people working with children and young people.
- Promote safe practice and challenge poor and unsafe practice.
- Identify instances in which there are grounds for concern about a child's welfare, and initiate or take appropriate action to keep them safe.
- Contribute to effective partnership working between parents and all those involved with providing services for children and young people.

The policy will be reviewed annually as a minimum, unless an incident or new legislation or guidance suggests the need for an earlier date of review.

Context

This policy enables Newent Judo Club to carry out our functions with a view to safeguarding and promoting the welfare of children in line with legislation and guidance:

- The Children Act 1989 and Children Act 2004
- The United Nations Convention on the Rights of the Child (UNCRC)
- Safeguarding Vulnerable Groups Act 2006
- Protection of Freedoms Act 2012

The Policy adheres to the British Judo Association (BJA) safeguarding and child protection procedures.

Principles

Safeguarding arrangements in the club are underpinned by the 2 key principles:

- Everyone who comes in to contact with children and their families has a role to play in safeguarding children. All coaches and volunteers have a responsibility and role to play to

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identify concerns, share information appropriately and take prompt action. Coaches will maintain an attitude of “it could happen here” where safeguarding is concerned.

- When concerned about the welfare of a child, coaches will always act in the best interests of the child. The club operates a child-centred approach taking into account children’s views and voices. The child’s wishes and feelings will be considered when determining what action to take and services to provide to protect individual children through ensuring there are systems in place for children to express their views and give feedback.

2. Safeguarding roles and responsibilities

All adults working in, or on behalf of the club have a responsibility to safeguard and promote the welfare of players. This includes;

- To read and understand the safeguarding and child protection procedures
- Undertake training to be up to date with current legislation regarding safeguarding and child protection
- Responsibility to provide a safe environment in which players can learn.
- To identify players who may be in need of extra/early help, have complex or serious needs or who are suffering, or are likely to suffer significant harm. All coaches and volunteers then have a responsibility to take appropriate action, working with services as needed.

Roles and Responsibilities of Head Coach

The Head Coach will ensure that:

- Policies and procedures are followed by all adults involved in the club
- The child's safety and welfare is addressed throughout all the sessions
- There are the designated individuals (i.e. welfare officers) at the club available for all individuals to access
- There is the correct ratio of players to coaches (20:1)
- If they have any concerns regarding safeguarding and child protection that they are discussed with a welfare officer so any actions needed are agreed
- Undertake appropriate training to carry out their safeguarding responsibilities effectively and keep this up-to-date.
- All coaches and volunteers involved with the club hold a valid DBS check

Roles and Responsibilities of Other Coaches

The Coaches have a responsibility for safeguarding all individuals at the club if they have any concerns regarding safeguarding and child protection they must report them to a welfare officer.

If coaches are unsure they should always speak to a club welfare officer to clarify the situation and agree if any action is needed. Coaches have a responsibility to record all concerns and forward this to the club welfare officer or the head coach. All coaches must understand how the club safeguards and promotes the welfare of players, including the club child protection policy, their role and responsibilities in this and how to report any concerns.

All coaches must undertake specific safeguarding training that is revalidated minimum of every three years also have a valid DBS check.

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Roles and Responsibilities of Welfare Officers

The welfare officers are the main point of contact for any concerns regarding safeguarding and child protection. They will:

- Assist the club to fulfil its responsibilities to safeguard players.
- Assist the club to implement its child protection plan.
- Be the first point of contact regarding concerns about player's welfare, poor practice or child abuse.
- Provide a face to face document check whilst checking Disclosure and Barring Service (DBS) applications for Coaches and volunteers within the club.
- Be responsible for following the British Judo Association's policy and procedures especially in relation to safeguarding and in particular the reporting procedures.
- Maintaining appropriate records and assessing information promptly and carefully, clarifying or obtaining more information about the matter as appropriate.
- Consult initially with a statutory child protection agency such as the local social services department or health board, or the NSPCC, to test out any doubts or uncertainty about the concerns as soon as possible.
- Make a formal referral to a statutory child protection agency e.g. social services department or the police without delay. It is NOT the role of the club to decide whether a child has been abused or not. This is the task of the social services department and the police or NSPCC.
- Report the concerns to the British Judo Association Lead Child Protection Officer
- Be the first point of contact with the National Lead Child Protection Officer.
- Maintain contact details for local Social Services, Police, and how to obtain the Area Child Protection Committee's policy/procedures. Contact details for local/nation help lines should also be maintained and publicised within the club.
- Promote the clubs best practice guidance/code of conduct within the club in line with the club's plans. This may involve working with children/young people and parents on developing the club's approach to the best behaviour of everyone at the club.
- Promote and ensure adherence to the club's child protection training plan.
- Ensure that everyone is aware of what training is available and work with the club management committee to ensure that training requirements are met.
- Ensure confidentiality is maintained alongside the club's management committee.
- Promote anti-discriminatory practice. The club must ensure that it has made clear its commitment to anti-discriminatory practice in its policy, procedures and plans for safeguarding children and young people's welfare. The club should also have an Equity policy.

Roles and Responsibilities of Volunteers

If any volunteers have any concerns including emerging needs, complex/serious needs or child protection concerns they must be discussed with a club welfare officer to agree a course of action.

