



In a safeguarding emergency, where a young person is at
immediate risk of harm, call 999.

Safeguarding Policy Statement (children)

Version 1.2

September 2026

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1.0	New document	All	6 Oct 23	D Thomas-Watson
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1. The purpose and scope of this policy statement

Nossa BJJ is committed to guaranteeing that we do everything possible to ensure children are safe whilst training at our academy. This policy applies to all instructors, assistant instructors, and volunteers. Instructors and assistant instructors accept and recognise their responsibility to provide an environment which always promotes the safety and welfare of children and young people.

The purpose of this policy statement is:

- To protect children and young people who train at Nossa BJJ from harm.
- To provide staff and volunteers, as well as children and young people and their families, with the overarching principles that guide our approach to child protection.

This policy applies to anyone working on behalf of Nossa BJJ, including head coaches, paid staff, volunteers, sessional workers, and students.

2. Legal Framework

This policy has been compiled based on legislation, policy and guidance that seeks to protect children in Northern Ireland. A summary and links to the key legislation and guidance is available from nspcc.org.uk/childprotection.



Legislation and statutory guidance

- Human Rights Act 1998
- Children Act 1989 & 2004
- Sexual Offences Act 2003
- Working Together to Safeguard Children 2018
- Keeping Children Safe in Education 2018
- Position of Trust Guidance (s22 SOA 2003)
- Data Protection Act 2018

3. Principles

We believe that children and young people should never experience abuse of any kind. We have a responsibility to promote the welfare of all children and young people, to keep them safe and to practise in a way that protects them.

To achieve this we will:

- Create an approachable environment by identifying a Designated Safeguarding Officer (DSO).
- Adopt child centred and pragmatic coaching styles.
- Adopt safeguarding guidelines through codes of conduct for members and all adults working at the club. This includes volunteers and assistant instructors.
- Have open lines of communication with all instructors, parents, and volunteers.
- Ensure complaints, grievance and disciplinary procedures are dealt with constructively and impartially.



- Share information about concerns with children, parents, and others who need to know (in accordance with child protection and safeguarding policies).
- Ensure good and safe working/playing practices in accordance with risk assessments.
- Keep Safeguarding policies under regular review (every three years minimum) or when change comes into effect.
- Have procedures relating specifically to bullying, transport, use of photography and communication through texting or social media forums.

We recognise that:

- The welfare of children is paramount in all the work we do and in all the decisions we make.
- All children, regardless of age, disability, gender reassignment, race, religion or belief, sex or sexual orientation have an equal right to protection from all types of harm or abuse.
- Some children are additionally vulnerable because of the impact of previous experiences, their level of dependency, communication needs or other issues.
- Extra safeguarding measures may be needed to keep children who are additionally vulnerable safe from abuse.

We will seek to keep children and young people safe by:

- Valuing, listening to and respecting them.



- Adopting child protection and safeguarding best practice through our policies, procedures, and code of conduct for staff and volunteers.
- Developing and implementing an effective online safety and photography policy and related procedures.
- Create and maintain an anti-bullying environment and deal with incidents that do arise.
- Have effective complaints, reporting and whistleblowing measures in place.
- Providing effective management for staff and volunteers through supervision, support, training, and quality assurance measures so that all staff and volunteers know about and follow our policies, procedures and codes of conduct.

4. Type of abuse and neglect

Whilst it is not always easy to identify if abuse is occurring, understanding the categories and the indicators means that earlier safeguarding intervention can be applied. All academy staff and volunteers have been made aware that safeguarding issues are complex, and abuse can take many forms.

Discrimination – Involves unfair treatment of someone because of an aspect of their identity.

Race/religion

Gender

Age



Marital status

Disability

Sexual orientation

Physical – Consists of the purposeful hurting of another person, sometimes in an explicit manner and sometimes in a way that makes the impact of this abuse difficult to see. Behaviour associated with physical abuse include.

Assault- hitting, punching, slapping, kicking, pinching.

Scalding or burning

Force feeding or lack of feeding

Restraint

Misuse of medication

Involuntary isolation

Neglect – The most common type of abuse in children. Occurs when the caregiver does not meet the needs of a person who they are responsible for and who cannot take care of themselves. There are many diverse kinds of relationships, neglect may involve the following things.

Absence of emotional, physical or medical care.

Withholding basic necessities such as nutrition, heating and medication.

Preventing access to aids such as glasses, hearing aids, mobility devices.

Limiting social interaction/refusing visitors.



Failing to respect privacy and dignity.

Neglect can also be recognised in a person's appearance and condition. This may involve.

Malnutrition

Untreated injuries

Lack of necessities like food, fluids or clothing.

Lack of social engagement

Poor personal hygiene

Dirty clothes or clothes that do not fit.

Sexual abuse – Involves any kind of abusive behaviour that is sexual in nature. Indicators of sexual assault can include.

