



England Shotokan Karate Union

Last Review Date: 03/01/2026

Next Review Due: 03/01/202

Safeguarding Students Policy

1. E.S.K.U acknowledges its responsibility to safeguard the welfare of every child and young person who has been entrusted with its care and is committed to working to provide a safe environment for all members. This policy is designed to protect a child or young person is anyone under the age of 18, or adults at risk engaged in any Dojo activity.
2. The key principles of child protection policy are:
 - The child's welfare is, and must always be, paramount consideration.
 - All children and young people have a right to be protected from abuse regardless of their age, gender, disability, culture, language, racial origin, religious beliefs or sexual orientation.
 - All suspicions and allegations of abuse will be taken seriously and responded to swiftly and appropriately.
 - Working in partnership with other organisations, children and young people and their parents or carers is essential.

We acknowledge that every child or young person who participates in Karate should be able to take part in an enjoyable and safe environment and be protected from poor practice and abuse.

E.S.K.U recognises that this is the responsibility of every adult involved in our Union.

3. E.S.K.U has a role to play in safeguarding the welfare of all children and young people by protecting them from physical, sexual, or emotional harm and from neglect or bullying. It is noted and accepted that child protection regulation applies to everyone in E.S.K.U whether in a paid or voluntary capacity. This includes those who are volunteers or helpers.
4. We endorse and adopt recognised protection and best practice guidelines for all our instructors. It is accepted that E.S.K.U aims to prevent people with a history of relevant and significant offending from having contact with children and young people and the opportunity to influence policies or practice with children or young people. This is to prevent direct sexual or physical harm to children and to minimise the risk of 'grooming' within Karate. E.S.K.U is aiming during 2026 for all instructors to enter DBS application.



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5. E.S.K.U Club's supports recognised whistle blowing policy. Any adult or young person with concerns about a colleague can 'whistle blow' by immediately contacting the Chief Instructor (sensei John Euden), assistant Chief Instructor (sensei Adrian Rayment), designated safeguarding lead (George Bussey).

What is Whistle Blowing?

Whistle Blowing is the mechanism by which instructors can voice their concerns, made in good faith, without the fear of repercussion. Instructors should report any behaviour which causes concern to the Chief Instructor, Assistant Chief Instructor, Safeguarding Lead.

Under the Public Interest Disclosure Act 1998, which came into force in July 1999, workers who speak out against corruption and malpractice at work have statutory protection against victimisation and dismissal, and this will be transferred to ESKU members by ESKU.

The ESKU recognises that legal protection is very important if staff or instructors are to be encouraged to raise concerns. Therefore, a more open culture also needs to develop, which recognises the potential of staff and instructors to make a valuable contribution to the running of the ESKU, and the protection of ESKU Karate membership interest.

The ESKU understands the need to maintain a safe and secure environment where instructors and other staff members feel able to communicate any concerns. The ESKU whistle blowing policy outlines the processes that should be followed to raise any concerns.

The ESKU promises to listen to all concerns raised. Issues raised will not affect the rights, privileges or standing of the reporter. Any issues raised will be kept confidential unless reported concerns are of a criminal nature. In such circumstances, relevant authorities will be contacted and informed.

There are ways in which concerns can be raised, please see below for more details.

- Concern made in writing and emailed to: eskuenquiries@hotmail.com
- Concern made in person

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6. We acknowledge and endorse identification of bullying as a category of abuse. Bullying of any kind is not acceptable at our club. If bullying does occur, all Karate students, parents or guardians should be able to tell and know that incidents will be dealt with promptly.
7. Reporting your concerns about the welfare of a child or young person, using the whistle blowing reporting form (**Appendix 1**)
8. Safeguarding concerns must be reported in line with the ESKU Safeguarding Reporting Flowchart (**Appendix 2**)

Safeguarding is everyone's responsibility if you are worried about a child, it is important that you report your concerns – no action is not an option.

- i. If a child or adult at risk is in immediate danger, dial 999 immediately.
- ii. If you are worried about a child, then you need to report your concerns as listed above.
- iii. If the issue is one of poor practices the chief Instructor will:
 - deal with the matter themselves.
- iv. If the concern is more serious – possible child abuse, where possible, contact the Safeguarding lead. Where necessary, the local authority/police will be notified and referrals may be made.
- v. The IMASA will be notified where required.

The E.S.K.U. will review and update the safeguarding policy annually or when there are changes to regulations.