If volunteers are unsure they should always speak to a club welfare officer to clarify the situation and agree if any action is needed. Volunteers have a responsibility to record all concerns and forward this to the club welfare officer or the head coach. All volunteers must understand how the club safeguards and promotes the welfare of players, including the club child protection policy, their role and responsibilities in this and how to report any concerns.

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Named Safeguarding Personals

- Welfare officers:
 - Izabelle (Izzy) Butler - 07724851169 or on newentjudowelfare@hotmail.com
 - Chris Giglio available to speak to most weeks at the club
- Head coach: Bryan Butler - 01452 451399

There will always be coaches available to speak to on a Friday at the sessions, through Newent Judo Facebook page or through the club email newentjudoclub@yahoo.co.uk

Other Key Safeguarding Contacts

- Children's Social Care 01452 426565 (during office hour)
- BJA Safeguarding 01509 631670 ext 231
- Police 999 for emergencies
101 for non-emergencies
- NSPCC 0808 800 5000 or Text 88858
- NSPCC Whistle Blowing Advice Line 0800 028 0285
- Child Line 0800 1111
- Female Genital Mutilation (FGM) mandatory reporting via Police on 101
- Police Anti-Terrorist Hot Line number 0800 789 321

3. Environment-Children are safe and feel safe

Newent Judo Club adopts an open and accepting attitude towards children as part of our responsibility for pastoral care. Players, parents and coaches will be free to talk about any concerns and will see the club as a safe place when there are difficulties. Player's worries and fears will be taken seriously and children encouraged to seek help from welfare officers and coaches.

Newent Judo therefore ensure:

- An environment where individuals feel safe and secure and that their voices are heard and taken seriously
- Players know that there are adults in the club whom they can approach if they are worried or have difficulties and the club has well developed listening systems
- There is a clear written statement of the standards of behaviour and the boundaries of appropriate behaviour expected of coaches and players that is understood and endorsed by all.
- Positive and safe behaviour is encouraged among players and coaches are alert to changes in child's behaviour and recognise that challenging behaviour may be an indicator of abuse. Effective working relationships are established with parents and colleagues from partner agencies.

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- There is an awareness that personal and family circumstances and lifestyles of some children lead to an increased risk of neglect and or abuse. In particular coaches are knowledgeable about domestic violence, 'honour based' violence, female genital mutilation (FGM), forced marriage, online safety, hate crime, radicalisation and child sexual exploitation (CSE)

Safeguarding as Part of the BJA

The BJA has a policy and procedures called Safelandings that outlines all that is needed for coaches' welfare officers and parents. The BJA recognises that safeguarding is the role of everyone involved with the players at the clubs. British Judo upholds the principle that all children and young people whatever their age, culture, disability, gender, language, racial origin, religious belief and/or sexual identity have the right to protection from abuse.

The members, coaches and volunteers of the Association are committed to the welfare and protection of children so that they can enjoy sporting activities in safety to the best of their abilities without fear, threat or abuse

Vulnerable Children, Young People and Adults

We recognise that some players will be at increased risk of neglect and or abuse. Many factors can contribute to an increase in risk, including prejudice and discrimination, isolation, social exclusion, communication issues and reluctance on the part of some adults to accept that abuse happens, or who have a high level of tolerance in respect of neglect. To ensure that all players receive equal protection, we will give special consideration and attention to players who are;

- Disabled or have special educational needs
- Living in a known domestic abuse situation
- Affected by known parental substance (drugs and/or alcohol) misuse
- Asylum seekers/refugees
- New communities
- Living away from home, including private fostering arrangements
- Vulnerable to being bullied, or engaging in bullying
- Go missing, particularly on repeat occasions
- Living in temporary accommodation
- Living transient lifestyles
- Living in chaotic, neglectful and unsupportive home situations
- Vulnerable to discrimination and maltreatment on the grounds of race, ethnicity, religion or sexuality
- Are at risk of sexual exploitation, hate crime or radicalisation
- Young carers
- Looked after children
- Do not have English as a first language.

Special consideration includes the provision of safeguarding information, resources and support services in community languages and accessible formats

Working with Parents, Careers and Guardians

We recognise the importance of working with / together with parents/carers/ guardians to promote and support the safety and wellbeing of all individuals at the club.

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The club will ensure that:

- We work with parents positively, openly and honestly
- Parents are encouraged to discuss their issues or concerns about safety and welfare of players, and they will be listened to and taken seriously
- It is made clear to parents and carers that the club has a duty to share information when there are any safeguarding concerns with appropriate organisations

4. Acting on Concerns

Key points to remember for taking action are;

- In an emergency where a child is in danger or immediate risk of harm take the action necessary to help the child, for example, call 999
- Report your concern to a welfare officer as soon as you can
- If the welfare officer is not around, ensure the information is shared with the BJA and ensure action is taken to report complex/serious or child protection concerns to Children's Social Care
- Do not start your own investigation.
- Share information on a need-to-know basis only – do not discuss the issue with other coaches, friends or family
- Complete a record of the concerns
- Seek support for yourself if you are distressed

All welfare officers and coaches follow the BJA safeguarding procedures.

