



Safeguarding Policy

Policy Statement:

St. Helens Martial Arts and Fitness Academy Ltd is committed to creating a safe and secure environment for all participants, including children, young people, and vulnerable adults. We believe that all individuals, regardless of age, gender, ability, or background, have the right to participate in our activities free from harm, abuse, neglect, or exploitation. This safeguarding policy outlines our commitment and provides guidance on how to respond to safeguarding concerns.

Policy Guidelines:

1. Designated Safeguarding Lead (DSL):

- a. St. Helens Martial Arts and Fitness Academy Ltd will appoint a Designated Safeguarding Lead (DSL) who will be responsible for implementing and overseeing this policy.
- b. The DSL will ensure all staff, volunteers, and relevant individuals receive appropriate training on safeguarding.
- c. The DSL will act as the main point of contact for any safeguarding concerns.

2. Safer Recruitment:

- a. All staff and volunteers working with children, young people, or vulnerable adults will undergo appropriate recruitment procedures, including background checks and reference checks.
- b. Recruitment processes will include interviews, application forms, and in some cases, Disclosure and Barring Service (DBS) checks.
- c. All personnel will receive induction and training on safeguarding policies and procedures.

3. Codes of Conduct:

- a. Clear codes of conduct will be in place for staff, volunteers, participants, and parents\carers to ensure appropriate behavior and boundaries are maintained.
- b. Codes of conduct will be displayed prominently and reviewed regularly.

4. Awareness and Training:

- a. All staff, volunteers, and relevant individuals will receive regular safeguarding training, including awareness of signs and symptoms of abuse, reporting procedures, and the legal framework.
- b. Training will be kept up to date and recorded for all individuals involved.

5. Reporting Procedures:

- a. Any concerns, suspicions, or disclosures relating to the welfare or safety of a child, young person, or vulnerable adult will be reported immediately to the DSL.
- b. Concerns can be reported to any member of staff, who have a duty to escalate the concern to the DSL.
- c. The DSL will follow the appropriate procedures and act in line with local safeguarding guidelines.

6. Confidentiality and Record-Keeping:

- a. All safeguarding concerns and disclosures will be treated confidentially and shared only with those who need to know.
- b. Accurate and secure records will be maintained for all safeguarding concerns, including relevant details, actions taken, and outcomes.

7. Partnership and Communication:

a. St. Helens Martial Arts and Fitness Academy Ltd will promote regular and effective communication with parents\carers, participants, and relevant agencies.

b. Information about safeguarding policies and procedures will be made available to parents / carers and participants in an accessible format.

8. Monitoring and Review:

a. The safeguarding policy and procedures will be reviewed annually or as needed, to ensure they reflect best practice and comply with relevant legislation and guidelines.

b. Feedback from staff, participants, and parents / carers will be sought and used to enhance the effectiveness of our safeguarding practices.

This safeguarding policy will be made available to all staff, volunteers, participants, and parents / carers. It will also be displayed prominently within the St. Helens Martial Arts and Fitness Academy Ltd premises and on the organisation's website.

Approved on behalf of St Helens Martial Arts and Fitness Academy LTD by:

ADAM LEAHY:

[Redacted signature]

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