Chief Instructor
Sensei John Euden 7th Dan

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Appendix 1

Whistle Blowing Report Form

Date of Report:		Time of Report:	
Informant Details:			
Name:			
Contact number:			
Email address:			
Position held:			
Reported to:			
Name:			
Contact number:			
Email address:			
Position held:			
Details of Concern/Issue:			
Declaration			
I confirm the information provided is true to the best of my knowledge and I submit this information free from coercion or pressure to alter my views on the issue/concern raised			
Print Name:			
Signed:		Date:	

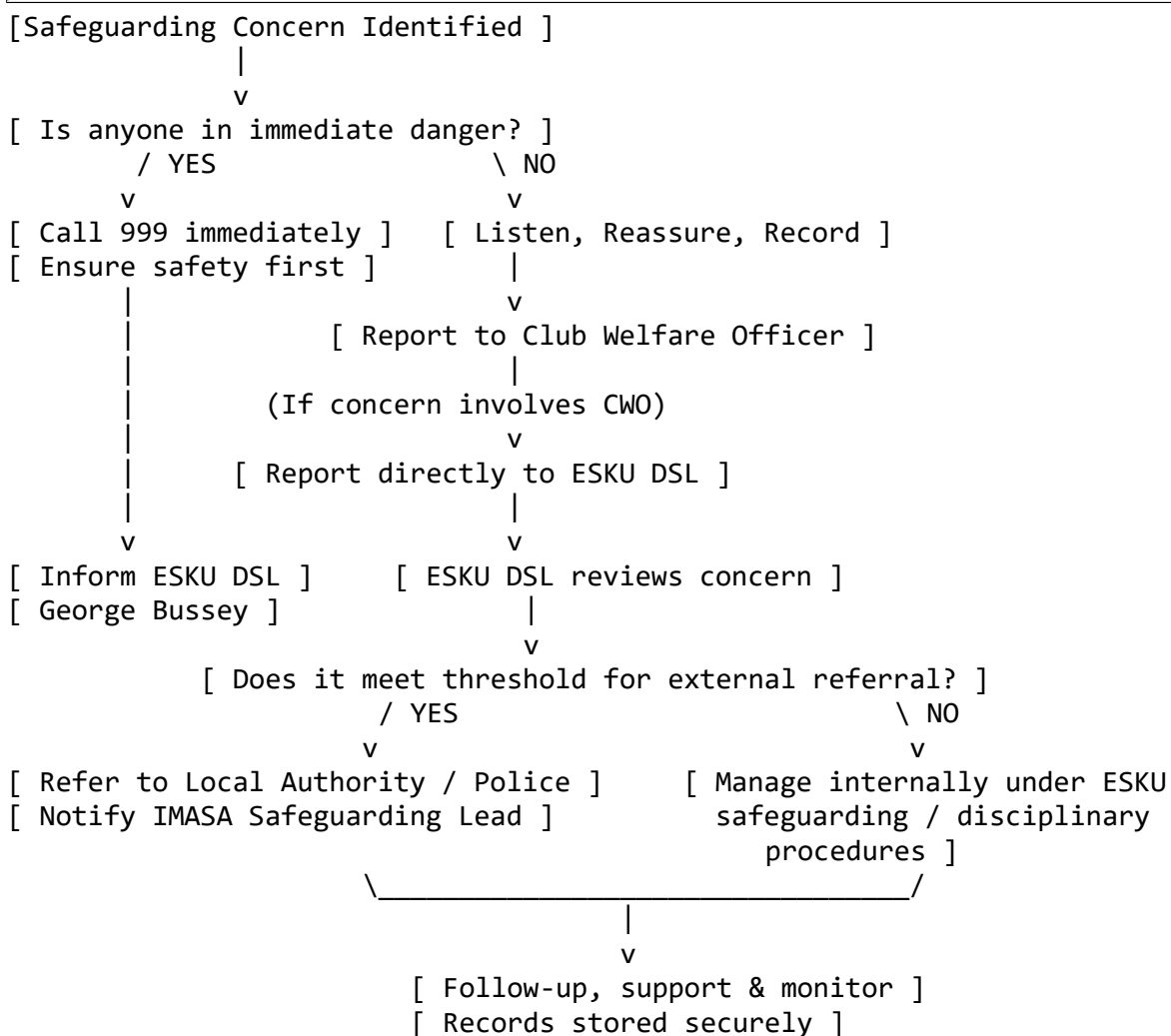


Appendix 2

England Shotokan Karate Union (ESKU)

Safeguarding Reporting Flowchart

Governing Body: IMASA



Named Safeguarding Role

- ESKU Designated Safeguarding Lead (DSL): George Bussey
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What To Do (Key Reminders)

- Act **immediately** if a concern arises
- Put the **safety and welfare first**
- Keep information on a **need-to-know basis**
- Record concerns **factually and promptly**

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- Follow ESKU and IMASA safeguarding procedures
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What NOT To Do

- **✗** Do **not** promise confidentiality
 - **✗** Do **not** investigate or attempt to resolve the matter yourself
 - **✗** Do **not** ask leading or probing questions
 - **✗** Do **not** delay reporting a concern
 - **✗** Do **not** discuss the matter with anyone who does not need to know
 - **✗** Do **not** make assumptions or judgments
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Key Principles

- Safeguarding is **everyone's responsibility**
 - Always act in the **best interests of the child or adult at risk**
 - Early reporting helps prevent harm
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This flowchart should be displayed in all ESKU clubs and read alongside the ESKU Safeguarding Policy and IMASA Safeguarding Regulations.