BJA Safeguarding Procedures

Safelandings is an official document that outlines child protection policies and procedures for British Judo and all of its home nations: JudoScotland, Northern Ireland Judo Federation and Welsh Judo. It should be used as an initial point of reference for clubs and individuals regarding child protection matters.

If you have any questions surrounding Safelandings or child protection in general, please contact Nicola Burlingham-Hall on 01509 631670.

Link for Safelandings:

<http://www.britishjudo.org.uk/pdf/BritishJudoCPPProceduresreleasedAug08.pdf>

If You Suspect a Child Is/Has Emerging Needs, Complex/Serous Needs or There Are Child Protection Concerns

There will be occasions when you suspect that a child may be at risk, but you have no 'real' evidence. The child's behaviour and or appearance may have changed, their attendance at club may have reduced, their ability to concentrate and focus may have altered or you may have noticed other physical but inconclusive signs. In these circumstances, you should try to give the child the opportunity to talk. The signs you have noticed may be due to a variety of factors and it is fine to ask the child if they are alright or if you can help in any way.

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Ensure you record these early concerns. If a child or adult does begin to reveal that a child is being harmed you should follow the advice in the section 'If information is a disclosed to you'

For information on abuse and the signs see appendix One and Two

If Information is Disclosed to You

British Judo can have the best, strictest policies in the world. It can rigorously screen staff, coaches and volunteers. It can have all kinds of procedures designed to maximize safety but if the culture of our sport – how British Judo feels and acts – makes it impossible for people to talk about concerns and/or abuse or for children to disclose harm, then the policies, screening and procedures will have limited value.

Information gathered from cases shows that on average it takes a child seven attempts to disclose and be heard.

If a child says or indicates that he or she is being abused, or information is obtained which gives concern that a child is being abused, the person receiving this information should follow these dos and don'ts:

Do:

C	Calm down so as not to frighten the child or young person, ensure the child is and feels safe.
H	Honest – you need to explain that you will have to tell others to help stop abuse!
O	Offer support - reassure the child - s/he is not to blame and they were right to tell.
O	Out of the public domain - maintain confidentiality – only tell to protect on a 'need to know' basis.
S	Serious - show the child you are taking them seriously.
I	Immediate medical treatment may be needed, take them to hospital or telephone for an ambulance, inform doctors of concerns and ensure that they are aware that this is a child protection issue.
N	Note what the child said as soon as possible. – on page 29 of this policy you will find a referral and information form. Avoid leading the child or young person and keep any questions to the absolute minimum. Ask only what is necessary to ensure a clear understanding of what has been said.
G	Guidelines are there to be followed. The flow diagrams on pages 20 and 21 explain how to deal with a concern about possible poor practice and or child abuse within a judo setting.

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Don't

R	Rush into actions that may be inappropriate. In the event of suspicion of sexual abuse do not let the child bathe or shower until given permission to do so. Washing can destroy valuable evidence.
I	Involve parents/carers where appropriate. In most cases people working within British Judo do not have the skills necessary to help the parents deal with the news that their child has been abused. Therefore in cases of suspected abuse parents/carers should only be contacted following advice from Police or Children's Social Care/in Scotland, Social Services.
G	Guarantee outcomes or make promises you cannot keep.
H	Horror – the child needs reassurance not an emotional response, blame or denial.
T	Take sole responsibility – consult, refer, hand on appropriately.

Role of The Designated Person Following Identification of Needs or Concerns

The Welfare officer will:

- Assess any urgent medical needs of the child.
- Consider whether the child has low level, emerging needs or complex/serious needs or if there are child protection concerns.
- Check whether the child is currently subject to a child protection plan, or has previously been subject to a plan, is looked after, has child in need plan or an early help assessment (EHA) or is open to a Multi-Agency Team (MAT) or known to another agency.
- Confirm whether any previous concerns have been raised by coaches.
- Consider whether the matter should be discussed with the child's parents or carers or whether to do so may put the child a further risk of harm (see below).
- If unsure about the action to take, including that a child protection referral should be made, seek advice from BJA, Children's Social Care or another appropriate agency.
- If the concerns are about radicalisation or violent extremism, make a referral to Channel via the Police Prevent team and also, where the child has complex or serious needs or where there are child protection concerns, refer to Children's Social Care.

Notifying Parents (If Acceptable)

Newent Judo Club will normally seek to discuss any needs or concerns about a child with their parents or carers. This must be handled sensitively and if the club believes that notifying parents could increase the risk to the child or exacerbate the problem, then advice will first be sought from the BJA and/or Children's Social Care.

Getting Early Help for The Child

If a referral to Social Care is not considered appropriate, consideration should be made to what support the child and family needs. The Club will consider what support could be offered within the Club.

Referral to BJA

If at any point there is a risk of immediate serious harm to a child a referral should be made to Children's Social Care and/or the police immediately. Anybody can make the referral.

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Where it is believed that a child has complex/serious needs or where there are child protection concerns the welfare officer will make a referral to the BJA following the Safelandings procedures.

British Judo Safeguarding Team – 01509 631670 ext 231 or keith.eldridge@britishjudo.org.uk

Confidentiality Sharing Information and Record Keeping

Every effort will be made to ensure that confidentiality is maintained for all concerned. Information should be handled and disseminated on a need to know basis only. This includes the following people:

- Case Management Team members.
- The parents of the person who is alleged to have been abused.
- The person making the allegation.
- Children's Social Care/in Scotland, Social Services/Police.
- Designated officers within the British Judo Association e.g. Legal Adviser.
- The alleged perpetrator (and parents if the alleged abuser is a child).

