



# Cantagalo JiuJitsu London: Child Protection Policy

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# Cantagalo JiuJitsu London: Child Protection Policy

## 1. Child protection policy statement

Cantagalo JiuJitsu London acknowledges the duty of care to safeguard and promote the welfare of children and is committed to ensuring safeguarding practice reflects statutory responsibilities, government guidance and complies with best practice.

The policy recognises that the welfare and interests of children are paramount in all circumstances. It aims to ensure that regardless of age, ability or disability, gender reassignment, race, religion or belief, sex or sexual orientation, socio-economic background, all children

- have a positive and enjoyable experience of sport at Cantagalo JiuJitsu London in a safe and child centred environment
- are protected from abuse whilst participating in sport and wellbeing activities provided by Cantagalo JiuJitsu London or outside of the activity.

Cantagalo JiuJitsu London acknowledges that some children, including disabled children and young people or those from ethnic minority communities, can be particularly vulnerable to abuse and we accept the responsibility to take reasonable and appropriate steps to ensure their welfare.

As part of our safeguarding policy Cantagalo JiuJitsu London will:

- promote and prioritise the safety and wellbeing of children and young people
- ensure everyone understands their roles and responsibilities in respect of safeguarding and is provided with appropriate learning opportunities to recognise, identify and respond to signs of abuse, neglect and other safeguarding concerns relating to children and young people
- ensure appropriate action is taken in the event of incidents or concerns of abuse and support provided to the individual(s) who raise or disclose the concern
- ensure that confidential, detailed and accurate records of all safeguarding concerns are maintained and securely stored
- prevent the employment and deployment of unsuitable individuals
- ensure robust safeguarding arrangements and procedures are in operation.

The policy and procedures will be widely promoted and are mandatory for everyone involved in Cantagalo JiuJitsu London. Failure to comply with the policy and procedures will be addressed without delay and may ultimately result in dismissal or exclusion from the organisation.



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## 2. Monitoring

The policy will be reviewed every three years, or in the following circumstances:

- changes in legislation and/or government guidance
- as required by the Local Safeguarding Children Board, UK Sport and/or Home Country Sports Councils or governing body
- as a result of any other significant change or event.

## 3. Reporting a concern

The following procedure should be followed if a safeguarding concern arises:

1. A member of Cantagalo JiuJitsu London staff, coach or helper is made aware of a concern about a child's welfare or safety.
2. Is a child in immediate danger?
  - a. If yes, contact emergency services (call 999). Then follow the next steps.
  - b. If not, follow the next steps.
3. Consult with the Child Protection Officer. Together fill out the safeguarding incident report.
4. Within 48 hours of the concern being raised, the Child Protection Officer makes a decision whether an immediate referral to or consultation with children's social care services or police is needed. If yes, the Child Protection Officer gets in touch with relevant agencies, and records actions taken and agreed, including who will inform parents if appropriate.

## 4. Child Protection Officer

The Cantagalo JiuJitsu London Child Protection Officer is responsible for:

- Introduction and implementation of the Child Protection Policy, and keeping it up to date.
- Undertake any training that may be needed, keep up to date with any new guidelines.
- Ensure that all Cantagalo JiuJitsu London coaches, helpers and officials sign the Code of conduct.
- Keep up to date records of all qualifications of coaches, helpers and officials.
- Receive and advise on reports from coaches, helpers, and any other club member.
- Ensure that parents, children and young people know the Child Protection Officer is available to discuss any concerns.



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- Initiate action where appropriate. Once identified, concerns must be reported to the appropriate services, for example Social Services or Police.
- Keep confidential any matter or information referred to them.
- Keep and record all information.
- Ensure the Cantagalo JiuJitsu London owner (Jackson Sousa) is kept informed where appropriate.

### 5. Defining child abuse

#### Introduction

Child abuse is any form of physical, emotional or sexual mistreatment or lack of care that leads to injury or harm, it commonly occurs within a relationship of trust or responsibility and is an abuse of power or a breach of trust. Abuse can happen to a young person regardless of their age, gender, race or ability.

