

# Empire Grappling Events Ltd

## Safeguarding Policy – Children and Adults at Risk

(Updated January 2026)

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### Introduction

Empire Grappling Events Ltd organises and promotes grappling and martial arts sporting events. The organisation is committed to safeguarding and promoting the welfare of children and adults at risk and expects all staff, volunteers, officials and anyone working on behalf of the organisation to share this commitment.

Empire Grappling Events Ltd recognises that all individuals have the right to participate in sport in a safe, respectful and supportive environment.

This policy applies to all individuals working with or representing Empire Grappling Events Ltd, including:

- Directors
  - Staff
  - Volunteers
  - Contractors
  - Event officials
  - Anyone acting on behalf of the organisation
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### Definitions

#### **Child**

For the purposes of this policy, a child is defined as any person under the age of 18.

#### **Adult at Risk**

An adult at risk is defined as a person aged 18 or over who may be unable to protect themselves from abuse, neglect or exploitation due to factors such as disability, illness, mental health needs or other personal circumstances.

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### Our Safeguarding Commitment

Empire Grappling Events Ltd believes that:

- Everyone has the right to participate in sport free from abuse, harm or exploitation.
- Children and adults at risk should be protected from abuse and neglect.
- Safeguarding is the responsibility of everyone involved in delivering our events.

We will seek to keep people safe by:

- adopting safeguarding policies and procedures
- providing clear reporting mechanisms
- ensuring safeguarding concerns are taken seriously
- responding appropriately to incidents or disclosures
- working with relevant authorities where necessary

This policy has been developed with reference to safeguarding best practice guidance commonly used in UK sport.

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## Types of Abuse and Harm

Abuse can occur in many forms and may involve children or adults at risk.

Examples include:

### **Physical Abuse**

- causing physical harm or injury

### **Emotional or Psychological Abuse**

- intimidation, humiliation or verbal abuse

### **Sexual Abuse**

- forcing or enticing someone into sexual activity

### **Neglect**

- failing to meet basic physical or emotional needs

### **Financial Abuse**

- misuse of money or property

### **Discriminatory Abuse**

- abuse based on race, gender, disability, religion or sexual orientation

### **Bullying or Cyberbullying**

- repeated behaviour intended to harm another individual

### **Grooming or Exploitation**

- manipulating a person for abusive purposes
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## Responsibilities of Staff and Volunteers

All staff; volunteers and officials must take responsibility for safeguarding.

Individuals working with Empire Grappling Events Ltd must:

- remain alert to potential safeguarding concerns
- act in the best interests of children and adults at risk
- maintain appropriate professional boundaries
- report safeguarding concerns promptly
- challenge inappropriate behaviour when safe to do so
- behave responsibly and respectfully around participants

Individuals must not:

- engage in behaviour that could harm a child or adult at risk
  - use inappropriate language or conduct
  - consume alcohol or illicit substances while responsible for safeguarding duties
  - place themselves in situations where they are alone with a child without appropriate safeguards
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Empire Grappling Events Ltd has appointed a Safeguarding Officer responsible for overseeing safeguarding concerns.

Name: Jake Cross

Email: info@empiregrapplingevents.com

Responsibilities include:

- receiving safeguarding concerns or reports
  - assessing safeguarding risks
  - referring concerns to relevant authorities where necessary
  - maintaining safeguarding records
  - reviewing safeguarding procedures
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### Responding to Safeguarding Concerns

If a **child or adult at risk is in immediate danger**, emergency services should be contacted immediately by calling **999**.

Where there is a safeguarding concern but no immediate danger:

1. The concern should be reported to the Safeguarding Officer as soon as possible.
  2. The Safeguarding Officer will assess the situation and determine whether further action or referral to relevant safeguarding authorities is required.
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### Responding to a Disclosure

If someone discloses abuse or harm:

- listen calmly and carefully
- take the disclosure seriously
- reassure the individual they have done the right thing
- avoid asking leading or investigative questions
- do not promise confidentiality
- record the information as soon as possible
- report the information to the Safeguarding Officer

Records should include:

- dates and times
  - names of those involved
  - factual details of the disclosure
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### Concerns About Adults Working with the Organisation

Concerns regarding the behaviour of an adult connected to Empire Grappling Events Ltd must be reported immediately to the Safeguarding Officer.

Examples include behaviour that may:

- harm a child or adult at risk
- expose individuals to inappropriate conduct
- involve criminal activity

Possible actions may include:

- internal investigation
- referral to safeguarding authorities

- referral to the police
- disciplinary procedures
- referral to the **Disclosure and Barring Service (DBS)**

All allegations will be handled fairly while prioritising the safety of those involved.

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### Safeguarding at Events

Safeguarding responsibilities apply throughout all Empire Grappling events.

Event organisers will ensure:

- venues are risk assessed prior to events
- safeguarding procedures are in place
- trained staff or volunteers are identifiable to participants
- clear reporting routes exist for safeguarding concerns

Parents and guardians remain responsible for supervising children attending events unless otherwise agreed.

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### Behaviour and Conduct

Participants, staff and spectators are expected to behave respectfully.

Challenging behaviour should be managed calmly and fairly.

Physical intervention should only occur where necessary to prevent harm and must be proportionate to the risk.

All incidents involving intervention must be recorded and reported to the Safeguarding Officer.

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### Bullying and Peer Abuse

Bullying and abusive behaviour will not be tolerated at Empire Grappling events.

Bullying may include:

- physical aggression
- verbal abuse or intimidation
- discriminatory behaviour
- cyberbullying

Individuals involved in bullying behaviour may be removed from the event and may be excluded from future events.

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### Photography and Videography

Photography and videography may take place at Empire Grappling Events Ltd events.

Images may be captured by:

- official event photographers

- media partners
- spectators or participants

Images may be used for:

- event coverage
- marketing and promotional purposes
- social media content
- media reporting

Empire Grappling Events Ltd will seek to ensure images of children are used responsibly.

Because events take place in a public environment, the organisation cannot control photography or filming by members of the public.

Parents and guardians should exercise caution when sharing images of children online.

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### Online Safety

Where online platforms are used for event registration, communication or promotion, reasonable steps will be taken to ensure that children and adults at risk are not exposed to inappropriate content or unsafe interactions.

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### Confidentiality and Data Protection

Information relating to safeguarding concerns will be handled sensitively and in accordance with:

- the organisation's Privacy Notice
- the Data Protection Policy

Information will only be shared where necessary to protect individuals or where required by law.

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### Related Policies

This policy should be read alongside:

- Privacy Notice
  - Data Protection Policy
  - Event Risk Assessments
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### Policy Review

This safeguarding policy will be reviewed **annually** or earlier if required due to changes in legislation, safeguarding guidance or organisational practices.