When Recording the Information Keep it clear and simple

Information may need to be passed to the Children's Social Care/in Scotland, Social Services or the Police.

- Accurate recording is essential, as there may be legal proceedings at a later date.
- Referrals to Children's Social Care/in Scotland, Social Services or Police should be confirmed in writing within 24 hours – if not, then at the earliest opportunity.
- Keep a record of the name and designation of the Children's Social Care/in Scotland, Social Services member of staff or
- Police Officer to whom concerns were passed and record the time and date of the call-in case any follow-up is needed.
- Ensure all information is maintained safely in accordance with Data Protection Legislation. www.ico.gov.uk
- Information should only be shared on a strictly "need to know" basis.
- Complete Appendix Three (The BJA Referral and Information Form) and send this to the Club Welfare Officer. The CWO in turn will send this onto the judo organisations Case Management Team.

Support for Those Involved in a Safeguarding/Child Protection Issue

The BJA/JS/NIJF/WJA will support anyone who, in good faith, reports his or her concern that a colleague is, or may be, abusing a child or young person, even if that concern is proved to be unfounded, in the following ways:

- Via the Lead Child Protection Officers
- Via the Case Management Teams
- Provision of specialist independent organisations contact details
- NSPCC Helpline
- NSPCC Child Protection in Sport Unit.

Consideration will be given to what support may be appropriate for children, young people, parents or carers, volunteers and members of staff during and after poor practice and child abuse referrals to the BJA/JS/NIJF/WJA.

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It is never easy to respond to a child or young person who tells you that they are being abused. You may well be feeling upset and worried yourself. Confidentiality is paramount. However, the BJA/JS/NIJF/WJA acknowledges that having received a disclosure, individuals may have a need for some support. Appendix Four (Useful Contacts) provides information on support groups and help lines for those who have received a disclosure.

Every effort will be made to ensure that any child or young person who has been subjected to poor practice or abuse, and their parents or carers, will be given support from the appropriate agencies and the BJA/JS/NIJF/WJA. A list of independent support groups and help lines is provided in Appendix Four for those who have experienced abuse.

The BJA/JS/NIJF/WJA will also consider what support with the process may be appropriate for those against whom a complaint of poor practice or an allegation of abuse has been made. Appendix 2 provides information on support groups and help lines.

5. Peer on Peer Abuse/Allegations of abuse made against other children

What Is Peer on Peer Abuse

- Peer on peer abuse features physical, emotional, sexual and financial abuse of a child/young person by their peers.
- It can affect any child/young person, sometimes vulnerable children are targeted. For example:
 - Those living with domestic abuse or intra-familial abuse in their histories
 - Young people in care
 - Those who have experienced bereavement through the loss of a parent, sibling or friend
 - Black and minority ethnic children are under identified as victims but are over identified as perpetrators
 - Both girls and boys experience peer on peer abuse however they are likely to experience it differently i.e. girls being sexually touched/assaulted or boys being subject to homophobic taunts/initiation/hazing type (rituals and other activities involving harassment, abuse or humiliation used as a way of initiating a person into a group) violence.
- It is influenced by the nature of the environments in which children/young people spend their time - home, school, peer group and community - and is built upon notions of power and consent. Power imbalances related to gender, social status within a group, intellectual ability, economic wealth, social marginalisation etc, can all be used to exert power over a peer.
- Peer on peer abuse involves someone who abuses a 'vulnerability' or power imbalance to harm another, and have the opportunity or be in an environment where this is possible.
- While perpetrators of peer on peer abuse pose a risk to others they are often victims of abuse themselves

Above information is based on information in [Practitioner Briefing: What is peer on peer abuse? MsUnderstood Partnership \(2015\)](#)

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Action the Club Will Take

The Club deals with a wide continuum of children's behaviour on a session to session basis and most cases will be dealt with via club based processes. These are outlined in the behaviour management policy.

Newent Judo will also act to minimise the risk of peer on peer abuse by ensuring the establishment provides a safe environment, promotes positive standards of behaviour, has effective systems in place where children can raise concerns.

Action on Serious Concerns

Newent Judo Club recognises that children may abuse their peers physically, sexually and emotionally; this will not be tolerated or passed off as 'banter' or 'part of growing up'. The club will take this as seriously as abuse perpetrated by an adult, and address it through the same processes as any safeguarding issue. We also recognise that children who abuse others are also likely to have considerable welfare and safeguarding issues themselves.

Peer to peer abuse may be a one off serious incident or an accumulation of incidents. Staff may be able to easily identify some behaviour/s as abusive however in some circumstances it may be less clear. In all cases the member of staff should discuss the concerns and seek advice from a welfare officer.

Any suspicion or allegations that a child has been sexually abused or is likely to sexually abuse another child (or adult) should be referred immediately to Children's Social Care or the Police.

