

Safeguarding Children Policy



Document Type: Policy	Unique Identifier: SFG/POL/001
Document Title: Safeguarding Children Policy	Version Number: 4.0
	Status: Ratified
Scope: <ul style="list-style-type: none"> EKF wide 	Classification: Organisational
Ratified By: EKF Board of Directors	Date: May 2026
Review dates may alter if any significant changes are made	Review Date: May 2027
<ul style="list-style-type: none"> Does this document meet the requirements under the Equality Act 2010 in relation to age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation? Yes 	
Document for Public Display: Yes	

English Karate Federation CIC	ID No. SFG/POL/001
Registered Company Number 16280440	Title: Safeguarding Children Policy
Version No: 4.0	Next Review Date: May 2027
<i>Do you have the up-to-date version? See the website for the latest version</i>	

Contents

Section	Title	Page
1	Summary	3
2	Purpose	3
3	Scope	3
4	Roles and Responsibilities	4
5	Policy Statement	6
6	Policy Aims	6
7	Incidents that must be reported/recorded	6
8	Defining Child Abuse	7
9	Common Signs of Abuse	7
10	Children with additional needs	7
11	Children from Minority Backgrounds	8
12	LGBTQ+ Children	9
13	Female Genital Mutilation (FGM)	9
14	Breast ironing/flattening	10
15	PREVENT	10
16	Social Media	11
17	Responding to suspicions or allegations of abuse	12
18	Concerns about poor practice	12
19	Concerns about suspected abuse	12
20	Confidentiality	13
21	Internal inquiries and suspension	13
22	Support to deal with aftermath of abuse	13
23	Allegations of previous abuse	13
24	Information for social services or the police about suspected abuse	15
25	Responding to the Child	15
26	Preventing abuse in Positions of Trust	15
27	The EKF's expectation of Affiliated Members	15
28	Safeguarding Code in Martial Arts	16
29	Changes in Policy	16
30	Other Relevant / Associated Documents	17
31	Supporting References / Evidence-Based Documents	17
32	Definitions / Glossary of Terms	17
33	Consultation	18
34	Distribution and Communication Plan	18
35	Training	19
36	Amendment History and Version Control	19
Appendixes		
A	EKF Meeting Structure/Organogram	21
B	EKF Safeguarding Committee Terms of Reference	22
C	EKF Safeguarding Case Management Group Terms of Reference	27
D	Useful links for further information and support	31
E	PREVENT reporting flowchart	32
F	FGM and Breast ironing/flattening flowchart	33
G	Child Safety and Welfare Concern Flowchart 1	34
H	Child Safety and Welfare Concern Flowchart 2	35
I	Monitoring Compliance	36
J	Values and behaviours framework	37
K	Equality Impact Assessment	38

English Karate Federation CIC

Registered Company Number 16280440

Version No: 4.0

Next Review Date: May 2027

ID No. SFG/POL/001

Title: Safeguarding Children Policy

Do you have the up-to-date version? See the website for the latest version

1. Summary

1.1. This policy sets out the English Karate Federation's (EKF) framework for safeguarding and promoting the welfare of children and young people across all EKF activity.

2. Purpose

- 2.1. The EKF fully recognises the need to make optimal provision for the safeguarding and wellbeing of children and young persons, that participate in karate, either as a self-defence art or sport environment, and acknowledges its moral and legal responsibility to ensure that:
- The welfare of the child is paramount
 - All children, whatever their age, culture, disability, gender, language, racial origin religious beliefs and/or sexual identity have the right to protection from abuse
 - All suspicions and allegations of abuse will be taken seriously and responded to swiftly and appropriately
 - All staff (paid or unpaid) working within our organisation have a responsibility to report concerns to the appropriate child protection officer
 - All members comply with this policy and flag any concerns to the EKF Safeguarding Team or the authorities as required
- 2.2. The Children's Act 1989 defines a child as a person under the age of 18. The EKF Board of Directors has accepted this definition within our policy. Further definitions used within this policy are detailed in the 'Definitions/Glossary of terms' section.
- 2.3. The EKF is committed to working in partnership with all agencies to ensure best practice when working with children and young people who within our organisation and member associations are the majority.
- 2.4. Adopting best practice will help to safeguard those participants from potential abuse as well as protecting coaches and other adults in positions of responsibility from any potential allegation of abuse.
- 2.5. Child abuse, particularly sexual abuse, can arouse strong emotions in those facing such a situation. It is important to understand these feelings and not allow them to interfere with a judgement about the appropriate action to take.
- 2.6. Abuse can occur within many situations including the home, school and the sporting environment. It is recognised that individuals will actively seek employment or voluntary work with young people in order to harm them. A coach, instructor, teacher, official or volunteer may have regular contact with young people and be an important link in identifying cases where a young person needs protection.
- 2.7. All cases of poor practice should be reported to following the guidelines in this document. When a child enters the club having experienced abuse outside the sporting environment, sport can play a crucial role in improving the child's self-esteem. In such instances the club must work with the appropriate agencies to ensure the child receives the required support

3. Scope

- 3.1. This policy applies to all individuals operating within the EKF, whether in a paid or voluntary capacity, including affiliated Associations and member clubs.
- 3.2. All EKF affiliated organisations are required to adhere to this policy and ensure compliance within their own structures.

English Karate Federation CIC	ID No. SFG/POL/001
Registered Company Number 16280440	Title: Safeguarding Children Policy
Version No: 4.0	Next Review Date: May 2027
<i>Do you have the up-to-date version? See the website for the latest version</i>	

4. Roles and Responsibilities

4.1. The safeguarding and protection of children requires clear accountability across all levels of the organisation. Whilst safeguarding is everyone's responsibility, specific roles are outlined below.

Role	Responsibility
EKF Board of Directors	<p>The EKF Board of Directors will ensure that effective governance arrangements are in place to safeguard children.</p> <p>This includes:</p> <ul style="list-style-type: none"> • Ensuring that safeguarding policies and procedures are in place and regularly reviewed • Receiving assurance on safeguarding performance, risks, incidents and compliance • Promoting a culture of safety, openness, accountability and continuous improvement • Ensuring sufficient resources are in place to support safeguarding activity
EKF Lead Protection Officer	<p>The Lead Protection Officer has overall responsibility for safeguarding within the EKF.</p> <p>This includes:</p> <ul style="list-style-type: none"> • Providing strategic leadership and oversight of safeguarding arrangements • Acting as the primary point of contact for safeguarding matters • Ensuring that safeguarding concerns are managed appropriately and consistently • Ensuring appropriate escalation to statutory agencies where required • Overseeing safeguarding training, compliance and continuous improvement • Reporting to the Safeguarding Committee and Board of Directors
EKF Safeguarding Team	<p>The EKF Safeguarding Team is responsible for the operational management of safeguarding.</p> <p>This includes:</p> <ul style="list-style-type: none"> • Receiving, assessing and managing safeguarding concerns • Providing advice and guidance to Associations and clubs • Supporting investigations and case management • Maintaining accurate, secure and confidential records • Monitoring safeguarding activity, themes and emerging risks • Supporting the delivery of safeguarding training
EKF Safeguarding Committee	<p>The EKF Safeguarding Committee provides oversight and assurance in relation to safeguarding.</p> <p>This includes:</p> <ul style="list-style-type: none"> • Monitoring safeguarding performance, risks and compliance • Reviewing trends, themes and learning from safeguarding activity • Providing assurance to the Board of Directors • Supporting the development and review of safeguarding policies • Promoting a culture of continuous improvement
EKF Case Management Group	<p>The EKF Case Management Group is responsible for the oversight and management of individual safeguarding cases.</p> <p>This includes:</p>

<p>English Karate Federation CIC Registered Company Number 16280440</p>	<p>ID No. SFG/POL/001 Title: Safeguarding Children Policy</p>
<p>Version No: 4.0</p>	<p>Next Review Date: May 2027</p>
<p><i>Do you have the up-to-date version? See the website for the latest version</i></p>	

	<ul style="list-style-type: none"> • Reviewing and assessing safeguarding cases • Determining appropriate levels of risk and action • Ensuring cases are managed fairly, consistently and within appropriate timescales • Making recommendations regarding disciplinary action where required • Ensuring the welfare of the child remains the primary consideration
Affiliated Associations and Clubs	<p>Affiliated Associations and clubs are responsible for implementing this policy within their own organisations.</p> <p>This includes:</p> <ul style="list-style-type: none"> • Appointing a suitably trained Child Protection Officer • Ensuring safeguarding policies and procedures are in place and aligned with EKF standards • Promoting safeguarding awareness and good practice • Reporting concerns promptly in line with EKF procedures • Supporting a safe, inclusive and respectful environment
Association Child Protection Officers	<p>Association Child Protection Officers play a key role in safeguarding at a local level.</p> <p>They are responsible for:</p> <ul style="list-style-type: none"> • Acting as the first point of contact for safeguarding concerns within their Association • Ensuring concerns are reported to the EKF Safeguarding Team • Maintaining appropriate safeguarding records • Supporting the implementation of safeguarding practices • Promoting awareness and training within their organisation
Coaches, Officials and Volunteers	<p>Coaches, officials and volunteers must:</p> <ul style="list-style-type: none"> • Comply with this policy and associated safeguarding guidance • Maintain appropriate professional boundaries at all times • Ensure the safety and wellbeing of children in their care • Recognise and report safeguarding concerns • Challenge poor practice and inappropriate behaviour
Parents, Carers and Participants	<p>Parents, carers and participants are expected to:</p> <ul style="list-style-type: none"> • Act in accordance with EKF policies and Codes of Conduct • Promote a safe and respectful environment • Raise concerns where necessary
All Members	<p>All individuals involved in EKF activity must:</p> <ul style="list-style-type: none"> • Take responsibility for safeguarding and promoting the welfare of children • Act in accordance with EKF policies and procedures • Report concerns without delay <p>Failure to fulfil these responsibilities may result in action under EKF disciplinary procedures.</p>

5. Policy Statement

- 5.1. The EKF has a duty of care to safeguard all children involved in karate and is committed to ensuring that appropriate systems, processes and behaviours are in place to protect them from harm.
- 5.2. The EKF will achieve this through:
- Adopting and implementing robust safeguarding policies and procedures
 - Ensuring individuals are appropriately trained and supported
 - Promoting a culture of openness, accountability and continuous improvement

English Karate Federation CIC	ID No. SFG/POL/001
Registered Company Number 16280440	Title: Safeguarding Children Policy
Version No: 4.0	Next Review Date: May 2027
<i>Do you have the up-to-date version? See the website for the latest version</i>	

5.3. The EKF aligns its safeguarding arrangements with national guidance, including that provided by Sport England and the NSPCC Child Protection in Sport Unit.