Change in behaviour

Withdrawal

Overt sexual behaviour or language for age.

Sexually transmitted infections/diseases.

Fear, apprehension, withdrawal.

Bruising

Agitation to being alone with a particular person.

Emotional/psychological – Involves controlling or manipulating someone with emotional tactics, such as.

Cyberbullying



Intimidation, humiliation, bullying

Verbal abuse

Forced social isolation

Not respecting privacy or boundaries

Use of fear, threats or bribes

Gaslighting

Belittling, patronising or infantizing behaviour.

Related issues – In addition to the above, there are other forms of harm or abuse that should involve the police or other organisations working together to protect children and young people.

Bullying

Radicalisation (prevent scheme)

Hate crimes

Forced Marriage

FGM/honour-based violence

Human trafficking.

5. Signs and indicators of abuse and neglect

Signs and indicators that a child or young person may be being abused or neglected include the following:



- Unexplained markings or injury to the body such as repeated occurrences of being dirty/poor hygiene, bruising, cuts, burns, grazing.
- An injury which seems inconsistent with the cause.
- The child or young person voices description of an abusive act involving them.
- Changes in behaviour (withdrawn/quiet, suddenly aggressive)
- Inappropriate sexual knowledge/awareness.
- Difficulty making friends or engaging socially.
- Changes in weight.
- Distrust of adults.
- Parents repeatedly late to collect child from activity or 'no shows.

This list is none exhaustive, and the presence of any of these signs or indicators is not indicative or proof that abuse is taking place. Many different stimuli in a child or young person's life can cause changes, for example, parents divorcing, or a family bereavement. It is important to maintain a good communicative relationship with the child's parents to help to identify these concerns.

The onus is not on Nossa BJJ to decide if child abuse is taking place, but it is our responsibility to highlight concerns by reporting them.



6. Poor Practice

At times, concerns may be raised that are related to poor practice, where an adult or another young person's behaviour is causing distress to a child or young person. Poor practice is deemed as any behaviour or action that contravenes the principles in this document or violates Nossa BJJ Code of Conduct or anything that may infringe a person's human rights. Examples of poor practice include but not limited to:

- Use of foul language or expletives and allowing children to do the same unchallenged.
- Use of excessive, humiliating, or physical punishments.
- Initiation rituals.
- Failure to act when witnessing bullying or abuse.
- Knowingly or negligently breaching any relevant policy such as Code of Conduct.
- Inviting children or young people to your home or contacting them privately either solicited or unsolicited via digital media or email platforms.
- Using sexually suggestive language.

All poor practice concerns must and will be reported to the designated safeguarding lead (DSL) or suitably qualified deputy. If there is an allegation made directly to a member of Nossa BJJ staff, then the matter will be reported to the local authority designated officer (LADO). Details of all incidents will be recorded.



7. How to respond to a concern

Hearing about or witnessing harm or abuse experienced by a child or young person is difficult. The steps below can be helpful to you should the child or young person confide or disclose the abuse to you.

- Stay calm
- Listen carefully and do not interrupt.
- Allow the child to speak at their own pace
- Ask questions only to clarify facts, do not ask leading questions.
- Do not promise to keep it a 'secret', explain that you may have share the information with others to keep them safe.
- Reassure them that they have done the right thing by talking to you.
- Contact the DSL.
- Record what was said as soon as you can to avoid forgetting and missing key parts of information.
- All serious concerns must be reported to the local authorities and/or the Police.

Where a safeguarding concern or poor practice issue has been identified the parents/carers/guardians of the child or young person must be notified. Where the DSL/deputy has reported the incident to local authorities, advice should be sought from them prior regarding this duty (notifying parent/guardians).



8. Recording

Should a child or young person disclose information about possible abuse a record must be made as soon as practicable by the person they have spoken to. The person should use the *Nossa BJJ Safeguarding Incident Form*, if this is not available then any sheet of paper will suffice but information should be transferred to the form when possible. The original paper should also be kept with the file. The file should then be kept, maintained, and stored securely.

9. Safe Recruiting

All staff at Nossa BJJ must be Access NI screened and undergo National Governing Body (NGB) Safeguarding training every 3 years.

10. Codes of Conduct

Codes of Conduct for Nossa BJJ Academy can be found on separate documents.

11. Support and Training

All staff and volunteers at Nossa BJJ Academy will be informed, trained, supervised and supported to ensure that they effectively safeguard children and young people and know how to respond to concerns.



12. Whistleblowing/complaints

Nossa BJJ would encourage anyone to come forward to speak or act if they are unhappy with anything they encounter. The NSPCC has specific whistleblowing guidance to support professionals that have concerns on how child safeguarding measures are being delivered.

Similarly, Nossa BJJ would like persons to feel able to express any complaints they may have. Any/all complaints should be addressed directly to the Academy owners which will be assessed and dealt with impartially.