Particular considerations for cases where peer on peer abuse is a factor include:

- What is the nature, extent and context of the behaviour including verbal, physical, sexting and/or online abuse? Was there coercion, physical aggression, bullying, bribery or attempts to ensure secrecy? What was the duration and frequency? Were other children and /or adults involved?
- What is the child's age, development, capacity to understand and make decisions (including anything that might have had an impact on this i.e. coercion), and family and social circumstances?
- What are the relative chronological and developmental age of the two children and are there any differentials in power or authority?
- Is the behaviour age appropriate or not? Does it involve inappropriate sexual knowledge or motivation?
- Are there any risks to the child themselves and others i.e. other children in the club, in the child's household, extended family, peer group or wider social network?

6. Safer Recruitment and Selection of Coaching Staff

Everyone who volunteers at the club (including the coaches) in the club will have appropriate Disclosure and Barring (DBS).

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7. Allegations against coaches and other members (including volunteers)

If You Have Concerns About a Member of the Club

Whistleblowing is an early warning system. It is about revealing and raising concerns over misconduct or malpractice within an organisation or within an independent structure associated with it. Child abuse can and does occur outside the family setting. Although it is a sensitive and difficult issue, child abuse has occurred within institutions and may occur within other settings, for example, sport or other social activities. This could involve anyone working with children in a paid or voluntary capacity, for example, a volunteer in clubs, club helpers, tutors at training camps, clinics or festivals and coaches. Recent inquiries indicate that abuse, which takes place within a public setting, is rarely a one-off event¹. It is crucial those involved in judo are aware of this possibility and that all allegations are taken seriously and appropriate action taken. It is acknowledged that feelings generated by the discovery that a member of staff or volunteer is, or may be abusing a child, will raise concerns among other staff or volunteers, including the difficulties inherent in reporting such matters. However, it is important that any concerns for the welfare of the child arising from abuse or harassment by a member of staff or volunteer should be reported immediately. All British Judo organisations will fully support and protect any member of staff or volunteer who, in good faith, reports his or her concern that a colleague is, or may be abusing a child. You should be aware that your right to report, in good faith, is protected by the Public Interest Disclosure Act 1998, i.e. your position in any of the Judo Organisations will not be affected by you reporting your concerns. Alternatively, you can go direct to the Police, Children's Social Care/in Scotland Social Services or NSPCC/in Scotland Children 1st and report your concerns there.

Initial Actions Following an Allegation

Any suspicion that a child has been abused by either a member of staff or a volunteer will be reported to the club welfare officer or if they are unavailable, to the person in charge. The club welfare officer or the person in charge will refer the allegation to Children's Social Care, who may involve the police. The person in charge should also notify the relevant judo organisations Lead Child Protection Officer. The parents or carers of the child will be contacted, as soon as possible, following advice from Children's Social Care/in Scotland, Social Services and/or the Police. Every effort should be made to ensure that confidentiality is maintained for all concerned and to protect the integrity of the investigation process. All referrals must be reported to the relevant judo organisations Lead Child Protection Officer as soon as possible.

For more details and flow charts see Safelandings page 20 and 21

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Appendix

Appendix One: Types of Abuse

Physical Abuse

This occurs when individuals including other young people, deliberately physically hurt or injure children, or knowingly do not prevent such injuries occurring. It includes injuries caused by hitting, shaking, squeezing, burning and biting or using excessive force. It also occurs when young people are given alcohol, inappropriate drugs, or there is a failure to supervise their access to these substances.

In judo situation, physical abuse may also occur due to:

- Overly hard randori without mutual consent and technical justification.
- Demonstrating techniques too hard or repeatedly where the intention is to hurt or intimidate the uki (the person being thrown).
- Over training and inappropriate training which disregards the capacity of the player's immature and growing body. This also applies to over competing.
- Forcing (or "suggesting") that a child loses weight to make a weight category This would include the use of sauna suits and bin bags to de-hydrate to lose weight
This is a very complex issue and beyond the scope of this document but as a rule of thumb a child should eat a healthy well-balanced diet, train as appropriate to the capacity of their immature and growing body.
They must compete in the weight category that their growing body naturally settles at. The British Judo Association's LTPD plan and web site contains more specific guidance and information. (www.britishjudo.org.uk/technical).
- Inappropriate levels of physical exercises as a punishment – British Judo believes that making a child carryout exercise as a punishment may not only constitute physical abuse in some circumstances but sends mixed messages. We want children and young people to train and exercise to have fun and stay healthy.

Neglect

This occurs when a young person's essential needs for food, warmth and care both physical and emotional are not met.

In judo situation neglect may occur when:

- Young players are left alone without proper supervision.
- A young player is exposed to unnecessary heat or cold. This would include the use of sauna suits and bin bags to dehydrate to lose weight.
- A young player is not provided with necessary fluids for re-hydration.
- A young player is exposed to an unacceptable risk of injury.
- Exposing children to unhygienic conditions.
- Exposing children to a lack of medical care.
- Non-intervention in incidents of bullying or taunting.

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Sexual Abuse

Girls and boys can be abused by adults (both male and female) or other young people. This may include encouraging or forcing a child or young person to take part in sexual activity. Showing children pornographic material is also a form of sexual abuse.

In a judo situation, sexual abuse may occur when:

- An adult uses the context of a training session to touch young people in an inappropriate sexual way, e.g. during ground work (ne waza).
- Coaches, managers or volunteers use their position of power and authority to coerce young players into a sexual relationship.
- Coaches or managers imply better progression of the player in return for sexual favours.
- Children and young people being required to weigh-in naked or in underwear.