6. Policy aims

6.1. The aim of this policy is to promote good practice:

- Providing children and young persons with appropriate safety and protection whilst in the care of EKF Associations, clubs and instructors affiliated to the EKF.
- Ensure that all incidents of poor practice and allegations of abuse will be taken seriously and responded to swiftly and appropriately.
- Allow all staff /volunteers to make informed and confident responses to specific child protection issues.
- The policy recognises and builds on the legal and statutory definition of a child.
- The distinction between ages of consent, civil and criminal liability are recognised but in the pursuit of good in the delivery and management of the EKF, a young person is recognised as being under the age of 18 years [Children’s Act 1989].
- The EKF recognises that persons below the age of 18 are vulnerable to undue influence by adults in positions of responsibility, for example Junior International athletes aged Under 21years and provision is made for this.
- Through this policy’s implementation plan, each of our member Associations will provide a suitably experienced and qualified individual to act as their Child Protection Officer and commit to a series of awareness raising and training seminars and workshops to assist them in fulfilling their role and will use the EKF template forms and reporting sheets.
- Confidentiality will be upheld in line with the Data Protection Act 2018, the Human Rights Act 2000 and the EKF Whistleblowing Policy.
- The EKF Board of Directors, through monthly reporting procedures will oversee the implementation and compliance with the policy.

7. Incidents that must be reported/recorded

7.1. If any of the following occur you must report this immediately to another colleague and record the incident. You should also ensure the parents of the child are told if:

- You accidentally hurt a child or young person
- He/she seems distressed in any manner
- A student appears to be sexually aroused by your actions
- A child or young person misunderstands or misinterprets something you have done

7.2. An incident reporting form can be found on the safeguarding page of the website.

8. Defining Child Abuse

Abuse may be intentional or unintentional. Detailed below are examples of the 4 main categories of abuse:

Form of abuse	Additional information
Physical abuse	This includes being hit, kicked, shaken or punched, or given harmful drugs or alcohol.
Emotional abuse	This includes being called names all the time, being threatened or being shouted at or made to feel small. Bullying is also a form of emotional abuse. Bullying includes hitting or threatening a child with violence, taking their things, calling them names or insulting them, making them do things they won't want to do, and deliberately humiliating or ignoring them.

English Karate Federation CIC	ID No. SFG/POL/001
Registered Company Number 16280440	Title: Safeguarding Children Policy
Version No: 4.0	Next Review Date: May 2027
<i>Do you have the up-to-date version? See the website for the latest version</i>	

Sexual abuse	This includes being touched in a way you don't like by an adult or young person, being forced to have sex, or being made to look at sexual pictures or videos. For some disabled children, it includes if a person helping them to use the toilet touched them more than was needed.
Neglect	Is when a child is not looked after properly, including having no place to stay, or not enough food to eat, or clothes to keep them warm. It also includes if the child is not given medical care when they need it, including medication. For some disabled children, it could include if their carer took away the things they needed for everyday life - like their wheelchair or communication board. Or not helping a disabled child who needed help using the toilet.

9. Common signs of abuse

9.1. Every child is unique, so behavioural signs of abuse will vary from child to child. In addition, the impact of abuse is likely to be influenced by the child's age, the nature and extent of the abuse, and the help and support the child receives. However, there are some behaviours that are commonly seen in children and young people who have been abused:

- The child appears distrustful of a particular adult, or a parent or a coach with whom you would expect there to be a close relationship
- He or she has unexplained injuries such as bruising, bites or burns - particularly if these are on a part of the body where you would not expect them. If he or she has an injury which is not explained satisfactorily or properly treated
- Deterioration in his or her physical appearance or a rapid weight gain or loss
- Pains, itching, bruising, or bleeding in or near the genital area
- A change in the child's general behaviour. For example, they may become unusually quiet and withdrawn, or unexpectedly aggressive. Such changes can be sudden or gradual
- If they refuse to remove clothing for normal activities or wants to keep covered up in warm weather
- If he or she shows inappropriate sexual awareness or behaviour for their age
- Some disabled children may not be able to communicate verbally about abuse that they may be experiencing or have witnessed. It is therefore important to observe these children for signs other than 'telling'.

9.2. These signs should be seen as a possible indication of abuse and not as a confirmation. Changes in a child's behaviour can be the result of a wide range of factors. Visible signs such as bruising or other injuries cannot be taken as proof of abuse. For example some disabled children may show extreme changes in behaviour, or be more accident prone, as a result of their impairment. A child or young person may also try to tell a person directly about abuse. It is very important to listen carefully and respond sensitively. The EKF has a responsibility to act on any concerns.

10. Children with additional needs

10.1. The EKF recognise that children with either a physical or mental disability are more prone to being abused than other children. Children with a disability are more likely to be abused because of the following:

- Vulnerabilities to bullying from other children and adults
- Likely to be more socially isolated and have less frequent contact than children without disabilities
- Dependency on others for assistance to carry out essential daily tasks

English Karate Federation CIC	ID No. SFG/POL/001
Registered Company Number 16280440	Title: Safeguarding Children Policy
Version No: 4.0	Next Review Date: May 2027
<i>Do you have the up-to-date version? See the website for the latest version</i>	

- The inability or a difficulty in expressing themselves and communicating that abuse has taken place
- Impaired capacity to resist and understand abuse

10.2. It is the responsibility of all to ensure that the duty of care to children is always upheld and in order to bring about the most inclusive environment for disabled children there are areas of good practice which will need to be taken into consideration. These include:

- Disabled access to dojos, competition, transport and accommodation
- Adapting coaching practices to suit the needs of the child
- Improving ways of communication including where relevant sign language and other appropriate means of communication dependent upon the needs of the child
- Increased supervision at training and events
- Appropriate changing, showering and toilet facilities for disabled children to be easily accessible
- Staff to have further training where required to understand the individual needs of the child
- Opportunities for club or competition information to be made available in alternative means where necessary e.g. braille

10.3. Whilst extra safeguards need to be afforded to protecting disabled children from abuse this does not mean that disabled children cannot play a full and active part in karate classes and competitions. Any Association wishing to discuss further the involvement of disabled children and adults in karate should contact the EKF's Equality, Diversity and Inclusion Officer at:

edi@englishkaratefederation.com

10.4. Coaching guides have been developed to assist those in teaching children and adults with disabilities. These are contained on the EKF Website and referenced within the Associated Documents section of this policy:

<https://www.englishkaratefederation.com/the-ekf/inclusivity/coaching-guides>

11. Children from Minority Backgrounds

11.1. All Association's Code of Conduct should ensure that discrimination is not permitted in any form. Discrimination is however more common with children from minority ethnic backgrounds. Therefore, due regard is needed when running or taking part in classes, competitions or other events for cultural and language differences.

11.2. Children from minority ethnic backgrounds are also more susceptible to being abused for the following reasons:

- Language difficulties may make it difficult for the child to tell somebody that they are being abused
- Children may be more socially isolated and have less contact with people from outside their community
- Stereotyping or prejudice may lead to situations where abuse is not detected or is misinterpreted
- Children may be more prone to being victims of discrimination and bullying

11.3. In order to ensure that children from minority ethnic backgrounds are adequately safeguarding religious festivals and/or daily practices should be considered. For example, a child who is fasting during the festival of Ramadan may be more physically exhausted than usual and therefore due consideration ought to be given when training.

English Karate Federation CIC		ID No. SFG/POL/001
Registered Company Number 16280440		Title: Safeguarding Children Policy
Version No: 4.0	Next Review Date: May 2027	
<i>Do you have the up-to-date version? See the website for the latest version</i>		

- 11.4. To be as inclusive as possible it is advised that events – where possible – are not held on days which coincide with significant religious or cultural feast days. Some religions and cultures may also adhere to strict dietary requirements and therefore when planning things like team meals or catering for presentation nights for example, these dietary requirements should be taken into consideration e.g. vegetarian, halal, kosher.
- 11.5. Whilst it may not be manageable or proportionate for all clubs to ensure that they have information readily available in appropriate formats and languages for those clubs with a high proportion of ethnic minority students, consideration should be given to how to diversify the dissemination of information.

12. LGBTQ+ Children

- 12.1. As research from Barnardo’s et al demonstrates, LGBTQ+ children and young people face the same risks as all children and young people, but they are at greater risk of some types of abuse. For example, they might experience homophobic, biphobic or transphobic bullying or hate crime. The EKF adopts a zero-tolerance approach to this.
- 12.2. It is also known that LGBTQ+ young people are more likely to become homeless than their non-LGBTQ+ peers. Resources to support LGBTQ+ children and further advice and guidance on safeguarding this group of children can be found within the Useful Links page of this policy, as detailed in the appendices

13. Female Genital Mutilation (FGM)

- 13.1. FGM is the practice of intentionally removing part or all of the external female genitalia and/or other female genital organ injury for non-medical purposes with FGM having no health benefits.
- 13.2. Given these procedures are not fully irreversible, prevention is key. The EKF and Associations have a duty of care to the children they come into contact with and if signs and symptoms are identified it is imperative that action is taken to either to bring about justice before or after the practice has occurred.
- 13.3. The EKF recognises its duty to identify and respond to concerns relating to FGM. Any concerns or disclosures must be treated as a safeguarding matter and reported immediately in line with this policy.
- 13.4. Key signs and symptoms to be mindful of:
- The child’s relatives are known to have had FGM
 - The family belongs to a community which is known to practice FGM
 - Cultural appropriations are not sufficient grounds for concern and accusations based solely upon cultural heritage should be discouraged. When taking into account other factors this may be a genuine cause for concern
 - The child will be absent from karate training for a number of weeks as they are planning on making a trip to one of the countries previously identified
 - Note this of itself is not a cause of concern and should be taken into consideration with other factors
 - You are involved in discussions with the child who discloses that they have a forthcoming special celebration
 - You notice that the child has difficulty either walking or sitting. The child may also be unable to carry out certain karate techniques or stretching/warm up exercises as they once did

English Karate Federation CIC		ID No. SFG/POL/001
Registered Company Number 16280440		Title: Safeguarding Children Policy
Version No: 4.0	Next Review Date: May 2027	
<i>Do you have the up-to-date version? See the website for the latest version</i>		

Further guidance, including reporting procedures, is provided in the appendices.

- 13.5. For further advice and guidance on FGM there is a free online course offered by the Home Office on FGM. This can be accessed by following the below link:

<https://www.virtual-college.co.uk/resources/free-courses/recognising-and-preventingfgm>

- 13.6. A leaflet explained FGM in more detail can also be downloaded from the Home Office website. The link to this leaflet is detailed below:

[FGM – the facts leaflet \(publishing.service.gov.uk\)](https://www.publishing.service.gov.uk)

14. Breast Flattening/Ironing

- 14.1. The terms breast flattening and breast ironing are used to refer to the procedure whereby young pubescent girls' breasts are – over a period of time including years – flattened and/or pounded down. The purpose of this is to delay the development of breasts entirely or to make the breasts permanently disappear.
- 14.2. It is something which usually starts when the girl first shows signs of puberty and can be as young as 9 years old.
- 14.3. Breast ironing and flattening may also be done by the child themselves as they may be undergoing gender transformation/identity issues.
- 14.4. Signs and symptoms should be treated with caution and used in conjunction with other known facts or other signs and symptoms. For example, a girl may be embarrassed about her body for other reasons such as body confidence and is of itself not indicative that abuse has occurred. These signs may be noticed during karate sessions when a girl is changing before or after practice or when discussing with fellow students before, during or after sessions.
- 14.5. The main signs to look out for include:
- A child being embarrassed about their body
 - A child is born to a woman who has undergone breast flattening or members of the girls immediate family have
 - References to breast flattening in conversation
 - The child's family have limited levels of integration within the wider community
- 14.6. Documented in the appendices is a flowchart for how you would report suspicions of FGM and/or Breast Flattening/Ironing

15. PREVENT

- 15.1. The EKF is committed to playing an active role in the Government's antiterrorism strategy CONTEST which involves the programme PREVENT. The EKF recognise that the principles of the Governing Body and of karate itself - including teamwork, respect, discipline and sportsmanship - can act as fundamental building blocks to preventing radicalisation at every level. This in turn allows children from diverse backgrounds to reach their full potential within the sport.

