

Flow Fitness Woking – Brazilian Jiu-Jitsu (BJJ) Club

Child Protection Policy

1. Introduction

Flow Fitness Woking is committed to providing a safe, nurturing, and supportive environment for all children and young people participating in Brazilian Jiu-Jitsu (BJJ) classes at our facility. We recognize that children and young people have the right to be safe and protected from harm in all settings, including sports clubs. This Child Protection Policy outlines the steps we take to safeguard the welfare of children involved in our programs and ensure their rights are upheld.

This policy applies to all staff, coaches, volunteers, and members who interact with children and young people under the age of 18 in any capacity at Flow Fitness Woking.

2. Principles of Child Protection

- **The Welfare of the Child is Paramount:** The welfare of children is the primary concern in all decisions and activities within the BJJ club. All actions must prioritize their safety and well-being.
- **Respect for Children's Rights:** Children have the right to be treated with respect, dignity, and equality, regardless of their age, gender, ethnicity, or background.
- **Zero Tolerance of Abuse:** Flow Fitness Woking operates a zero-tolerance policy towards all forms of abuse, whether physical, emotional, sexual, or neglect.
- **Safe Environment:** We strive to create a safe and welcoming environment for children to learn, grow, and develop, free from the risk of harm or exploitation.

3. Roles and Responsibilities

- **Staff and Coaches:** All staff and coaches must adhere to the Child Protection Policy and undergo necessary training to recognize the signs of abuse or neglect. They are responsible for maintaining a safe environment, reporting any concerns about a child's welfare, and ensuring children are treated with respect.
- **Parents/Guardians:** Parents or guardians are encouraged to be involved in their child's BJJ training, and to work with the club to ensure a safe training experience. They must notify the club of any health concerns, behavioral issues, or personal circumstances that may affect the child's participation in classes.
- **Children and Young People:** Children should be encouraged to speak up if they feel uncomfortable, unsafe, or if they have concerns about their own or others' safety. It is important that they are aware of their rights and feel confident in sharing their feelings.

4. Code of Conduct for Coaches, Staff, and Volunteers

To ensure the safety and protection of children, all coaches, staff, and volunteers at Flow Fitness Woking must:

- Treat all children with respect, dignity, and fairness.
- Avoid situations where they are alone with a child without supervision.
- Never engage in any form of physical punishment, emotional abuse, or bullying.

- Refrain from making inappropriate jokes, comments, or gestures.
- Ensure that all contact with children is appropriate and in the best interest of their development.
- Report any concerns or disclosures regarding abuse or neglect immediately to the Designated Safeguarding Officer (DSO).

5. Reporting Concerns

- **Designated Safeguarding Officer (DSO):** Flow Fitness Woking has appointed a Designated Safeguarding Officer (DSO), who is responsible for managing child protection concerns and ensuring that all necessary actions are taken. The DSO's contact details will be available to all parents and staff.
- **How to Report:** Any concerns about the welfare of a child or young person must be reported immediately to the DSO, whether the concern arises from a child's behavior or information shared by the child. Concerns can be reported directly or anonymously.
- **What Happens Next:** The DSO will assess the situation and, where necessary, take steps to investigate the concern and involve relevant authorities (such as social services or the police) if appropriate. Flow Fitness Woking will cooperate fully with authorities to ensure the safety of the child.

6. Recruitment and Screening of Staff and Volunteers

- **Background Checks:** All coaches, staff, and volunteers working with children will undergo appropriate background checks, including criminal records and safeguarding checks, to ensure they are fit to work with young people.
- **References and Interviews:** All new staff and volunteers will be interviewed and their references checked before being allowed to work with children. This ensures that only individuals with the necessary experience and suitability are involved in child-related activities.

7. Safe Training Environment

- **Physical Contact:** Physical contact between coaches and children will only occur when it is necessary for teaching a technique, offering support, or ensuring the child's safety. Coaches must always seek verbal or non-verbal consent from the child when applicable.
- **Training Locations:** All training sessions involving children must take place in a safe, secure environment. The area should be free from hazards, and all equipment must be checked regularly to ensure it is in good working condition.
- **Classroom Supervision:** Children must always be supervised by a qualified instructor or coach. The number of children per instructor will be proportionate to ensure safe supervision and individualized attention.

8. Anti-Bullying Policy

- **Zero Tolerance of Bullying:** Bullying, whether verbal, physical, or emotional, will not be tolerated in any form. Any incidents of bullying will be addressed promptly and appropriately.

- **Encouraging Respect:** The club will promote a culture of respect, cooperation, and teamwork in every training session. Children will be taught the importance of kindness and respect both on and off the mats.
- **Reporting Bullying:** Any instances of bullying, whether by a child or an adult, should be reported to the DSO immediately.

9. Photography and Social Media

- **Consent for Photography:** Written consent will be obtained from parents/guardians before any photographs or videos are taken of children during training or events. This applies to both professional and casual photos.
- **Social Media Guidelines:** Children's images or videos will not be shared on any public social media platforms without parental consent. Parents are encouraged to notify the club if they do not wish their child's image to be shared in any form.

10. Review and Evaluation

This Child Protection Policy will be reviewed annually and updated as necessary to ensure it remains compliant with current legislation and best practices. Feedback from staff, parents, and children will be considered during the review process.

Contact Information

Designated Safeguarding Officer (DSO):

Zamir Zaman 07828678704

Club Manager / Head Coach:

Zamir Zaman 07828678704