Note: In junior competitions children must weigh-in wearing judogi trousers for boys (and given a 0.5kg weight allowance) and judogi trousers and t-shirt for girls (and given a 0.6kg weight allowance). The weigh-in must be conducted in an open environment.

- British Judo recognises that there are some senior events where there may be players entered who are under the age of 18. For these events players under the age of 18 will weigh-in under junior rules (i.e. judogi trousers for boys with a 0.5kg weight allowance, and judogi trousers and t-shirt for girls with a 0.6kg weight allowance).

Bullying

Throw bullying out of judo before it gets a hold.

It is important to recognise that in some cases of abuse, it may not always be an adult abusing a young person. It can occur that the abuser is a young person, for example in the case of bullying.

Bullying can be defined as deliberate hurtful behaviour that can take its form both physically and verbally against another person, usually repeated over a period of time, where it is difficult for those being bullied to defend themselves.

Although anyone can be a target of bullying, the victim is usually shy, sensitive and perhaps anxious or insecure. Sometimes they are singled out for physical reasons, overweight, physically small, having a disability or belonging to a different race, culture or religious belief.

Bullies can be both male and female. Although bullying often takes place in schools, it does and can occur anywhere there is poor or inadequate supervision, on the way to/from school, at a sporting event, in the playground and in changing rooms.

Bullies come from all walks of life; they bully for a variety of reasons and may even have been abused themselves. Typically, bullies can have low self-esteem, be, aggressive, jealous and excitable. Crucially, they have learnt how to gain power over others.

Whilst the BJA acknowledges bullying we feel that bullying is also a form of physical and/or emotional abuse and will not be afraid to call certain behaviour as just that – abuse.

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There are many types of bullying including:

- Physical: hitting, kicking and theft.
- Verbal: name-calling, constant teasing, sarcasm, racist or homophobic taunts, threats and gestures.
- Emotional: tormenting, mobile text messaging, ridiculing, humiliating and ignoring
- Sexual: unwanted physical contact or sexually abusive comments, use of camera phones to record images of players in changing rooms.
- Physical: pushing, kicking, hitting, punching or any use of violence
- Racist: racial taunts, graffiti, gestures
- Homophobic: because of, or focussing on the issue of sexuality

In a judo situation bullying may occur when:

- A parent/coach who pushes too hard.
- A coach who adopts a win-at-all-costs philosophy.
- A player who intimidates others.
- An official who places unfair pressure on a person.

Coaches hold a position of power in the relationship with their athlete and must not abuse this position to bully children/vulnerable young adults in their care.

In a judo situation bullying may occur when the coach is:

- Overly zealous
- Resorts to aggressive, physical or verbal behaviour
- Torments, humiliates or ignores an athlete in their charge/care

Emotional Abuse

This occurs when individuals persistently fail to show young people due care with regard to their emotional welfare, when a young person may be constantly shouted at, threatened or taunted, or be subject to sarcasm and unrealistic pressures. There may also be over-protection, preventing young people from socialising, or bullying to perform to high expectations. The young person may lose self-confidence and may become withdrawn and nervous.

In a judo situation, emotional abuse may occur when coaches, volunteers or parents:

- provide repeated negative feedback in public or private.
- repeatedly ignore a young player's effort to progress.
- repeatedly demand performance levels above the young player's capability.
- over-emphasise the winning ethic.
- making a young player feel worthless, unvalued or valued only insofar as they achieve the expectations of their coach/parents/others.

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Signs and Symptoms of Female Genital Mutilation (FGM) – taken from NSPCC website 2016

A girl or woman who's had FGM may:

- Have difficulty walking, sitting or standing
- Spend longer than normal in the bathroom or toilet
- Have unusual behaviour after an absence from school or college
- Be particularly reluctant to undergo normal medical examinations
- Ask for help, but may not be explicit about the problem due to embarrassment or fear.

What to look out for before FGM happens

A girl at immediate risk of FGM may not know what's going to happen. But she might talk about:

- Being taken 'home' to visit family
- A special occasion to 'become a woman'
- An older female relative visiting the UK.

She may ask a teacher or another adult for help if she suspects FGM is going to happen or she may run away from home or miss school.

The effects of FGM

FGM can be extremely painful and dangerous. It can cause:

- Severe pain
- Shock
- Bleeding
- Infection such as tetanus, HIV and hepatitis B and C
- Organ damage
- Blood loss and infections that can cause death in some cases.

Long-term effects

Girls and women who have had FGM may have problems that continue through adulthood, including:

- Difficulties urinating or incontinence
- Frequent or chronic vaginal, pelvic or urinary infections
- Menstrual problems
- Kidney damage and possible failure
- Cysts and abscesses
- Pain when having sex
- Infertility
- Complications during pregnancy and childbirth
- Emotional and mental health problems.

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Honour Based Violence Taken from the Metropolitan Police Website

What is honour based violence?

Honour based violence is a violent crime or incident which may have been committed to protect or defend the honour of the family or community.