English Karate Federation CIC	ID No. SFG/POL/001
Registered Company Number 16280440	Title: Safeguarding Children Policy
Version No: 4.0	Next Review Date: May 2027
<i>Do you have the up-to-date version? See the website for the latest version</i>	

- 15.2. The EKF recognises its responsibility to safeguard children and young people from all forms of harm, including the risk of radicalisation and extremism.
- 15.3. Radicalisation is the process by which an individual comes to support extremist ideologies or terrorist activity. This can occur through a range of means, including personal contact, peer influence, or exposure to online content.
- 15.4. The EKF acknowledges that there is no single pathway to radicalisation. However, children and young people may be more vulnerable where there are factors such as:
- Identity or personal crisis
 - Social isolation or exclusion
 - Exposure to inappropriate online content
 - Influence from family members, peers or wider networks
- 15.5. Individuals involved in karate are not expected to identify or investigate extremism. However, they are in a position of trust and may be well placed to notice changes in behaviour or presentation that could indicate a safeguarding concern.
- 15.6. Possible indicators may include:
- Sudden changes in behaviour, beliefs or attitudes
 - Use of language associated with extremism
 - Increased isolation or withdrawal
 - Accessing or sharing extremist material
- 15.7. These indicators should not be viewed in isolation and must be considered in context.
- 15.8. Any concerns relating to radicalisation must be treated as a safeguarding concern and reported to the EKF Safeguarding Team in line with this policy. The EKF Safeguarding Team will liaise with appropriate agencies, including through referral mechanisms such as Channel where required.
- 15.9. The EKF does not expect its members to undertake surveillance or enforcement activity. The responsibility of EKF personnel is to remain vigilant, respond appropriately to concerns, and report in a timely manner.
- 15.10. Further guidance, including reporting pathways, is set out in the appendices.

16. Social Media

- 16.1. Children may be exposed to upsetting or inappropriate content online, particularly if the platform being used does not have sufficient security. This content can include sexually explicit material or other harmful content e.g. bullying, radicalisation material etc. Children may also be at risk of being groomed if they have an online profile that means they can be contacted privately.
- 16.2. Children's posts or profile information may also expose personal information which can put them at risk. This information can be used to groom, abuse or exploit children.
- 16.3. Parents should ensure that their child's online activity is monitored and secure and that they only speak with people they know. Given karate is a global sport with lots of online activity it may be tempting to accept friend requests from people who you can see also do karate but be mindful of fake accounts. Perpetrators of abuse may create fake profiles to try to contact children and young people through the platform you're using, for example an adult posing as a child. They may also create anonymous accounts and engage in cyberbullying or trolling. People known to a child can also perpetrate abuse.

English Karate Federation CIC		ID No. SFG/POL/001
Registered Company Number 16280440		Title: Safeguarding Children Policy
Version No: 4.0	Next Review Date: May 2027	
<i>Do you have the up-to-date version? See the website for the latest version</i>		

- 16.4. Direct communication between adults in a position of trust and children via personal social media accounts is prohibited. Any communication must take place through appropriate, transparent and approved channels.
- 16.5. For further information on the risks posed and what actions can be taken to address them, please see the NSPCC website:

[Social media and online safety | NSPCC Learning](#)

17. Responding to suspicions or allegations of abuse

- 17.1. It is not the responsibility of anyone working in the EKF, in a paid or unpaid capacity to decide whether or not child abuse has taken place. This is the role of the child protection agencies. However, there is a responsibility for all involved in Martial Arts to act on any concerns through contact with the appropriate authorities. Advice and information is available from the local Social Services Department, The Police or the NSPCC 24 hour Help line 0808 800 5000.
- 17.2. The EKF assures all staff/volunteers that it will fully support and protect anyone, who in good faith reports his or her concern that a colleague is, or may be, abusing a child.
- 17.3. Where there is a complaint against a member of staff there may be three types of investigation:
 - A criminal investigation
 - A child protection investigation
 - A disciplinary or misconduct investigation
- 17.4. The results of the Police and child protection investigation may well influence the disciplinary investigation, but not necessarily.

18. Concerns about poor practice:

- 18.1. If, following consideration, the allegation is clearly about poor practice, the EKF Safeguarding Officers will deal with this as a misconduct issue
- 18.2. If the allegation is about poor practice by the Safeguarding Officer, or, if the matter has been handled inadequately and concerns remain, it should be reported to the relevant officer who will decide how to deal with the allegation and whether or not to initiate disciplinary proceedings.

19. Concerns about suspected abuse

- 19.1. Any suspicion that a child has been abused by either a member of staff or a volunteer should be reported to the Child Protection Officer, who will take such steps as considered necessary to ensure the safety of the child in question and any other child who may be at risk. An incident reporting form can and other resources can be found in the appendices.
- 19.2. The EKF Safeguarding Team will refer the allegation to the social services department, which may involve the Police, or go directly to the Police if out-of-hours.
- 19.3. The parents or carers of the child will be contacted as soon as possible following advice from the social services department.
- 19.4. The EKF Safeguarding Team will also notify the relevant Association Child Protection Officer who in turn will inform the EKF Lead Protection Officer who will deal with any media enquiries.

English Karate Federation CIC		ID No. SFG/POL/001
Registered Company Number 16280440		Title: Safeguarding Children Policy
Version No: 4.0	Next Review Date: May 2027	
<i>Do you have the up-to-date version? See the website for the latest version</i>		

19.5. If the Child Protection Officer is the subject of the suspicion/allegation, the report must be made to the appropriate Manager or in his/her absence the EKF Child Protection Officer who will refer the allegation to social services.

20. Confidentiality

- 20.1. Every effort should 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:
- The Child Protection Officer
 - The parents of the person who is alleged to have been abused
 - The person making the allegation
 - Social services/police
 - The EKF Disciplinary and Legal Commission (D.L.C.) and Lead Protection Officer
 - The alleged abuser (and parents if the alleged abuser is a child).
 - Seek social services advice on who should approach the alleged abuser
 - Information should be stored in a secure place with limited access to designated people, in line with data protection laws (e.g. that information is accurate, regularly updated, relevant and secure)

21. Internal Inquiries and suspension

- 21.1. The EKF will ensure that all safeguarding concerns are managed appropriately, including the consideration of interim measures such as suspension where required to protect children.
- 21.2. Decisions will be made in line with EKF disciplinary procedures, with the welfare of the child remaining the primary consideration.

22. Support to deal with the aftermath of abuse

- 22.1. Consideration should be given to the kind of support that children, parents and members of staff may need. Use of helplines, support groups and open meetings will maintain an open culture and help the healing process.
- 22.2. The British Association for Counselling Directory is available from The British Association for Counselling, Tel: 01788 550899, Email: bac@bacp.co.uk, Internet: www.bacp.co.uk
- 22.3. Consideration should also be given to what kind of support may be appropriate for the alleged perpetrator.

23. Allegations of previous abuse

- 23.1. Allegations of abuse may be made sometime after the event (e.g. by an adult who was abused as a child or by a member of staff who is still currently working with children). Where such an allegation is made, the club should follow the procedures as detailed above and report the matter to the social services or the police. This is because other children, either within or outside sport, may be at risk from this person. Anyone who has a previous criminal conviction for offences related to abuse is automatically excluded from working with children.

24. Information for social services or the police about suspected abuse

- 24.1. To ensure that this information is as helpful as possible, a detailed record should always be made at the time of the disclosure/concern, which should include the following:

- The child's name, age and date of birth of the child

English Karate Federation CIC	ID No. SFG/POL/001
Registered Company Number 16280440	Title: Safeguarding Children Policy
Version No: 4.0	Next Review Date: May 2027
<i>Do you have the up-to-date version? See the website for the latest version</i>	

- The child's home address and telephone number
- Whether or not the person making the report is expressing their own concerns or those of someone else
- The nature of the allegation. Include dates, times, any special factors and other relevant information
- Make a clear distinction between what is fact, opinion or hearsay
- A description of any visible bruising or other injuries. Also any indirect signs, such as behavioural changes
- Details of witnesses to the incidents
- The child's account, if it can be given, of what has happened and how any bruising or other injuries occurred
- Have the parents been contacted? If so, what has been said?
- Has anyone else been consulted? If so, record details
- If the child was not the person who reported the incident, has the child been spoken to? If so, what was said?
- Has anyone been alleged to be the abuser? Record details
- Where possible referral to the police or social services should be confirmed in writing within 24 hours and the name of the contact who took the referral should be recorded
- If you are worried about sharing concerns about abuse with a senior colleague, you can contact social services or the police direct, or the NSPCC Child Protection Helpline on 0808 800 5000, or Childline on 0800 1111.

24.2. False allegations of abuse do occur, but they are rare. You should always take immediate action if a child says or indicates that he or she is being abused, or you have reason to suspect that this is the case. This may involve dealing with the child, their parent or carer, colleagues at your club / organisation, teachers, external agencies or the media. Following the guidelines included in this policy, is recommended to be incorporated into the framework of your own club / organisation. Children who are being abused will only tell people they trust and with whom they feel safe. As a coach you will often share a close relationship with students and may therefore be the sort of person in whom a child might place their trust.

24.3. Children want the abuse to stop. By listening and taking what a child is telling you seriously, you will already be helping to protect them. It is useful to think in advance about how you might respond to this situation in such a way as to avoid putting yourself at risk.

Timing and Location.

24.4. It is understandable that the child may want to see you alone, away from others. The child may therefore approach you at the end of a session when everyone is going home or may arrive deliberately early at a time when they think you will not be busy. However, a disclosure is not just a quick chat; it will take time and usually has further consequences. Bear in mind that you may also need to attend to other students / children, check equipment or set up an activity – you cannot simply leave a session unattended. Therefore, try to arrange to speak to the child at an appropriate time. Location is very important. Although it is important to respect the child's need for privacy, you also need to protect yourself against potential allegations. Do not listen to the child's disclosure in a completely private place – try to ensure that other members of staff are present or at least nearby.