There are four main types of abuse, as taken from Working Together to Safeguard Children 2013: physical abuse, sexual abuse, emotional abuse and neglect.

The abuser may be a family member, someone the young person encounters in residential care or in the community, including sports and leisure activities. Any individual may abuse or neglect a young person directly, or may be responsible for abuse because they fail to prevent another person harming the young person.

Abuse in all of its forms can affect a young person at any age. The effects can be so damaging that if not treated may follow the individual into adulthood.

Young people with disabilities may be at increased risk of abuse through various factors such as stereotyping, prejudice, discrimination, isolation and a powerlessness to protect themselves or adequately communicate that abuse had occurred.

#### 5.1 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.

In a children's martial arts class situation physical abuse may also occur due to:

- Overly hard (specific) sparring without mutual consent and technical justification.
- Demonstrating techniques too hard or repeatedly where the intention is to hurt, intimidate or choke the person being practised on.
- Not recognising and correctly responding to a verbal or physical 'tap' or acknowledging a submission.



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- 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.
- Inappropriate levels of physical exercises as a punishment – Cantagalo JiuJitsu London believes that making a child carry out 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.

### Signs and indicators of physical abuse

#### Physical signs

- There are injuries that the child cannot explain, or explains unconvincingly.
- The child has injuries that have not been treated, or have been treated inadequately.
- There are injuries on parts of the body where accidental injury is unlikely, such as the cheeks, chest or thighs.
- The child has bruising that reflects hand or finger marks.
- The child has cigarette burns or human bite marks.
- The child has broken bones (particularly if the child is under the age of two).
- The child has scalds, especially those with upward splash marks, tide marks on arms, legs or on the body (caused from standing in hot water).

#### Behavioural signs

- The child is reluctant to have parents contacted.
- The child has aggressive behaviour or severe temper outbursts.
- The child runs away or shows fear of going home.
- The child flinches when approached or touched
- The child is reluctant to get changed for sport.
- The child covers up arms and legs with a long-sleeved shirt, even when it is hot.
- The child shows signs of depression or moods that are out of character with their general behaviour.
- The child is unnaturally compliant to parents or carers.

## 5.2 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 nonpenetrative 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 (including via the



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internet). Sexual abuse is not solely perpetrated by adult males. Women can also commit acts of sexual abuse, as can other children.

In a children's martial arts class 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 grappling.
- Coaches, assistant coaches or managers 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.

### Signs and indicators of sexual abuse

#### Physical signs

- The child has pain, itching, bruising or bleeding in the genital or anal area.
- The child has any sexually transmitted disease.
- The child has recurrent genital discharge or urinary tract infections, without apparent cause.
- The child has stomach pains or discomfort when he/she is walking or sitting down.

#### Behavioural signs

- There are sudden or unexplained changes in behaviour.
- They make sexual drawings or use sexual language.
- The child has an apparent fear of someone.
- The child possesses unexplained amounts of money or receives expensive presents.
- The child runs away from home.
- The child takes a parental role at home and functions beyond their age level.
- The child has nightmares or wets the bed.
- The child is not allowed to have friends (particularly in adolescence).
- The child self-harming, self-mutilating or has attempted suicide.
- The child alludes to secrets they cannot reveal.
- They are reluctant to get changed for sport.
- The child displays sexualised behaviour or knowledge (particularly in young children).
- The child has eating problems, such as anorexia or bulimia.
- The child abuses drugs or other substances.

### 5.3 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 or 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),



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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.

In a children's martial arts class situation, emotional abuse may occur when coaches 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.

### Signs and indicators of emotional abuse

#### Physical signs

- The child fails to grow or to thrive (particularly if the child is thriving away from home, e.g. on trips or matches).
- The child suddenly develops speech disorders.
- The child has delayed physical or emotional development.

