



Safeguarding and Protection

Position of Trust & Safeguarding Policy

Purpose and Scope

This policy applies to all employees, instructors, coaches, volunteers, and committee members acting on behalf of Moon tigers Krate. It aims to prevent the abuse of trust, power, or authority, particularly concerning children (under 18) and vulnerable adults. Abuse can be physical, emotional, sexual, or financial.

Code of Conduct: Maintaining Boundaries

All individuals in a position of trust must adhere to the following to maintain professional boundaries:

- **Open Environment:** Avoid unobserved or private situations with students. Training should occur in open, visible areas.
- **Physical Contact:** Physical contact must be necessary, appropriate for technique, and consent-based (where possible). Manual support for younger or disabled students must be done openly.
- **Social Media/Communication:** Do not engage in personal, private, or intimate communication with students via social media, texting, or email. All communication must be transparent and related to training.
- **Relationships:** Prohibit sexual relationships between adults in positions of authority and students aged 16–17.
- **Transportation/Isolation:** Avoid transporting children alone in private vehicles or taking them to personal homes.

Safer Recruitment and Training

- **Background Checks:** All instructors and coaches must have an Enhanced Disclosure and Barring Service (DBS) check (or equivalent local check) that is updated every 3 years.
- **Training:** All staff must attend child protection and safeguarding training, including specifically identifying abuse of trust.
- **License/Insurance:** All instructors must maintain valid licensing and professional liability insurance.

4. Designated Safeguarding Officer (DSO): Ms Sheran Harmes is the designated officer for reporting concerns.

- **Reporting Protocol:** Any concerns, allegations, or disclosures of abuse must be reported to the DSO immediately. If the allegation involves the DSO, it should be reported directly to the police.
- **Whistleblowing:** Instructors and other staff are empowered to report concerns about a colleague's behaviour confidentially without fear of retaliation.
- **Record Keeping:** All incidents, concerns, or allegations will be documented securely, including times, dates, and details of the incident.

Safe Practice Guidelines

- **Sparring Control:** Sparring is a learning tool, not a full-contact contest. Instructors must monitor sparring to prevent excessive force or malicious intent.
- **Equipment:** Protective equipment must be worn (head guards, gum shields, etc.) for sparring.
- **Pairing:** Students must be matched appropriately based on age, size, and skill level.

*POLICY WRITTEN BY:
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Moon Tigers Karate*

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Next Review Date: March 2027*