24.5. All records should:

- Be written as soon as possible signed and dated
- Clearly distinguish between fact, observation, allegation and opinion
- Note the name, date, the event, a record of what was said, and any action taken in cases of suspected abuse
- Be held separately from main records

English Karate Federation CIC		ID No. SFG/POL/001
Registered Company Number 16280440		Title: Safeguarding Children Policy
Version No: 4.0	Next Review Date: May 2027	
<i>Do you have the up-to-date version? See the website for the latest version</i>		

- Be exempt from open access

25. Responding to the Child

25.1. When responding to the Child:

- Do not panic – react calmly so as not to frighten the child
- Acknowledge that what the child is doing is difficult, but that they are right to confide in you
- Reassure the child that they are not to blame
- Make sure that, from the outset, you can understand what the child is saying
- Be honest straight away and tell the child you cannot make promises that you will not be able to keep
- Do not promise that you keep the conversation secret. Explain that you will need to involve other people and that you will need to write things down
- Listen to and believe the child; take them seriously
- Do not allow your shock or distaste to show
- Keep any questions to a minimum but do clarify any facts or words that you do not understand – do not speculate or make assumptions
- Avoid closed questions (i.e. questions which invite yes or no answers)
- Do not probe for more information than is offered
- Encourage the child, to use its own words
- Do not make negative comments about the alleged abuser
- End the disclosure and ensure that the child is either being collected or is capable of going home alone
- Do not approach the alleged abuser

26. Preventing abuse in Positions of Trust

- 26.1. As parents, coaches, officials, and volunteers working with young people, we must all help to promote responsible relationships within sport and prevent the manipulation and exploitation of young people.
- 26.2. Individuals working with children are in positions of trust and must not abuse that position.
- 26.3. A position of trust exists where an individual has authority, influence or responsibility over a child or young person
- 26.4. The law prohibits individuals in positions of trust within sport from engaging in sexual activity with a child under the age of 18 where that relationship arises through their role.
- 26.5. All EKF personnel must maintain appropriate professional boundaries at all times and must not engage in behaviour that could be considered exploitative or inappropriate.
- 26.6. Any breach of this section will be treated as a serious safeguarding matter.

27. The EKF's expectation of Affiliated Members

- 27.1. All EKF affiliated Associations and Clubs are required to implement and comply with this policy.
- 27.2. Associations must:
- Appoint a suitably trained Child Protection Officer
 - Ensure safeguarding contact details are publicly available
 - Maintain up-to-date DBS records
 - Implement safeguarding policies aligned to EKF standards
 - Promote safeguarding awareness within their organisations

English Karate Federation CIC		ID No. SFG/POL/001
Registered Company Number 16280440		Title: Safeguarding Children Policy
Version No: 4.0	Next Review Date: May 2027	
<i>Do you have the up-to-date version? See the website for the latest version</i>		

27.3. The EKF will provide support and guidance to Associations. However, failure to engage with safeguarding requirements may result in formal action, including removal of affiliation.

28. Safeguarding Code In Martial Arts

28.1. The Safeguarding Code in Martial Arts has been created to reward martial arts club/organisations and individuals who exercise good safeguarding practice in their delivery. It helps to demonstrate that you work to protect the children, young people and adults that are involved in your activities, as well as those coaches/instructors who are working with them.

28.2. The Safeguarding Code in Martial Arts "mark" has been created so that parents/carers and educational establishments can clearly identify who has successfully signed up to the Safeguarding Code. Those who have been awarded the "mark" can use the logo on their promotional material (inc website, social media), their governing documents, policies and procedures, as well as their official stationery.

28.3. The EKF is committed to meeting the standards set out within the Safeguarding Code in Martial Arts and expects all affiliated organisations to work towards and maintain compliance.

29. Safeguarding and Data Protection

29.1. The EKF processes personal data in accordance with the Data Protection Act 2018 and UK GDPR.

29.2. Safeguarding and data protection are not mutually exclusive. Information may be shared without consent where it is necessary to protect a child from harm or where there is a legal basis to do so.

29.3. All safeguarding information must be:

- Handled sensitively
- Shared on a need-to-know basis
- Stored securely

29.4. Further detail is set out in the EKF Information Governance Policy and supporting guidance.

30. Changes to policy

30.1. The EKF reserves the right to amend or vary this Policy where necessary at any time. Any such amendments or variations will take effect from the first date of publication of the amended Policy on the EKF website.

30.2. The policy will be reviewed annually by the EKF LPO before validation at the EKF Safeguarding Committee and ratification at the Board of Directors meeting.

30.3. There are circumstances in which the policy will be reviewed earlier than the schedule time period. These include:

- Any changes in legislation or government guidance
- As a consequence of a significant event/incident
- As instructed by the Sport England or other relevant bodies

English Karate Federation CIC	ID No. SFG/POL/001
Registered Company Number 16280440	Title: Safeguarding Children Policy
Version No: 4.0	Next Review Date: May 2027
<i>Do you have the up-to-date version? See the website for the latest version</i>	

31. Other relevant/associated documents

The latest version of the documents listed below can all be found via the EKF internet page:
<https://www.englishkaratefederation.com/governance/ekf-policies>
<https://www.englishkaratefederation.com/the-ekf/inclusivity/coaching-guides>

Title
EKF Safer Recruitment Policy
EKF Safe Practice Policy
EKF Whistleblowing Policy
EKF Disciplinary and Legal Commission Policy
EKF Photography and Videoing Policy
EKF Information Governance Policy
EKF Equality, Diversity and Inclusion Policy
EKF Recruitment Policy
EKF Transgender and Transsexual Inclusion Policy
EKF Equality Impact Assessment Toolkit
EKF Social Media Policy
EKF Adults at Risk Policy
EKF Code of Conduct Policy
EKF Guidance on Discipline Code
EKF Discipline Code
EKF Hearing Impairment Coaching Guide
EKF Down's Syndrome Coaching Guide
EKF Autism Coaching Guide
EKF Visual Impairment Coaching Guide
EKF Wheelchair User Coaching Guide
EKF Inclusive Competition Guide

32. Supporting references/evidence based documents

Every effort been made to review/consider the latest evidence to support this document?	Yes
If 'Yes', full references are shown below:	
Number	References
1	Children Act 2004
2	Part 3 and Schedule 8 of the Data Protection Act 2018
3	Section 115 of the Crime and Disorder Act 1998
4	Articles 2 and 3 of the Human Rights Act
5	Section 8 of DPA 2018
6	Counter Terrorism and Security Act 2015
7	Safeguarding Code in Martial Arts
8	NSPCC CPSU Safeguarding Checklist
9	Sport England A Code for Sports Governance

33. Definitions/Glossary of Terms

Abbreviation or Term	Definition
Physical abuse	This includes being hit, kicked, shaken or punched, or given harmful drugs or alcohol.
Emotional abuse	This includes being called names all the time, being threatened or being shouted at or made to feel small. Bullying is also a form of emotional abuse. Bullying includes hitting or threatening a child with violence, taking their things, calling them names or insulting them, making them do things they won't want to do, and deliberately humiliating or ignoring them.

English Karate Federation CIC	ID No. SFG/POL/001
Registered Company Number 16280440	Title: Safeguarding Children Policy
Version No: 4.0	Next Review Date: May 2027
<i>Do you have the up-to-date version? See the website for the latest version</i>	

33. Definitions/Glossary of Terms	
Sexual abuse	This includes being touched in a way you don't like by an adult or young person, being forced to have sex, or being made to look at sexual pictures or videos. For some disabled children, it includes if a person helping them to use the toilet touched them more than was needed.
Neglect	Is when a child is not looked after properly, including having no place to stay, or not enough food to eat, or clothes to keep them warm. It also includes if the child is not given medical care when they need it, including medication. For some disabled children, it could include if their carer took away the things they needed for everyday life - like their wheelchair or communication board. Or not helping a disabled child who needed help using the toilet.
FGM	Female Genital Mutilation. Traditional, harmful practice that involves the partial or total removal of external female genitalia or other injury to female genital organs for non-medical reasons
PREVENT	A governmental strategy designed to stop people becoming terrorists or supporting terrorist or extremist causes.
Breast Flattening/Ironing	Harmful procedure which involves flattening a girl's chest with a hot stone or other objects to delay breast growth.
DBS checks	Disclosure and Barring Service check, A search which can allow employers to see if a person is a suitable person based upon criminal records and other key background checks.
LGBTQ+	Overarching term used for the lesbian, gay, bi-sexual, transgender and queer communities.
Safeguarding	Broad-ranging term used to denote measures to protect the health, wellbeing and human rights of individuals, ensuring they are free from abuse, harm and neglect.
Consultation	Who is consulted/asked to contribute to the document development
Policy	A policy is a statement of what the EKF must do and the principle upon which it will act to carry out its responsibilities in relation to an activity i.e. what we have to do
Validation	The first formal approval by an expert Committee/Manager
Ratification	The second and final approval of documents within the EKF.
Professional Boundaries	The limits that define appropriate behaviour between individuals in positions of trust and children, including physical, emotional and digital interactions.

34. Consultation

Enter the names and roles of the stakeholders that have contributed to the document

Person, meeting or organisation consulted with	Date Consulted
EKF Board of Directors meeting	May 2026

35. Distribution and Communication Plan

Dissemination lead:	Lead Protection Officer
Previous document already being used?	Yes
If yes, in what format and where?	Website and previously e-mailed out to Heads of Association
Proposed action to retrieve out-of-date	Replace documents on the website and re-circulate revised policy

English Karate Federation CIC	ID No. SFG/POL/001
Registered Company Number 16280440	Title: Safeguarding Children Policy
Version No: 4.0	Next Review Date: May 2027
<i>Do you have the up-to-date version? See the website for the latest version</i>	

35. Distribution and Communication Plan	
copies of the document:	
To be disseminated to:	EKF Directors, Safeguarding Team, Coaches and all other relevant personnel. Heads of Association to receive report along with Association Child Protection Officers with advice to disseminate within own organisations.
Proposed actions to communicate the document contents	Website upload and social media launch. At next squad session, parents and junior athletes will be made aware that the new policy is live and how to access.