#### Behavioural signs

- The child has compulsive nervous behaviour, such as hair-twisting or rocking.
- The child is excessively deferent towards others, especially adults.
- The child shows an excessive lack of confidence.
- The child is unwilling or unable to play.
- The child has an excessive fear of making mistakes.
- The child shows an excessive need for approval, attention and affection.
- The child self-harms or self mutilates, or attempts suicide.
- The child shows an inability to cope with praise.
- The child is reluctant to have parents contacted.

## 5.4 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:

- provide adequate food, clothing and shelter (including exclusion from home or abandonment).
- protect a child from physical and emotional harm or danger.
- ensure adequate supervision (including the use of inadequate care-givers); or
- ensure access to appropriate medical care or treatment.
- It may also include neglect of, or unresponsiveness to, a child's basic emotional needs.

In a children's martial arts class situation neglect may occur when:



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- 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.

### Signs and indicators of neglect

#### Physical signs

- The child is constantly hungry.
- The child is in an unkempt state; frequently dirty or smelly.
- The child is losing weight or is constantly underweight.
- The child is dressed inappropriately for the weather conditions.
- The child has untreated medical conditions – not being taken for medical treatment of illness or for injuries.

#### Behavioural signs

- The child is tired all the time.
- The child frequently misses school or is late.
- The child fails to keep hospital or medical appointments.
- The child is left alone or unsupervised on a regular basis.
- The child has few friends.
- The child is a compulsive stealer or scavenger, especially of food.

## 5.5 Bullying

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.





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Whilst Cantagalo JiuJitsu London 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.

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 children's martial arts class situation, bullying may occur when:

- a parent/coach pushes too hard.
- a coach adopts a win-at-all-costs philosophy.
- a player intimidates others.
- an official places unfair pressure on a person.
- the coach is overly zealous
- the coach resorts to aggressive, physical or verbal behaviour
- the coach torments, humiliates or ignores an athlete in their charge/care.

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.

### 5.6 Indicators of abuse and poor practice

Even for those experienced in working with child abuse, it is not always easy to recognise a situation where abuse may occur or has already taken place. Most people are not experts in such recognition, but indications that a child is being abused have been listed above.

It must be recognised that the above lists are not exhaustive, but also that the presence of one or more of the indications is not proof that abuse is taking place. It is NOT the responsibility of Cantagalo JiuJitsu London staff to decide that child abuse is occurring - It IS their responsibility to act on any concerns.

Child abuse is a very emotive and difficult subject. It is important to understand the feelings involved but not to allow them to interfere with our judgment about any action to be taken. It is also important that child abuse and child protection are openly discussed as this helps create an environment where people are more aware of the issues and sensitive to the needs of children. Open discussions also create environments that deter abusers.

An environment that explicitly attempts to identify and report abuse helps create a safer culture for children and young people.



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Allegations may also relate to poor practice where an adult's or a peer's behaviour is inappropriate and may be causing concern to a young person within a children's martial arts club setting. Poor practice includes any behaviour that contravenes existing Codes of Conduct, infringes an individual's rights, and/or reflects a failure to fulfil the highest standards of care. Poor practice is unacceptable at Cantagalo JiuJitsu London and will be treated seriously with appropriate action taken.

Sometimes a child or young person may not be aware that practice is poor or abusive and they may tolerate behaviour without complaint. An example of this is a child with a disability who is used to being excluded from activities or a bullied young person who is used to being mocked. Children may also be used to their cultural needs being ignored or their race abused. This does not make it acceptable.

Many children and young people will lack the skills or confidence to complain and it is therefore extremely important that adults in the club advocate for the children and young people. Advocating for children and young people who find it hard to speak out is part of creating a safer culture for them.

### 6. Raising awareness of potential vulnerability

This child protection policy is inclusive and the same actions should be taken regardless of the needs and background of the child or young person. Cantagalo JiuJitsu London recognises however that some children and young people are disadvantaged by their experiences or have additional vulnerabilities and would want to highlight the following.

