



SXMMA Safeguarding Policy and Statement

www.sxmma.com

Last Updated: 20/12/2024

Next Review Due: 20/12/2025

SXMMA Safeguarding Policy

Purpose

This policy outlines how SXMMA protects children, young people, and adults at risk. Safeguarding at SXMMA means ensuring the health, wellbeing, and human rights of every individual we work with, allowing them to train and thrive in a safe, inclusive, and professional environment.

Scope

This policy applies to:

- All SXMMA staff, instructors, and volunteers.
- Visiting instructors and external contractors.
- Parents, guardians, and visitors to SXMMA.

Policy Statement

SXMMA is dedicated to creating an inclusive, respectful, and professional environment where everyone is treated equally, regardless of age, gender identity, disability, sexual orientation, neurodiversity, or ethnic background. We have a zero-tolerance approach to abuse, neglect, and exploitation.

Our environment is especially suited to support neurodiverse individuals, including those with ADHD, autism, and other conditions. Our training is tailored to the unique needs of all learners, fostering growth, discipline, and freedom of expression.

Prevention Measures

To ensure safety and inclusivity, SXMMA implements the following measures:

1. Instructor Standards:

- All instructors are DBS-checked (enhanced level) and hold safeguarding and first aid qualifications.

- Instructors complete regular training in safeguarding and neurodiversity, drawing on their expertise to create a specialist environment.

2. Physical Contact:

- Physical contact is integral to grappling and wrestling training at SXMMA. Consent is sought prior to training, either through an online sign-up form or in person.
- While we aim to have two fully vetted adults present during sessions, at least one vetted adult will always be present.

3. Diversity and Inclusion:

- SXMMA fosters a learning environment tailored to the full spectrum of neurodiversity.
- Coaches undergo in-depth training to support individuals with ADHD, autism, and other neurodiverse conditions.
- We maintain a culture of understanding and adaptation to individual learning styles.

4. Media and Privacy:

- Participants have the right to opt out of being photographed or filmed.
- Consent for media usage is typically given during the sign-up process.

Reporting Safeguarding Concerns

SXMMA takes all safeguarding concerns seriously.

1. Immediate Danger:

If there is an immediate risk, call 999

2. Contact Lindsey Horne (Safeguarding Lead):

- Email: info@sxmma.com
- Phone: 07580 121234

3. Contact Alan Packman (Head Coach & CEO):

- Email: alan@sxmma.com
- Phone: 07549 444649

4. External Contacts:

- LADO (Local Authority Designated Officer):
BMABA Safeguarding Officer, Email: safeguarding@bmaba.org.uk
BMABA Safeguarding Officer, Phone: 01798 306546

Key Commitments

- All disclosures are treated with confidentiality and respect.
- SXMMA ensures transparency, thorough record-keeping, and prompt action when safeguarding concerns arise.

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At SXMMA, safeguarding is a priority. We are committed to providing a safe, inclusive, and professional environment for all participants, with a particular emphasis on supporting neurodiverse individuals.

Key Highlights:

- Physical contact is integral to our grappling and wrestling training; consent is always sought before participation.
- Our training is tailored to meet the needs of all individuals, fostering a culture of respect, growth, and safety.
- Participants have the right to opt out of being photographed or filmed, with consent typically granted during sign-up.

For safeguarding concerns, please contact:

- Safeguarding Lead: Lindsey Horne

Email: info@sxmma.com

Phone: 07580 121234

- Head Coach & CEO: Alan Packman

Email: alan@sxmma.com

Phone: 07549 444649

Together, we ensure SXMMA is a safe and empowering space for everyone.

Alan Packman

Head Coach & CEO, SXMMA