36. Training		
Is training required to be given due to the introduction of this procedural document? Yes If 'Yes', training is shown below:		
Action by	Action required	To be completed (date)
Lead Protection Officer	Provide safeguarding awareness training to the EKF Board of Directors	Annually
EKF Safeguarding Team in conjunction with CPSU	Deliver safeguarding training to EKF Safeguarding Officers and Association Safeguarding Officers	Minimum every 3 years (or in line with national guidance)
EKF Safeguarding Team	Provide or coordinate safeguarding training for coaches, officials and volunteers appropriate to their role	Ongoing, with minimum 3-year refresh
Association Safeguarding Officers	Ensure all coaches, officials and volunteers within their Association have completed appropriate safeguarding training	Ongoing
EKF Safeguarding Team	Maintain oversight of safeguarding training compliance and report to the Safeguarding Committee and Board of Directors	Quarterly

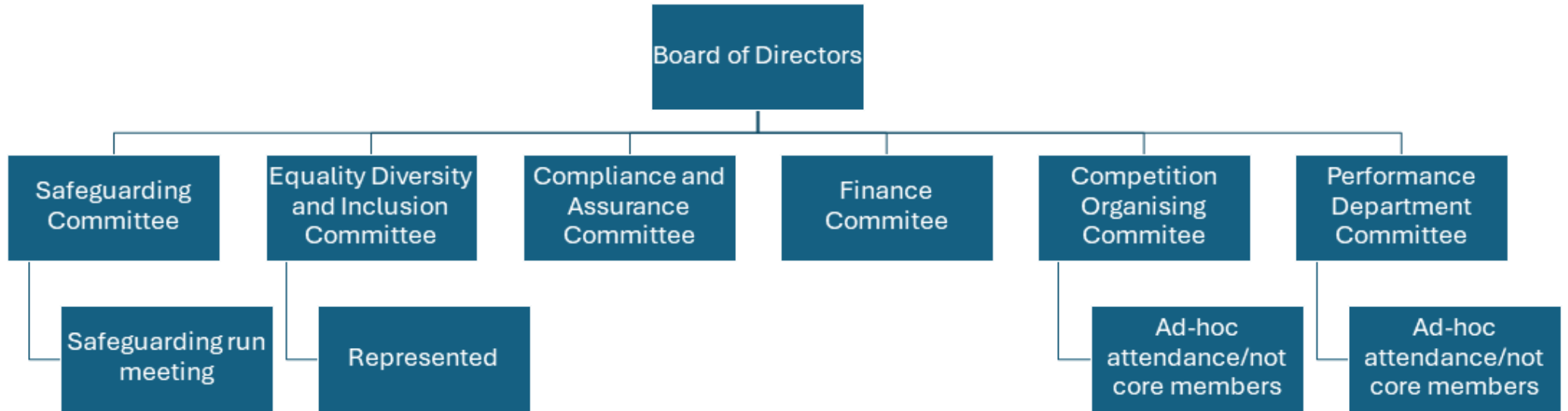
37. Amendment history and version control				
Version No.	Date of Issue	Page/Selection Changed	Description of Change	Review Date
1.0	May 2018	New document	N.A	May 2019
2.0	June 2019	Multiple	Administrative changes to policy including insertion of version control. Equality Impact Assessment and Document Development Checklist. Safeguarding areas previously omitted now included. These areas are: <ul style="list-style-type: none"> • PREVENT section with flowchart to assist with escalation of concerns • FGM (including breast flattening) • Guidance on overnight stays and competition 	June 2023
2.1	April 2021	Minor amendments	Update of contact details. Inclusion of required audit timelines of all EKF employees.	April 2024

English Karate Federation CIC	ID No. SFG/POL/001
Registered Company Number 16280440	Title: Safeguarding Children Policy
Version No: 4.0	Next Review Date: May 2027
<i>Do you have the up-to-date version? See the website for the latest version</i>	

3.0	June 2023	Multiple changes	<p>Inclusion of EKF Committee and Meeting Organogram detailing where Safeguarding is represented.</p> <p>EKF Terms of Reference produced and added to policy as an appendix.</p> <p>Further information on DBS check requirements added including flowchart as an additional appendix.</p> <p>Inclusion of preventing abuse in positions of trust in-line with amendments to English law in June 2022.</p> <p>Additional flowchart added to aide members in deciding on information sharing requirements and legality</p> <p>Administrative changes including making sentences more concise. Other administrative changes include formatting of policy in line with new EKF Document Control Policy.</p> <p>Additional information added re: members with additional needs with EKF Coaching Guides linked.</p> <p>Additions to reference Social Media guidance, transgender and transsexual members and volunteers.</p> <p>The above list is not exhaustive</p>	June 2024
3.1	January 2025	Minor amendments	<p>Appendices condensed with hyperlinks to reduce policy size and aide easier access to resources</p>	January 2026
4.0	May 2026	Multiple changes	<p>Clear separation of policies implemented. Sections on bullying, safe practice and safer recruitment have been developed into their own separate policies in-line with Sport England recommendations/requirements. Online coaching guide document created.</p> <p>Policy has been made more streamlined and focused.</p>	May 2027

English Karate Federation CIC	ID No. SFG/POL/001
Registered Company Number 16280440	Title: Safeguarding Children Policy
Version No: 4.0	Next Review Date: May 2027
<i>Do you have the up-to-date version? See the website for the latest version</i>	

Appendix A: EKF Committee and Meeting Structure Organogram



English Karate Federation CIC		ID No. SFG/POL/001	
Registered Company Number 16280440		Title: Safeguarding Children Policy	
Version No: 4.0	Next Review Date: May 2027		
<i>Do you have the up-to-date version? See the website for the latest version</i>			

Appendix B – EKF Safeguarding Committee Terms of Reference

English Karate Federation (EKF) Safeguarding Committee Terms of Reference	
Title:	EKF Safeguarding Committee
Date approved and approving body:	Reviewed at the EKF Board of Directors meeting in May 2026.
Constitution and establishment:	The Safeguarding Committee has been constituted under the authority of the EKF Board of Directors meeting.
Accountability:	This meeting has been established by the EKF Board of Directors meeting to provide specific oversight on all aspects of safeguarding both children and adults at risk to provide assurance to the Board that issues and risks are being effectively managed.
Purpose:	<p>The Safeguarding Committee’s purpose shall be:</p> <ul style="list-style-type: none"> • To advise others within the EKF about actions they may need to take, such as initiating disciplinary procedures. • To monitor and review progress on all cases and to identify any trends emerging which may require a review/revision of existing policies/procedures. • Review compliance against the EKF’s policies and recommend supportive action or disciplinary action where required • To gather evidence as to the effectiveness of safeguarding arrangements within the EKF (as a national governing body and within Associations) • Review DBS checks for all appointees and undertake spot check audits as per safeguarding policy • To co-ordinate learning and improvement safeguarding activity by identifying strengths and weaknesses in safeguarding practice within the EKF. Together with implementing learning from local and national learning activity this will include the implementation of action plans from inspections, serious case reviews/multi-agency reviews etc. <p>The Committee is also authorised by the EKF Board of Directors to:</p> <ul style="list-style-type: none"> • Investigate any activity within its Terms of Reference • Validate policies and procedures for which it has responsibility (either directly or indirectly) • Promote an enquiring and learning organisation and culture which is open and transparent <p>The Committee provides assurance to the Board of Directors that safeguarding risks are identified, managed and escalated appropriately.</p>

English Karate Federation CIC	ID No. SFG/POL/001
Registered Company Number 16280440	Title: Safeguarding Children Policy
Version No: 4.0	Next Review Date: May 2027
<i>Do you have the up-to-date version? See the website for the latest version</i>	

<p>Duties</p>	<ul style="list-style-type: none"> • Escalate significant safeguarding risks or concerns to the Board of Directors • Provide oversight of safeguarding risk management and assurance processes • Ensure learning from incidents, reviews and external guidance is embedded into practice 																
<p>Membership:</p>	<p>Membership of the Group is set out below and has been determined based on our principle of having the right people, with the right skills in the right meeting.</p> <p>The Lead Protection Officer for the EKF acts as the Chair of this Group. The Vice-Chair will be deputised by the Director of Compliance and Assurance.</p> <p>In the absence of the Chair and Vice-Chair, a decision will be taken in advance of the meeting as to who will Chair that meeting. Each member is required to nominate an alternate to attend in their absence.</p> <p>Other EKF staff may be invited to attend the meetings periodically where they are responsible for or can contribute to items on the agenda e.g. Chaperones prior and post-international competition.</p> <table border="1" data-bbox="403 831 1449 1245"> <thead> <tr> <th style="background-color: #00b050; color: white;">Core Members</th> <th style="background-color: #00b050; color: white;">Other members to be co-opted as required</th> </tr> </thead> <tbody> <tr> <td>EKF LPO (Chair)</td> <td>Performance Directors (Kata and Kumite)</td> </tr> <tr> <td>EKF Compliance and Assurance Director (Vice-Chair)</td> <td>Association Safeguarding Officers</td> </tr> <tr> <td>EKF Safeguarding Officer</td> <td>Chaperones for international competitions</td> </tr> <tr> <td>EKF Safeguarding Officer</td> <td>Competition organisers</td> </tr> <tr> <td>EKF Safeguarding Officer</td> <td>EKF Medical staff</td> </tr> <tr> <td>EKF Equality, Diversity and Inclusion Director</td> <td>Head National Coaches, Assistant National Coaches and Regional Coaches</td> </tr> <tr> <td>Administrator (Minutes)</td> <td>Others as required</td> </tr> </tbody> </table> <p>All members of the committee whose appointed role is not representative in nature shall fulfil their position in furtherance of the general objectives of the Committee.</p> <p>All members of the committee shall be current EKF staff members or Board members and when required an external/independent person can be co-opted to support specific topics.</p> <p>Where appropriate, independent or external safeguarding expertise may be co-opted to support the Committee.</p> <p>All members of the committee shall adhere to the principles of Selflessness, Integrity, Objectivity, Accountability, Openness, Honesty and Leadership.</p>	Core Members	Other members to be co-opted as required	EKF LPO (Chair)	Performance Directors (Kata and Kumite)	EKF Compliance and Assurance Director (Vice-Chair)	Association Safeguarding Officers	EKF Safeguarding Officer	Chaperones for international competitions	EKF Safeguarding Officer	Competition organisers	EKF Safeguarding Officer	EKF Medical staff	EKF Equality, Diversity and Inclusion Director	Head National Coaches, Assistant National Coaches and Regional Coaches	Administrator (Minutes)	Others as required
Core Members	Other members to be co-opted as required																
EKF LPO (Chair)	Performance Directors (Kata and Kumite)																
EKF Compliance and Assurance Director (Vice-Chair)	Association Safeguarding Officers																
EKF Safeguarding Officer	Chaperones for international competitions																
EKF Safeguarding Officer	Competition organisers																
EKF Safeguarding Officer	EKF Medical staff																
EKF Equality, Diversity and Inclusion Director	Head National Coaches, Assistant National Coaches and Regional Coaches																
Administrator (Minutes)	Others as required																
<p>Responsibility of Members and Attendees</p>	<p>Members of the group have a responsibility to:</p> <ul style="list-style-type: none"> • Attend meetings having read all the papers beforehand and as appropriate; • Act as 'champions', disseminating information and good practice as appropriate; 																

<p>English Karate Federation CIC Registered Company Number 16280440</p>	<p>ID No. SFG/POL/001 Title: Safeguarding Children Policy</p>
<p>Version No: 4.0</p>	<p>Next Review Date: May 2027</p>
<p style="text-align: center;"><i>Do you have the up-to-date version? See the website for the latest version</i></p>	

