



HU LONG TEMPLE

SCHOOL OF CHINESE MARTIAL ARTS & WELLBEING

REGISTERED UNDER THE BRITISH COUNCIL FOR CHINESE MARTIAL ARTS (BCCMA), AND THE SAFEGUARDING CODE
IN MARTIAL ARTS (SCIMA)

ANTI-BULLYING POLICY

Hu Long Temple will:

- Recognise its duty of care and responsibility to safeguard all participants from harm.
- Promote and implement this anti-bullying policy in addition to the rest of this safeguarding policy and procedures.
- Seek to ensure that bullying behaviour is not accepted or condoned.
- Require all members of Hu Long Temple to be given information about, and sign up to, this policy and its safeguarding policy.
- Take action to investigate and respond to any alleged incidents of bullying.
- Ensure that coaches are given access to information, guidance and/or training on bullying.

Each participant, coach, volunteer or official will:

- Respect every participant's needs for, and rights to an 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 that our differences make each of us special and should be valued.
- Show appreciation of others by acknowledging individual qualities, contributions and progress.
- Be committed to the early identification of bullying, and prompt and collective action to deal with it.
- Ensure safety by having rules and practices carefully explained and displayed for all to see.
- Report incidents of bullying they see or are alerted to — by doing nothing you are condoning bullying.
- Take all disclosures seriously and as 'truth', following this up by fact-finding and possibly sharing information with relevant safeguarding leads (such as Active Devon or Anne Craft Trust) before progressing with a decision or investigation.

Bullying

- All forms of bullying, discrimination and harassment will be addressed.
- Everybody in Hu Long Temple has a responsibility to work together to stop bullying.
- Bullying can include online as well as offline behaviour. It can be not only towards a club member, but also towards club staff, or the club itself.
- Bullying can include:
 - Physical pushing, kicking, hitting, pinching etc.
 - Name calling, sarcasm, discriminatory or phobic language (written or verbal), spreading rumours, persistent teasing and emotional torment through ridicule, humiliation or the continual ignoring of individuals.
 - Posting of derogatory or abusive comments, videos or images on social network sites.
 - Racial taunts, graffiti, gestures, sectarianism.
 - Sexual comments, suggestions or behaviour.
 - Unwanted physical contact.
 - Repetitive communication (text, email, phone calls, social media) that is deemed as excessive and has been made clear it is unwanted.

- Verbal or written threats or demands.
- Being wrongly accused of abuse, bullying, harassment or discrimination.
- Children, young people and adults who are deemed as vulnerable, such as having a learning difficulty, cognitive or physical disability, as well as individuals who may be from a different race, culture or religion, or sexual identity, can all be particularly targeted.

Support to the individual

- Children and adults should know who will listen to them and support them.
- Systems should be established to open the door to everyone wishing to talk about bullying or any other issue that affects them.
- Potential barriers to talking (including those associated with a person's disability or impairment) need to be identified and addressed at the outset to enable them to approach the correct staff for help.
- We may suggest signposting individuals to other organisations for help and support, or to potentially think about receiving Counselling if it may benefit them.
- Anyone who reports an incident of bullying will be listened to carefully and be supported.
- Any reported incident of bullying will be investigated objectively and will involve listening carefully to all those involved.
- Anyone being bullied will be supported and assist given to uphold their right to train in a safe environment which allows their healthy development, if it is conducive to their wellbeing.
- We recognise that being accused of bullying or harassment can be as distressing as being bullied, whilst we fact-find or investigate, we will support the accused individual throughout the process.
- Sanctions for those bullying others that involve long periods of isolation, or which diminish and make individuals look or feel foolish in front of others, will be avoided.
- We may need to share information, such as the context or details of the disclosure to other professionals on a 'need to know basis' who may be able to support us dealing with the disclosure in the most helpful and effective manner. Therefore, we cannot promise confidentiality for legal reasons, but will keep individuals anonymous unless we are required to provide further information by law.

Support to the parents/guardians

- Parents/guardians should be advised on Hu Long Temple's policy and practice.
- Any incident of bullying will be discussed with the child's parent(s)/guardians.
- Parents will be consulted on action to be taken (for both the victim and the bully) and agreements made as to what action should be taken.
- Information and advice on coping with bullying will be made available.
- Support should be offered to the parent(s)/guardians including information on other agencies or support lines.

Hu Long Temple will endeavour to support everyone throughout the process in order to resolve any relationships, ensuring the training hall is a positive, safe place to be. However, if it is not conducive to an individual's wellbeing, or the Code of Conduct has been breached to the point of no longer securing trust and /or safety of others, the member will be requested to leave Hu Long Temple and their BCCMA License will be cancelled.