



**CENTRAL
KARATE
ACADEMY**

Central Karate Academy

Anti-Bullying Policy

Written By	J.Byrne
Agreed by Management Team	February 2023
Review date	February 2024
Director of Karate Implementation	<i>N. Byrne</i>
Director of Operations	<i>Byrne</i>
Director of Safeguarding & Welfare	<i>AK</i>

Our Statement

Our anti-bullying policy sets out how we feel about bullying behaviour at Central Karate Academy, what we'll do to tackle it and how we'll support children and young people who experience or display bullying behaviour. Note: The terms 'child' and 'young person' describe any person under the age of 18. References to 'parents' should be read as parents and carers inclusively.

Bullying Behaviour:

- **all forms of bullying behaviour will be acted upon**
- **everybody in the Academy or organisation has a responsibility to work together to stop bullying behaviour**
- **bullying behaviour can include online as well as offline behaviour**
- **bullying behaviour can include:**
 - **physically pushing, kicking, hitting, pinching, etc.**
 - **name calling, spreading rumours, persistent teasing and humiliation or the continual ignoring of others**
 - **posting of derogatory or abusive comments, videos or images on social media**
 - **racist behaviour - including racially aggravated remarks, name-calling, racial exclusion**
 - **homophobic and transphobic comments**
 - **sexist slurs**
 - **offensive comments, taunts or gestures**
 - **sexual comments, suggestions or behaviour**
 - **unwanted physical contact**

Our Academy will...

- **recognise its duty of care and responsibility to safeguard all players from harm**
- **promote and implement this anti-bullying policy in addition to our safeguarding policy and procedures**
- **ensure that any form of bullying behaviour is not tolerated or condoned**
- **enquire all members of the Academy or organisation to sign up this policy**
- **take action to investigate and respond to any reports of bullying behaviour from children and young people**
- **encourage and facilitate children and young people to play an active part in developing and adopting a code of conduct for behaviour**
- **ensure that coaches are given access to information, guidance and training on bullying**

Each participant, coach, volunteer or official will...

- **encourage individuals to speak out about bullying behaviour**
- **respect every child's need for, and right to, a play environment where safety, security, praise**
- **recognition and opportunity for taking responsibility are available**
- **respect the feelings and views of others**
- **recognise that everyone is important and equal, and that our differences make each of us special and worthy of being valued**
- **show appreciation of others by acknowledging individual qualities, contributions and progress**
- **ensure safety by having rules and practices carefully explained and displayed for all to see**
- **report incidents of bullying behaviour they see - by doing nothing you are condoning the behaviour**

Supporting Children

- **we'll let children know who will listen to and support them**
- **we'll create an "open door" ethos where children feel confident to talk to an adult about bullying behaviour or any other issue that affects them**
- **potential barriers to talking (including those associated with a child's disability or impairment) will be acknowledged and addressed at the outset to enable children to speak out**
- **we'll make sure children are aware of helpline numbers**
- **anyone who reports an incident of bullying will be listened to carefully and reports will be taken seriously**
- **any reported experience of bullying will be investigated and will involve listening carefully to all those involved**
- **children experiencing bullying will be supported and helped to uphold their right to play and live in a safe environment**
- **those who display bullying behaviour will be supported and encouraged to develop better relationships**
- **we'll make sure that sanctions are proportionate and fair**

Support for parents

- **parents will be advised on the organisation's bullying policy**
- **any experience of bullying behaviour will be discussed with the child's parents**

- **parents will be consulted on action to be taken (for both victim and child displaying the bullying behaviour) and we'll agree on these actions together**
- **information and advice on coping with bullying will be made available**
- **support will be offered to parents, including information from other agencies or support lines**

Useful Contacts

NSPCC Helpline

Tel: 0808 800 5000

Website: [nspcc.org.uk](https://www.nspcc.org.uk)

Childline

Tel: 08081111

Website: [childline.org.uk](https://www.childline.org.uk)

Kidscape

Website: [kidscape.org.uk](https://www.kidscape.org.uk)

Anti-Bullying Alliance

Website: [antibullyingalliance.org.uk](https://www.antibullyingalliance.org.uk)

NSPCC Child Protection in Sport Unit (CPSU)

Information and resources related to this topic are available at:

thecpsu.org.uk/help-advice/topics/anti-bullying

OR

thecpsu.org.uk/resource-library/best-practices