	<ul style="list-style-type: none"> • If unable to attend, send their apologies to the Chair prior to the meeting and, if appropriate, seek the approval of the Chair to send a deputy to attend on their behalf; • When matters are discussed in confidence at the meeting, to maintain such confidences; • Declare any conflicts of interest/potential conflicts of interest in accordance with EKF policy
Quorum:	<p>A Quorum will comprise:</p> <ul style="list-style-type: none"> • Chair or Vice-Chair • 2 of the Safeguarding Officers • 1 EKF Director <p>At least one safeguarding-trained member must be present.</p> <p>In the event that a quorum is not present, the meeting will continue but non-quoracy must be highlighted to the Board of Directors through the meeting escalation report</p>
Reporting sub-groups:	<p>The EKF Safeguarding Committee meeting may, at the discretion of the EKF Board, establish sub-groups as required.</p> <p>The Committee will provide regular assurance reports to the Board of Directors, including escalation of risks, themes and areas of concern.</p> <p>The EKF Safeguarding Committee will report directly to the EKF Board of Directors via a Chair's Report to facilitate effective oversight and escalation processes.</p> <p>There will also be Safeguarding representation on other EKF Committees as required.</p>
Communication:	<p>The Safeguarding administrator will be responsible for:</p> <ul style="list-style-type: none"> • Ensuring that an annual schedule of meetings is in place and that invitation are issued • Preparing the agenda for the meeting on behalf of the Chair • Collating and circulating the papers • Taking the minutes of the meeting and circulating these to members • Maintaining and updating the action log <p>Papers will be circulated 1 week in advance of the meeting to allow attendees the opportunity to read them. Any late papers will only be included with the consent of the Chair. In the event that papers are not provided, this will be escalated as required via the Chair's escalation report.</p>
Frequency of meetings:	<p>The EKF Safeguarding Committee will take place each month at a time that meets the commitments of attendees and allows a written escalation report to be produced in time for circulation of the EKF Board of Directors meeting.</p>

English Karate Federation CIC	ID No. SFG/POL/001
Registered Company Number 16280440	Title: Safeguarding Children Policy
Version No: 4.0	Next Review Date: May 2027
<i>Do you have the up-to-date version? See the website for the latest version</i>	

Agenda and notes/ action points:	<p>The agenda will follow a standard format and an annual cycle of business.</p> <p>An action log will be maintained, and actions reviewed at the start of each meeting. Those identified with an action will be expected to progress that action outside of the meeting and submit progress/ completion ahead of the following meeting.</p>
Attendance at meetings:	<p>In line with our values of being open and transparent and taking accountability, all members are expected to attend the meeting for its duration to maximise meeting effectiveness and attendance will be monitored.</p>
Meeting Conduct and Effectiveness	<p>In line with our value to be respectful and inclusive, the Chair will take the lead in ensuring that the challenge is constructive and professional and that all members have the opportunity to contribute to the discussion.</p> <p>The Chair is responsible for ensuring that meetings are conducted in such a way that the duties set out in these Terms of Reference are met.</p>
Decision Making	<p>The EKF Safeguarding Committee has limited approval powers as accountability rests with the Board of Directors however decisions can be made in relation to any specific matters falling within the remit of the Safeguarding Team..</p> <p>Wherever possible members of the group will seek to make decisions and recommendations based on consensus.</p> <p>Where this is not possible, the Chair of the meeting will ask for members to vote using a show of hands, provided that nothing in the way the business is conducted is prohibited by rules and regulations of the EKF e.g. Conflicts of Interest.</p> <p>In the event of a formal vote, the Chair will clarify what members are being asked to vote on – the ‘motion’. Subject to the meeting being quorate a simple majority of members present will prevail. In the event of a tied vote, the Chair of the meeting will have the deciding vote.</p> <p>Only the members of the group present at the meeting will be eligible to vote. Members not present, non-voting deputies and attendees will not be permitted to vote, nor will proxy voting be permitted. The outcome of the vote, including the details of those members who voted in favour or against the motion and those who abstained, shall be recorded in the minutes of the meeting</p> <p>Decisions will be informed by safeguarding principles and the best interests of the child or adult t risk.</p>
Reporting Responsibilities:	<p>The meeting will report to the EKF Board of Directors on a monthly basis via the Chair’s Report detailing positive and negative escalations. Minutes will also be shared with the Board of Directors.</p>

<p>English Karate Federation CIC Registered Company Number 16280440</p>	<p>ID No. SFG/POL/001 Title: Safeguarding Children Policy</p>
<p>Version No: 4.0</p>	<p>Next Review Date: May 2027</p>
<p><i>Do you have the up-to-date version? See the website for the latest version</i></p>	

Review:	<p>These Terms of Reference will be reviewed every 12 months at the January meeting and will be presented to the Board of Directors for ratification. Any material changes, such as change of duties/Chair must be approved by the Board of Directors.</p> <p>These Terms of Reference will be reviewed in January 2026.</p>
ID No:	SFG/TOR/001
Version Number:	1.0
Author /Contact:	Lead Protection Officer

English Karate Federation CIC	ID No. SFG/POL/001
Registered Company Number 16280440	Title: Safeguarding Children Policy
Version No: 4.0	Next Review Date: May 2027
<i>Do you have the up-to-date version? See the website for the latest version</i>	

Appendix C – EKF Safeguarding Case Management Group Terms of Reference

English Karate Federation (EKF) Case Management Group Terms of Reference

Title:	EKF Case Management Terms of Reference
Date approved and approving body:	Reviewed at the EKF Board of Directors meeting in May 2026.
Constitution, establishment and accountability	This meeting has been established by the EKF Safeguarding Committee and EKF Board of Directors to review individual safeguarding cases for both children and adults at risk.
Purpose:	<p>The Case Management Group is responsible for ensuring that all allegations, incidents or referrals related to the safeguarding of children and young people are dealt with fairly and equitably within appropriate timescales. This includes disclosure and barring records disclosure information being considered and decided on a consistent and equitable basis.</p> <p>The welfare of the child/adult at risk will be the primary consideration in all decisions.</p>
Duties	<p>In particular and without limiting that responsibility, the Case Management Group shall:</p> <ul style="list-style-type: none"> • Inform the appropriate statutory agency (the police and/or the Local Authority Children’s Social Care Department) where a report is made relating to concerns about suspected or actual abuse of a child/young person, and to comply with any directions or requirements they may make regarding the case. • Give direction where appropriate to the Safeguarding/Child Protection team (or officer) as to the level of cases - as high risk, medium risk or low risk. • Give direction where appropriate as to the level at which a case is to be managed. • Determine where appropriate which cases the Case Management Group need to be directly involved with and advising on what level of investigation should be undertaken. Decisions as to the route a case should take will be made within 72 hours (3 working days) of the initial report. • These decisions will be made outside the Safeguarding Committee but will be reviewed as a standing agenda item at each monthly meeting where a review to ascertain whether the appropriate route was made in retrospect and updates on each case is received • To make initial decisions as to what level each case will be dealt with i.e., minor poor practice which may be referred back to an Association or club complaints/disciplinary procedure with advice; or suspected abuse of a child or adult at risk which requires dealing with at a national level through disciplinary procedures. These initial decisions will be taken within 7 days of the initial report. • Analyse any reports commissioned and determine whether any further actions are required. • Make initial decisions regarding risk from the information received and determine how such risks are to be managed. • Monitor and review the progress on all cases and identify any trends emerging which may require a review of current policies and procedures. • Consider medium and low risk cases and decide whether to issue any conditions regarding further participation in the sport. ix) Consider any criminal records disclosure information in accordance with the EKF Recruitment Policy. Any disclosures which contain “non-conviction information” should be considered by the Case Management Group

English Karate Federation CIC

Registered Company Number 16280440

Version No: 4.0

Next Review Date: May 2027

ID No. SFG/POL/001

Title: Safeguarding Children Policy

Do you have the up-to-date version? See the website for the latest version

	<ul style="list-style-type: none"> • Advise generally on matters of safeguarding policy, strategy and procedure, and to approve appropriate protocols. • Advise on referrals of individuals to the Disclosure and Barring Service • Ensure decisions are made independently, fairly and without conflict of interest. • Risk levels will be reviewed throughout the lifecycle of the case. 										
Membership:	<p>Membership of the Group is set out below and has been determined based on our principle of having the right people, with the right skills in the right meeting.</p> <p>The Lead Protection Officer for the EKF acts as the Chair of this Group. In the absence of the Chair and Vice-Chair, a decision will be taken in advance of the meeting as to who will Chair that meeting but this must be another EKF Safeguarding Officer.</p> <table border="1"> <thead> <tr> <th>Core Members</th> <th>Other members to be co-opted as required</th> </tr> </thead> <tbody> <tr> <td>EKF LPO (Chair)</td> <td>EKF President</td> </tr> <tr> <td>EKF Safeguarding Officers</td> <td>Equality, Diversity and Inclusion Director</td> </tr> <tr> <td>EKF Safeguarding administrator</td> <td>Compliance and Assurance Director</td> </tr> <tr> <td>Administrator (Minutes)</td> <td>Independent Safeguarding/Child Protection Advisor</td> </tr> </tbody> </table> <p>Independent safeguarding expertise may be engaged where required.</p>	Core Members	Other members to be co-opted as required	EKF LPO (Chair)	EKF President	EKF Safeguarding Officers	Equality, Diversity and Inclusion Director	EKF Safeguarding administrator	Compliance and Assurance Director	Administrator (Minutes)	Independent Safeguarding/Child Protection Advisor
Core Members	Other members to be co-opted as required										
EKF LPO (Chair)	EKF President										
EKF Safeguarding Officers	Equality, Diversity and Inclusion Director										
EKF Safeguarding administrator	Compliance and Assurance Director										
Administrator (Minutes)	Independent Safeguarding/Child Protection Advisor										
Responsibility of Members and Attendees	<p>Members of the group have a responsibility to:</p> <ul style="list-style-type: none"> • Attend meetings having read all the papers beforehand and as appropriate: • If unable to attend, send their apologies to the Chair prior to the meeting and, if appropriate, seek the approval of the Chair to send a deputy to attend on their behalf; 										
Quorum:	The quorum for every decision is a minimum of three members of the Case Management Group and if necessary the CMG Chair will have the deciding vote.										
Reporting sub-groups:	There are no reporting sub-groups for the meeting.										
Communication:	<p>The Safeguarding administrator will be responsible for:</p> <ul style="list-style-type: none"> • Preparing the agenda for the meeting on behalf of the Chair • Collating and circulating the papers • Taking the minutes of the meeting and circulating these to members • Maintaining and updating the action log <p>Papers will be circulated as soon as practically possible to allow attendees the opportunity to read them. Any late papers will only be included with the consent of the Chair. In the event that papers are not provided, this will be escalated as required via the Chair's escalation report.</p>										

English Karate Federation CIC	ID No. SFG/POL/001
Registered Company Number 16280440	Title: Safeguarding Children Policy
Version No: 4.0	Next Review Date: May 2027
<i>Do you have the up-to-date version? See the website for the latest version</i>	

