

Evolutionary Martial Arts

Safeguarding Policy

1. Our Commitment

At Evolutionary Martial Arts (EMA), we are committed to providing a safe, nurturing, and empowering environment for all practitioners. We acknowledge our duty of care to protect children and vulnerable adults from harm, abuse, or neglect, and operate under a policy of acknowledging that “it could happen here”, as safeguarding concerns can arise anywhere, about anyone, at any time. We have a zero-tolerance approach to any form of abuse or mistreatment.

2. Designated Safeguarding Lead (DSL)

- The Designated Safeguarding Lead (DSL) for EMA is **Sifu Josh Nixon**.
- The DSL is responsible for ensuring all staff and volunteers are aware of safeguarding procedures, handling concerns or disclosures, and acting as the primary point of contact for external agencies.

3. Training and Vetting

- **Vetting:** All instructors undergo a DBS check and have instructors’ insurance through the *British Combat Association*, with whom they are officially registered. No team member is permitted to lead sessions independently until they meet these requirements.
- **Awareness:** All team members receive regular training on our safeguarding policies and procedures.
- **Pedagogy:** Our instruction is grounded in trauma-informed and attachment-aware practice, ensuring psychological safety for all students.

4. Operational Safeguarding Protocols

- **Partner Contact:** We prioritise consent and professional boundaries in all training. Junior members have the overriding right to choose their training partners, and adults have the right to decline pairing with juniors. For more information, see our Partner Contact policy.
- **Communication:** We strictly prohibit private, one-to-one communication between team members and junior members. All communication must be directed to parents/guardians, or within group chats including a parent/guardian at their discretion.
- **Supervision:** Junior members are never left unattended. If a parent is late collecting them, the instructor remains with the child until collection. For more information, please see our Junior Member policy.

5. Responding to Concerns

If any member or staff member has a concern regarding the welfare of a child or vulnerable adult, the following protocol applies:

- **Immediate Action:** Any concern must be reported to the DSL immediately.



- **Actionable Reporting:** If the concern involves the DSL, then please see section 7. If the individual is at immediate risk of significant harm, it must be reported directly to the local social services or the police without delay.
- **Recording:** All concerns, disclosures, or incidents must be documented clearly, objectively, and confidentially in the **EMA Incident Log**.
- **Confidentiality:** All reports are handled with the utmost confidentiality, sharing information only on a "need-to-know" basis to protect the individual.

Please also refer to our Concerns and Complaints Policy for more information.

6. Whistleblowing

We encourage a culture of transparency. Any practitioner who has concerns regarding malpractice or wrongdoing within the club can report these confidentially, with a full guarantee of protection from victimisation or retaliation.

Please also refer to our Concerns and Complaints Policy for more information.

7. Independent Oversight and Escalation

We are committed to the highest standards of integrity and accountability. If a member or practitioner has a concern, complaint, or safeguarding issue that they feel they cannot discuss directly with the Designated Safeguarding Lead (Sifu Josh Nixon), they are encouraged to contact *Sigung* Paul Horrobin, who can provide oversight and independent review for members who require external mediation, oversight, or wish to raise a formal grievance regarding the management or safety of the club.

8. Revision and Review:

Our policies are subject to continual regular revision and review. If there is an error or omission in this policy, or you have a suggestion to make regarding it or any other aspect of our policies and procedures, please do not hesitate to contact any member of our team and we will look into it as a matter of priority.