#### Children and young people with disabilities

Children and young people with disabilities might be additionally vulnerable because they may:

- Lack a wide network of friends who support and protect them.
- Have significant communication differences - this may include very limited verbal communication or they may use sign language or other forms of non-verbal communication.
- Be subject to the prejudices and/or misconceptions of others e.g. about their 'attractiveness' to potential abusers.
- Require personal intimate care.
- Have a reduced capacity to resist either verbally or physically.
- Not be believed.
- Depend on the abuser for their involvement in sport.
- Lack access to peers to discover what is acceptable behaviour.
- Have medical needs that are used to explain abuse

#### Children and young people from ethnic minority groups

Children and young people from ethnic minority groups are additionally vulnerable because they may be:

- Experiencing racism and racist attitudes.
- Experiencing racism through being ignored by people in authority.
- Afraid of further abuse if they challenge others.
- Subjected to myths, e.g. all people of a particular culture are good with or hit their children.



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- Wanting to fit in and not make a fuss.
- Using or learning English as a second language.

If you should identify specific needs for materials for groups or individuals where they have additional vulnerabilities and barriers to getting help please contact the Child Protection Officer.

### Reducing the potential for vulnerability

Cantagalo JiuJitsu London recognises the importance to be extra vigilant in creating a safe culture, including:

- Finding ways of understanding and communicating with all children and young people.
- Ensuring best practice at all times in physical and health care.
- Developing knowledge of the diverse cultures they serve.
- Respecting cultural differences.
- Building relationships with parents and carers and including the families of players in club activities.
- Observing carefully changes in mood, appearance and behaviour and discussing those concerns with families, carers or the designated person if suspicions or concerns are significantly aroused about the care of the child or young person.
- Acknowledging that disabled children and young people are additionally vulnerable and that vigilance is essential.
- Acknowledging that abusive behaviour directed towards young people whilst they are carrying out a leadership role is not acceptable and will be reported to the appropriate designated person as poor practice and or abuse.
- Acceptance of the special role club officials have in setting a good example of the way in which people should behave towards children and young people in leadership roles. It may be necessary to ask other specialist agencies for help and advice in including some children and young people in martial arts. It should be seen as a strength of the club to approach families, Education, Health, Children's Social Care, voluntary agencies and community groups for advice about supporting a child or young person to participate or ensuring more vulnerable children are afforded appropriate safeguarding and protection. The mentoring of young club members is particularly helpful in supporting individuals if they are faced with abusive behaviour and indeed preventing the continuation of such behaviour.

## 7. Safeguarding is everyone's responsibility

Even for those experienced in working with child abuse, it is not always easy to recognise a situation where abuse may occur or has already taken place. We acknowledge that Cantagalo JiuJitsu London staff, coaches and assistant coaches, whether in a paid or voluntary capacity, are not experts at such recognition. Children and young people are reluctant to tell someone when they are being abused, so it is essential that every adult is aware of the possible signals that a child and young person's welfare or safety is being threatened. However there is rarely a clear sign and you may often have to piece together various snippets of information and rely on your instinct that something does not seem quite right.



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You may have one piece of information that, when added to that of others, forms a clear picture of abuse. This is often compared to getting pieces of a jigsaw together. Only when you have a few pieces can you start to see the true picture.

Remember, it is not your job to decide whether or not a child or young person is being abused – however it is your responsibility to share concerns.

You may be the only adult in the child's or young person's life that is in a position to notice these pieces of the puzzle.

Some of the signs might have another very plausible explanation, such as a death in the family, loss of a pet, an absent family member or problems at school. However you should remember to raise your concerns if there is a combination of unexplained changes over a period of time. If unsure, speak to the Child Protection Officer.

Never allow a child or young person's disability or cultural differences to explain away concerns. This is not a judgement for you to make.

**Never assume that someone else has identified and acted on the problem.**

**Not acting is NEVER an option.**