



ANTI-BULLYING POLICY



Overview

All Valor Combat Systems members have the right to personal safety. Members and Coaches are required to ensure a safe training environment is maintained.

Bullying will not be tolerated, in any shape or form. If bullying does occur, all students should be able to inform us, knowing that incidents will be dealt with promptly and effectively. Anyone who suspects potential bullying, will be encouraged to inform one of the Coaches.

We will also be vigilant in looking for any suspicious acts which may be deemed as bullying.

Steps will always be taken to support any individual feeling bullied and prompt action will be taken in response to any reported incident.

What is Bullying?

Bullying is where harm is caused intentionally, whether physically or emotionally by an individual or group on another person or person(s). This can result in pain and distress to the victim.

Bullying can be: -

- **Emotional: Being unfriendly, including tormenting (e.g. threatening gestures).**
- **Physical: Pushing, kicking, hitting, punching, or any use of violence.**
- **Racist: Racial taunts, graffiti, gestures.**
- **Sexual: Unwanted physical contact, or sexually abusive comments.**
- **Homophobic: Because of, or focusing on the issue of sexuality.**
- **Verbal: Name-calling, sarcasm, spreading rumours, teasing.**
- **Cyber: All areas of internet, such as email and internet chat room misuse.**
- **Mobile: Threats by text messaging and calls.**
- **Misuse of associated technology, i.e. camera and video facilities.**

Why is it important to respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Members who are bullying need to learn different ways of behaving. Valor Combat Systems have a responsibility to respond promptly and effectively to issues of bullying.



Objective

The objective of this Policy is: -

- **All Coaches, students, parents and guardians should have an understanding of what bullying is.**
- **All Coaches should know the Club's policy on bullying and follow the rules when bullying is reported.**
- **All students, parents and guardians should know the Club's policy on bullying including the procedure to follow, if required.**

Procedures

Any member who feels they are a victim of bullying or suspects bullying should report the incident(s) to one of the Coaches. The Club Coach (Sensei), and in the case of a child, the Valor Combat Systems Safeguarding Lead, must be informed at the earliest opportunity as must their parents, guardians or carer.

- **The incidents will be recorded by the Club Coach (Sensei).**
- **If necessary and appropriate, the Police will be consulted.**
- **The bullying behaviour, or threats will be fully investigated, bringing closure to such action.**
- **An attempt will be made to help the bully/bullies change their behaviour.**
- **Records of any incident(s) must be kept for as long as the bullied student, or the perpetrator remain a member of Valor Combat Systems.**

Outcomes

- **The bully/bullies will be asked to genuinely apologise. Other consequences may take place.**
- **After the incident(s) have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not re-occur.**
- **Any member discovered to have been bullied, will be given one chance only. A second proven incident will result in the termination of their membership. Any parent or visitor proven to have bullied a student, Coach, fellow parent or visitor, will not be welcomed back into our Clubs.**

Valor Combat Systems designated Safeguarding Leads are: -

- **Safeguarding Lead - Mr Reece Sutton Phillips**
- **Deputy Safeguarding Lead - Mr Steven Mascarenhas**

Valor Combat Systems Anti-Bullying Policy runs parallel to our Safeguarding Policies.