It is often linked to family members or acquaintances who mistakenly believe someone has brought shame to their family or community by doing something that is not in keeping with the traditional beliefs of their culture. For example, honour based violence might be committed against people who:

- Become involved with a boyfriend or girlfriend from a different culture or religion
- Want to get out of an arranged marriage
- Want to get out of a forced marriage
- Wear clothes or take part in activities that might not be considered traditional within a particular culture

Women and girls are the most common victims of honour based violence however it can also affect men and boys. Crimes of 'honour' do not always include violence. Crimes committed in the name of 'honour' might include:

- Domestic abuse
- Threats of violence
- Sexual or psychological abuse
- Forced marriage
- Being held against your will or taken somewhere you don't want to go
- Assault

A forced marriage is one that is carried out without the consent of both people. This is very different to an arranged marriage, which both people will have agreed to. There is no religion that says it is right to force you into a marriage and you are not betraying your faith by refusing such a marriage.

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Appendix Two: Signs and Indicators

Category of abuse	Physical signs	Behavioural Signs
Physical Abuse	Unexplained and unusual bruising, finger, strap and bite marks, injuries, cigarette burns, fractures, scalds, missing teeth. Injuries that a child with limited mobility would find it difficult to get.	Fear of contact, aggression, temper, running away, fear of going home, reluctance to change or uncover body, depression, withdrawal, cowering, bullying or abuse of others.
Neglect	Constant hunger, ill-fitting or inappropriate clothes, weight change, untreated conditions, continual minor infections, failure to supply hearing aids, glasses and or inhalers.	Always being tired, late, absent, few friends, regularly left alone, seeks adult company or withdraws from people, stealing, no money, parent or carer not attending or interested.
Sexual abuse	Genital pain, itching, bleeding, bruising, discharge, stomach pains, discomfort, pregnancy, incontinence, urinary infections or STD's, thrush, anal pain on passing motions	Apparent fear of someone, nightmares, running away, age inappropriate sexually explicit knowledge or behaviour, bedwetting, eating problems, substance abuse, unexplained money or gifts, inappropriate masturbation, sexual approaches to others, sexual games with toys.
Bullying	Weight change, unexplained injuries and bruising, stomach and headaches, incontinence, disturbed sleep, hair pulled out.	Difficulty making friends, anxiety over school/football, truancy, withdrawn, depressed, anger, moodiness, suicide attempts, reduced performance, money or possessions reported as "lost", stealing from family, distress and anxiety on reading e-mails or texts.
Emotional Abuse	Weight change, lack of growth/development, unexplained speech disorders, self harm, clothing inappropriate for child's age, gender or culture.	Unable to play, fear of mistakes, fear of telling parents, withdrawn, unexplained speech and language difficulties, few friends.

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Appendix Three: British Judo Association Child Protection Incident Record Form

CHILD'S DETAILS			
First name:		Surname:	
Date of Birth:		Sex:	M <input type="checkbox"/> F <input type="checkbox"/>
Parents/Carer's name(s):			
Address:			
Postcode:			
Telephone:			

ETHNIC GROUP - Please choose the category that best describes the Child's ethnic group from the following list and tick the appropriate box

A1. British <input type="checkbox"/>	A2. Irish <input type="checkbox"/>	A3. Any other White background (please write in) _____	
B1. White and Black Caribbean <input type="checkbox"/>	B2. White and Black African <input type="checkbox"/>	B3. White and Asian <input type="checkbox"/>	B4. Any other Mixed background (please write in) _____
C1. Indian <input type="checkbox"/>	C2. Pakistani <input type="checkbox"/>	C3. Bangladeshi	C4. Any other Asian background (please write in) _____
D1. Caribbean <input type="checkbox"/>	D2. African <input type="checkbox"/>	D3. Any other Black background (please write in) _____	
E1. Chinese <input type="checkbox"/>	E2. Any Other background (please write in) _____		

DISABILITY - The Disability Discrimination Act 1995 defines a disabled person as anyone with a "physical or mental impairment that has a substantial and long term adverse effect upon his/her ability to carry out normal Day-to-day activities.

Please choose the description that best describes the nature of the Child's disability and tick the appropriate box.

A. Visually Impaired	B. Hearing Impaired	C. Physical Disability	D. Learning Disability
E. Multiple Disability	F. Other (please write in) _____		

YOUR DETAILS			
First name:		Surname:	
Position:		Club:	
**Home Address:			
Postcode:		Telephone:	

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EXTERNAL AGENCIES CONTACTED			
POLICE	Yes <input type="checkbox"/> No <input type="checkbox"/>	If yes, which?	
Name and contact number:		Details of advice received:	
SOCIAL SERVICES	Yes <input type="checkbox"/> No <input type="checkbox"/>	If yes, which?	
Name and contact number:		Details of advice received:	
BJA CHILD PROTECTION OFFICER	Yes <input type="checkbox"/> No <input type="checkbox"/>		
Name and contact number:		Details of advice received:	
LOCAL AUTHORITY	Yes <input type="checkbox"/> No <input type="checkbox"/>	If yes, which?	
Name and contact number:		Details of advice received:	
OTHER (eg. NSPCC)	Yes <input type="checkbox"/> No <input type="checkbox"/>	If yes, which?	
Name and contact number:		Details of advice received:	

Signature:	
Print Name:	
Date:	

NB: A copy of this form should be sent to Children’s Social Care/Police after the telephone report. Remember to maintain confidentiality on a need to know basis - only if it will protect the child. Do not discuss this incident with anyone other than those who need to know. Please return to the Lead Child Protection Officer for your relevant judo organisation.