Frequency of meetings:	The frequency of the meetings will vary dependent on the number and timings of incidents/cases for review.
Agenda and notes/ action points:	To be confirmed dependent on caseload. An action log will be maintained, and actions reviewed at the start of each meeting. Those identified with an action will be expected to progress that action outside of the meeting and submit progress/ completion ahead of the following meeting.
Attendance at meetings:	In line with our values of being open and transparent and taking accountability, all members are expected to attend the meeting for its duration to maximise meeting effectiveness and attendance will be monitored.
Meeting Conduct and Effectiveness	<p>All safeguarding and child protection matters must be regarded as highly confidential and not for disclosure outside of the Case Management Group unless so agreed, and this will be on a strictly need to know basis in accordance with the Data Protection Act 2018 and the Human Rights Act 1998. All members of the Case Management Group will maintain the confidentiality of children, young people and/or adults involved in the cases considered. All members of the Case Management Group have an overriding obligation to protect children at risk of harm and may therefore share information as appropriate with third parties</p> <p>Any member of the Case Management Group shall inform the Chair if they discover they are connected, or have an interest in, any referral case which would disqualify them from participating in any matters relating to that particular case as per the EKF Conflicts of Interest Policy.</p>
Decision Making	All decisions made by the Case Management Group must be fair, open and transparent. The CMG must adopt an open-minded approach until allegations/concerns have been investigated. The CMG will be guided by the (sport's) Equity Policy and the principle that all children have the right to be safeguarded and protected from abuse regardless of their age, ability, race, ethnic origin, gender, disability, religious or sexual orientation.
Reporting Responsibilities:	The meeting will report to the EKF Safeguarding Committee on a monthly basis via the Chair's Report detailing positive and negative escalations. Minutes will also be shared with the Committee but anonymised for the purposes of anonymity.
Review:	<p>These Terms of Reference will be reviewed every 12 and will be presented to the Board of Directors for ratification. Any material changes, such as change of duties/Chair must be approved by the Board of Directors.</p> <p>These Terms of Reference will be reviewed in January 2026.</p>
ID No:	SFG/TOR/002

English Karate Federation CIC	ID No. SFG/POL/001
Registered Company Number 16280440	Title: Safeguarding Children Policy
Version No: 4.0	Next Review Date: May 2027
<i>Do you have the up-to-date version? See the website for the latest version</i>	

Version Number:	1.0
Author /Contact:	Lead Protection Officer

English Karate Federation CIC	ID No. SFG/POL/001
Registered Company Number 16280440	Title: Safeguarding Children Policy
Version No: 4.0	Next Review Date: May 2027
<i>Do you have the up-to-date version? See the website for the latest version</i>	

Appendix D – Useful links for further information and support

The following organisations provide advice, guidance and support in relation to safeguarding children:

- **NSPCC** – 24/7 helpline for advice and reporting concerns

0800 800 5000

www.nspcc.org.uk

- **Childline** – Support for children and young people

0800 1111

www.childline.org.uk

- **NSPCC Child Protection in Sport Unit (CPSU)** – Safeguarding guidance for sport

thecpsu.org.uk

- **UK Safer Internet Centre** – Online safety advice and resources

www.saferinternet.org.uk

- **Gov.uk** – Guidance on safeguarding, including PREVENT and FGM

www.gov.uk

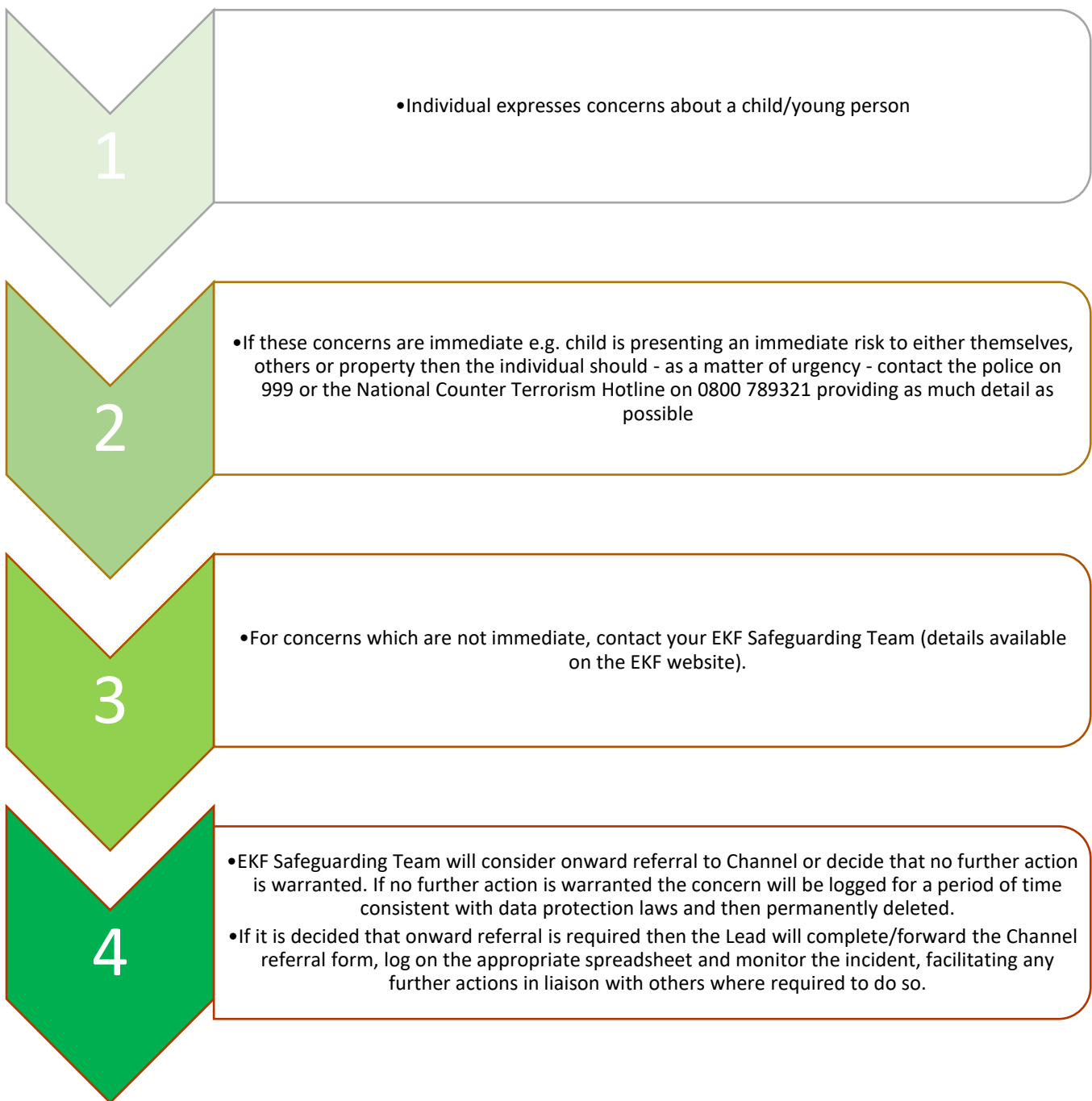
- **Local Authority Children’s Social Care / Police** – For reporting urgent safeguarding concerns

In an emergency, always contact the Police on 999.

English Karate Federation CIC	ID No. SFG/POL/001
Registered Company Number 16280440	Title: Safeguarding Children Policy
Version No: 4.0	Next Review Date: May 2027
<i>Do you have the up-to-date version? See the website for the latest version</i>	

Appendix E – PREVENT reporting flowchart

Escalation and Referral Process for Preventing Radicalisation of Children and Young People

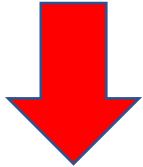


English Karate Federation CIC	ID No. SFG/POL/001
Registered Company Number 16280440	Title: Safeguarding Children Policy
Version No: 4.0	Next Review Date: May 2027
Do you have the up-to-date version? See the website for the latest version	

Appendix F – FGM Reporting Flowchart

You have concerns re: FGM

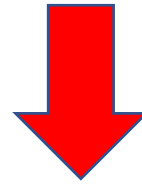
You observe a physical sign that FGM has occurred or a girl discloses to you that they have been subject to FGM.



You have an obligation to:

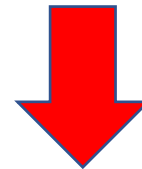
- Report an incident/concern to your Association Child Protection Officer and EKF Safeguarding Team
- Ring the police on 101

A parent or guardian disclosed that their child has had FGM or you consider that a girl may be at risk of FGM



You have an obligation to:

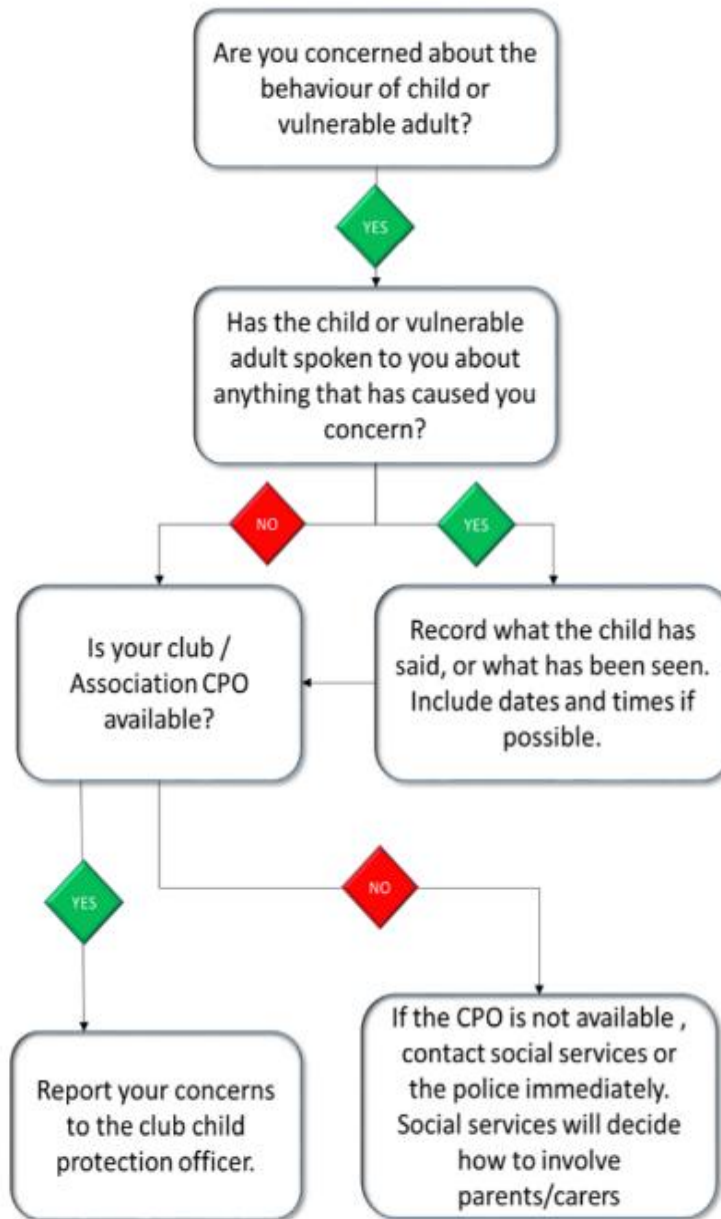
- Report an incident/concern to your Association Lead Protection Officer and EKF Safeguarding Team
- If the risk is urgent then contact the police on 999



The responsible Child Protection Officer will then follow local safeguarding procedures and refer the child to children's social care as a matter of urgency