**Nossa BJJ Academy Internal
Safeguarding/Welfare Lead**

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External Safeguarding Officer

Name: Local Authority Designated Officer (LADO)

The safeguarding Board Northern Ireland

Telephone: 028 9536 1810

Belfast HSC Trust – Telephone: 028 9050 7000

Childline (24/7) – Telephone: 0800 1111

NSPCC – Telephone: 0800 3891 701 (Mon-Fri 8am-10pm or 9am-6pm on weekends).

**In a safeguarding emergency, where a young person is at
immediate risk of harm, call 999.**

Staff Contact Details

Designated Safeguarding Officer & Head Coach

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Nossa BJJ Academy
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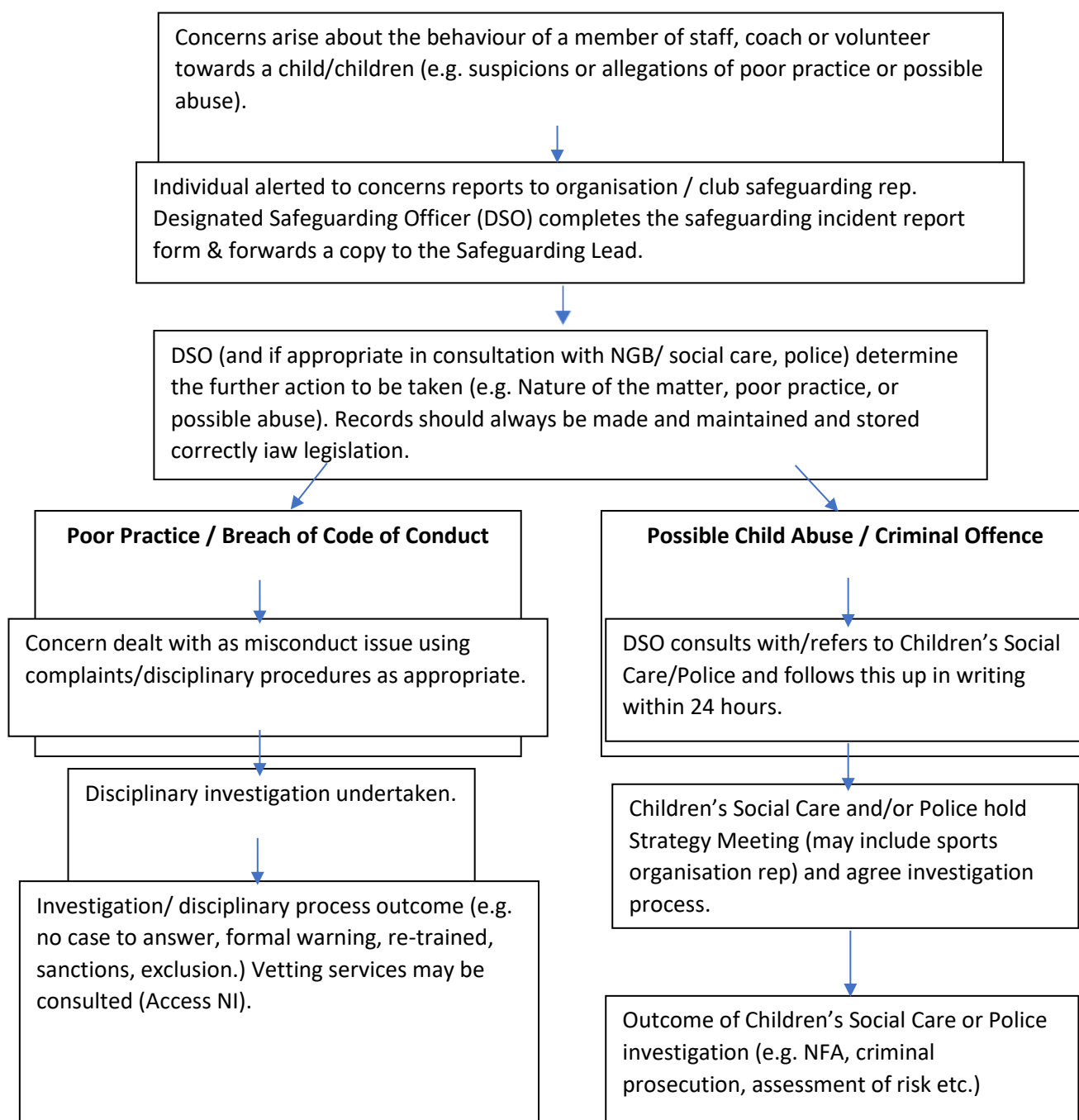
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Annex A

Safeguarding report procedure flowchart (behaviour of staff/volunteer)

(e.g. allegation about a coach or volunteer's behaviour towards a child)





Annex B

Safeguarding report procedure flowchart (procedure on reporting concerns)

(e.g. at home, school, or in the community)