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Appendix Four: Useful Contacts

Dealing with child protection issues can be difficult. Below is a list of contacts that can help. Some are for children; people who have received a disclosure from a child and some provide support for the alleged abuser.

Clearly confidentiality is essential and therefore when seeking support or guidance from a recommended source as detailed below you will be expected to keep the personal details (names of individuals concerned) confidential. The following contact details provide a variety of potential support mechanisms for you to approach.

NSPCC Helpline: (Tel: 0808 800 5000)

24-hour free and confidential telephone Helpline that provides counseling, information and advice to anyone concerned about a child at risk of ill treatment or abuse.

For those with a hearing difficulty, there is a text phone telephone number: 0800 056 0566

Asian Helpline operated by Asian counsellors in:

- Gujarati (telephone: 0800 096 7714)
- Hindi (telephone: 0800 096 7716)
- Bengali/Sylehti (telephone: 0800 096 7715)
- Punjabi (telephone: 0800 096 7717)
- Urdu (telephone: 0800 096 7718)
- English (telephone: 0800 096 7719)

At the time of publication, The Asian Helpline is open between 11am and 7pm, so please check the NSPCC website for up to date details.

Childline

www.childline.org.uk

Free national telephone helpline for children 24 hrs 0800 1111

National Child Protection Helpline

www.infoscotland.com/childprotection

Tel 0800 022 3222

Both Parents Forever

39 Cloonmore Avenue

Orpington

BR6 9LE

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Tel 01689 854 543

www.ukselfhelp.info/bothparentsforever

Advice to parents, grandparents, children on rights following divorce, separation. Men in domestic violence situations/ false allegations. Help in child abduction cases

Kidscape

Tel 0207 730 3300

www.kidscape.org.uk

An organisation committed to help prevent child bullying

Cymru/Wales Child Protection Helpline

Freephone: 0808 100 2524

Email: helplinecymru@nspcc.org.uk in English or Welsh

Textphone: Freephone 0808 100 1033. This is for people with hearing difficulties.

Fax: 01248 361085

NSPCC Child Protection in Sport Unit

Tel: 0116 234 7278

www.thecpsu.org.uk

A central point for sports organisations in relation to child protection in sport.

Family Rights Group

Freephone 0800 731 1696

Monday - Friday 1.30pm-3.30pm

www.frg.org.uk

Advice service and helpline for parents and carers who have children in care or who are in contact with Children's Social Care/in Scotland, Social Services.

Local Citizens Advice Bureau

Contact details of your local CAB are in the phone book or at www.nacab.org.uk.

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Samaritans

08457 90 90 90 in the UK and Northern Ireland

1850 60 90 90 in the Republic of Ireland

Email: jo@samaritans.org

Write to: Chris, PO Box 90 90, Stirling, FK8 2SA.

Nationwide, non-religious, non-political 24-hour confidential support.

Aftermath

PO Box 414

Sheffield

S4 7RT

Tel/fax 0114 275 3883

Helpline 0114 275 8520

www.aftermathuk.org.uk

Support, advice and befriending for families of serious offenders

FSU

207 Old Marylebone Road

London

NW1 5QP

Tel 020 7402 5175/fax 020 7724 1829

www.fsu.org.uk

Counselling, welfare, legal advice. Offices in all areas of UK

Institute of family therapy

24-32 Stephenson Way

London

NW1 2HX

Tel 020 7391 9150/fax 020 7391 9169

www.instituteoffamilytherapy.org.uk

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Family & couple therapy. Problems for families, children, adolescents, relationships, divorce, separation, illness and bereavement

Lifeline

Susan Dyas

Walnut Tree House

98 Moor End

Holme on Spalding Moor

YO43 4DR

Tel 01262 469 085

Help and advice for families experiencing psychological, physical or sexual abuse within the home. Encourages and supports groups

Parentline Plus/Parent Line Scotland

Unit 520

Highgate Studios

53-57 Highgate Road

London

NW5 1TL

Tel 020 7284 5500

Helpline 0808 2222 2222

www.parentlineplus.org.uk

Support for all families/stepfamilies

SAFE

PO Box 1557

Salisbury

Wiltshire

SP1 2TP

Tel 01722 410 889

www.ukselfhelp.info/safe

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Careline

The Cardinal Heenan Centre

326-328 High Road

ILFORD

Essex

IG1 1QP

Counselling Line: 0845122 8622

Admin Line: 0208 514 5444

Fax: 0208 478 7943

e-mail: info@carelineuk.org

www.inforselfhelp.info/careline

Careline provides confidential crisis telephone counselling for children, young people and adults. We offer a unique service in that we can provide instant telephone counselling to any individual on any issue

Child Protection in Sport Service

CHILDREN 1ST

61 Sussex Street,

Glasgow,

G41 1DY

0141 418 5674

www.childprotectioninsport.org.uk

Help For Clubs

www.helpforclubs.org.uk

Commissioner for Children and Young People

www.cypcommissioner.org