Appendix G - Child Safety and Welfare Concern Flowchart 1

Flow chart of action to take if there are concerns about a child's safety or welfare The following action should be taken if there are concerns:

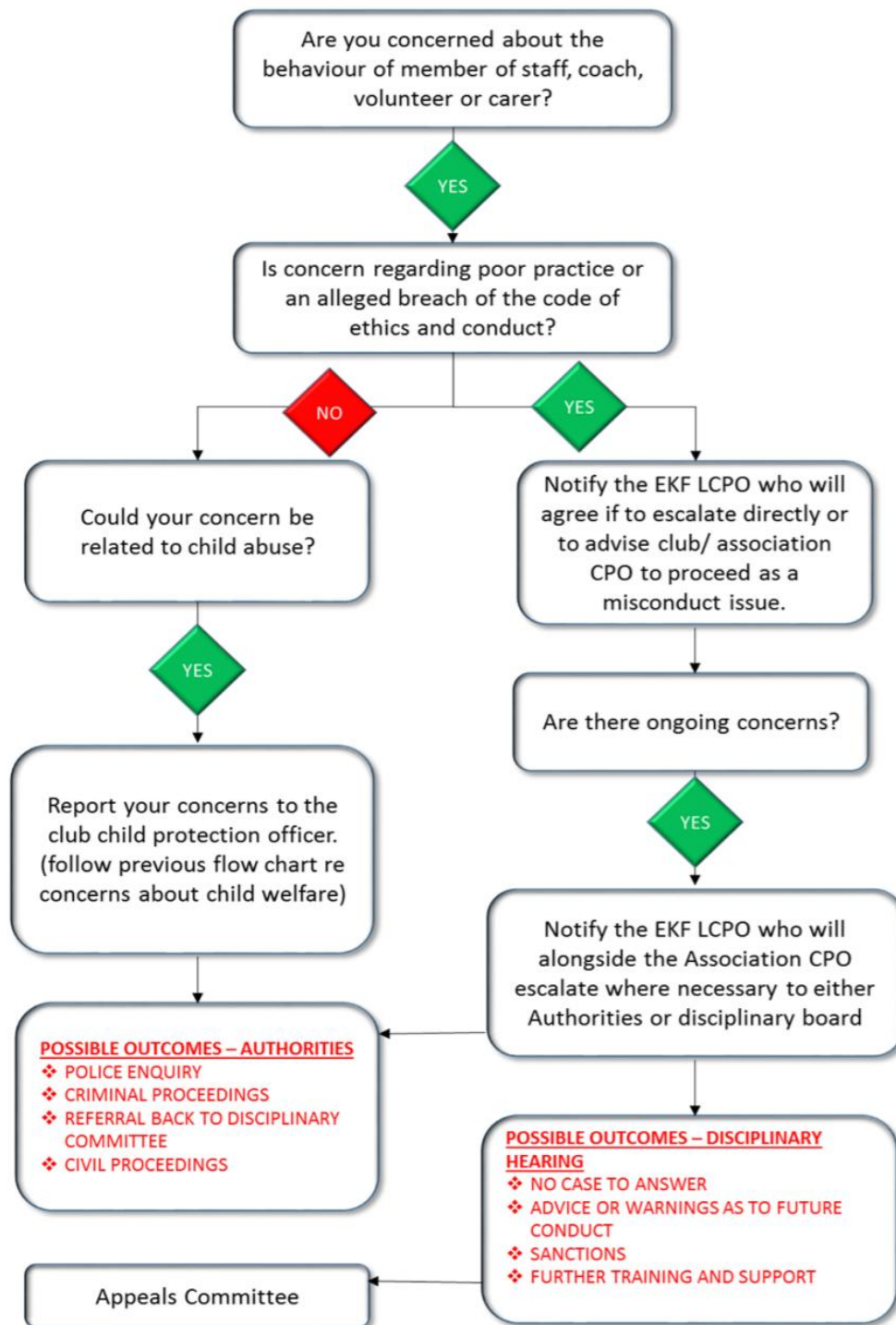


The Club/Association Child Protection/Safeguarding Officer should always inform the EKF Lead Protection Officer on the appropriate form within 24 hours of receiving a concern.

English Karate Federation CIC		ID No. SFG/POL/001
Registered Company Number 16280440		Title: Safeguarding Children Policy
Version No: 4.0	Next Review Date: May 2027	
<i>Do you have the up-to-date version? See the website for the latest version</i>		

Appendix H – Child Safety and Welfare Concern Flowchart 2

Flow chart of action to take if there are concerns about staff, a coach or carers conduct The following action should be taken if there are concerns (cont.):



Appendix I: Monitoring Compliance

Section to be monitored	Methodology (incl. data source)	Frequency	Reviewed by	Group / Committee to be escalated to (if applicable)
Safeguarding concerns reporting and management	Review of incident reports, case management records and response times	Quarterly	EKF Safeguarding Team	EKF Safeguarding Committee and Board of Directors Meeting
Training compliance	Training records, attendance logs and certification tracking	Quarterly	EKF Safeguarding Team	EKF Safeguarding Committee and Board of Directors Meeting
DBS compliance	Audit of DBS records and renewal tracking	Annually (with spot check audits throughout the year)	EKF Safeguarding Team	EKF Safeguarding Committee and Board of Directors Meeting
Policy implementation within Associations	Self-assessment returns, audits and feedback from Association Safeguarding Officers	Annually	Lead Protection Officer	EKF Safeguarding Committee and Board of Directors Meeting
Safeguarding incidents and trends	Thematic analysis of incidents, identifying patterns or emerging risks	Quarterly	EKF Safeguarding Team	EKF Safeguarding Committee and Board of Directors Meeting
Compliance with Safe Practice and associated policies	Review of reported breaches, complaints and disciplinary outcomes	Quarterly	EKF Safeguarding Team	EKF Safeguarding Committee and Board of Directors Meeting
Safeguarding training effectiveness	Feedback from training sessions and evaluation of safeguarding knowledge	Annually	EKF Safeguarding Team	EKF Safeguarding Committee and Board of Directors Meeting
External compliance (e.g. Safeguarding Code in Martial Arts)	Review against external standards, audits and accreditation outcomes	Annually	Lead Protection Officer	EKF Safeguarding Committee and Board of Directors Meeting

English Karate Federation CIC

Registered Company Number 16280440

Version No: 4.0

Next Review Date: May 2027

ID No. SFG/POL/001

Title: Safeguarding Children Policy

Do you have the up-to-date version? See the website for the latest version

Appendix J: Values and Behaviours Framework


To help create a great place to work, volunteer and a great place to undertake karate, it is essential that EKF policies and procedures support our values and behaviours. This document, when used effectively, can help promote a culture that is truly respectful and inclusive, where we are compassionate towards each other, and with our ambitious drive we truly support an open, honest and transparent culture.

Organisational values drive the way we influence, how we interact with each other, and how we work together to achieve results. Organisational values are not descriptions of the work we do or the strategies we employ to accomplish our mission, they are the unseen drivers of our behaviour, based on our deeply held beliefs that drive decision-making.

They underpin everything we do and the EKF expects our Members to continue to reflect these values in the way they work – within their Associations, across the Federation and within our communities.

English Karate Federation CIC	ID No. SFG/POL/001
Registered Company Number 16280440	Title: Safeguarding Children Policy
Version No: 4.0	Next Review Date: May 2027
<i>Do you have the up-to-date version? See the website for the latest version</i>	

Appendix K: Equality Impact Assessment

		 <p>ENGLISH KARATE FEDERATION</p>
Equality Impact Assessment Form		
Department/Function	Safeguarding	
Lead Assessor	Lead Protection Officer	
What is being assessed?	Safeguarding Children Policy	
Date of assessment	19 th April 2026	
1) What is the impact on the following protected characteristics/groups?		
Positive: ➤ Advance Equality of opportunity ➤ Foster good relations between different groups ➤ Address explicit needs of Equality target groups	Negative: ➤ Unlawful discrimination / harassment / victimisation ➤ Failure to address explicit needs of Equality target groups	Neutral: ➤ It is quite acceptable for the assessment to come out as Neutral Impact. ➤ Be sure you can justify this decision with clear reasons and evidence if you are challenged
Equality Groups	Impact (Positive / Negative / Neutral)	Comments ➤ Provide brief description of the positive / negative impact identified benefits to the equality group. ➤ Is any impact identified intended or legal?
Race (All ethnic groups)	Positive	Policy promotes safeguarding across all groups and recognises risks such as cultural barriers and discrimination. No adverse impact identified.
Disability (Including physical and mental impairments)	Positive	Policy recognises increased vulnerability of disabled children and promotes inclusive safeguarding practices. No negative impact identified.
Sex	Positive	Policy applies equally and includes recognition of risks such as violence against girls. No adverse impact identified.
Gender reassignment	Positive	Policy supports inclusion and protection of all children, including those with diverse gender identities. No adverse impact identified.
Religion or Belief	Positive	Policy recognises cultural and religious considerations and promotes inclusive practice. No adverse impact identified.
Sexual orientation	Positive	Policy recognises increased risks for LGBTQ+ children and promotes a zero-tolerance approach to discrimination and abuse.
Age	Positive	Policy is specifically designed to safeguard children and young people. No adverse impact identified.
Marriage and Civil Partnership	Neutral	Not applicable to safeguarding children within this context.
Pregnancy and maternity	Neutral	Not directly applicable within scope of this policy.

English Karate Federation CIC	ID No. SFG/POL/001
Registered Company Number 16280440	Title: Safeguarding Children Policy
Version No: 4.0	Next Review Date: May 2027
Do you have the up-to-date version? See the website for the latest version	

Other (e.g. carers, veterans, people from a low socioeconomic background, people with diverse gender identities, human rights)	Positive	Policy promotes equitable safeguarding regardless of background and recognises that vulnerability may be increased by wider factors.
--	----------	--

2) In what ways does any impact identified contribute to or hinder promoting equality and diversity across the EKF?	<p>This policy contributes positively to equality, diversity and inclusion by:</p> <ul style="list-style-type: none"> • Recognising that certain groups of children may be at increased risk of harm • Promoting inclusive safeguarding practices • Ensuring that all children are treated equally and with respect <p>The policy does not introduce any barriers to participation and actively supports the creation of a safe and inclusive environment across the EKF.</p>
---	--

<p>3) If your assessment identifies a negative impact on Equality Groups you must develop an action plan to avoid discrimination and ensure opportunities for promoting equality diversity and inclusion are maximised.</p> <ul style="list-style-type: none"> ➤ This should include where it has been identified that further work will be undertaken to further explore the impact on equality groups ➤ This should be reviewed annually.
--

Action Plan Summary		
Action	Lead	Timescale
No adverse impacts identified. Ongoing monitoring will be undertaken through safeguarding governance structures.	Lead Child Protection Officer	Ongoing

English Karate Federation CIC Registered Company Number 16280440	ID No. SFG/POL/001 Title: Safeguarding Children Policy
Version No: 4.0	Next Review Date: May 2027
<i>Do you have the up-to-date version? See the website for the latest version</i>	