

Union Karate Do Anti-Bullying Policy

This policy outlines Union Karate Do's commitment to preventing and responding to bullying across all areas of club activity, including training sessions, competitions, social events, and online platforms.

1. Purpose

The purpose of this policy is to ensure all members, especially children, young people, and vulnerable adults, feel safe, respected, and supported. Bullying in any form will not be tolerated within Union Karate Do.

2. Definition of Bullying

Bullying is deliberately hurtful behaviour, usually repeated over a period of time, where it is difficult for those being bullied to defend themselves. Bullying can be:

- **Physical:** Pushing, hitting, kicking, or other use of force.
- **Verbal:** Name-calling, threats, insults, or discriminatory remarks.
- **Emotional:** Excluding, spreading rumours, or isolating individuals.
- **Cyberbullying:** Misuse of digital platforms, such as sending hurtful messages or sharing inappropriate content.

3. Club Commitment

- All members, staff, volunteers, and parents will be made aware that bullying is unacceptable and will be dealt with promptly and seriously.
- The club will foster a culture of inclusion, respect, and kindness.
- Coaches and staff will model respectful behaviour and intervene appropriately when bullying is witnessed or reported.

4. Prevention Strategies

- Clear codes of conduct will be communicated and enforced for all members and staff.
- Safeguarding training for coaches will include recognising and responding to bullying behaviours.
- Open communication will be encouraged through trusted adults and safeguarding leads.
- Team-building activities and inclusive practices will promote a supportive environment.

5. Reporting Bullying

- Anyone can report concerns about bullying — this includes members, parents, coaches, or bystanders.
- Reports can be made verbally or in writing to the Club Welfare Officer or Designated Safeguarding Lead (DSL).
- All reports will be treated seriously, confidentially, and with a commitment to investigate promptly and fairly.

6. Responding to Bullying

- All incidents will be documented using the club's incident report process.
- Where appropriate, mediation will be offered to resolve minor disagreements.
- In serious or repeated cases, disciplinary action may be taken, including suspension or expulsion from the club.
- Support will be provided to victims of bullying, including safeguarding referrals if necessary.

7. Online Conduct

- Members must use social media responsibly and respectfully.
- Any online bullying (including WhatsApp, Facebook, Discord, etc.) linked to the club will be treated as seriously as face-to-face behaviour.
- Parents are encouraged to monitor online behaviour and report concerns.

8. Monitoring & Review

This policy will be reviewed annually or following any significant bullying incident to ensure it remains fit for purpose and up to date with safeguarding expectations.

Any concerns regarding bullying should be reported to the club's safeguarding lead or to BMABA's Safeguarding Team via safeguarding@bmaba.org.uk or by calling 01798 306546.

LAST REVIEWED – 24th July 2025