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HQ: The Brigg Martial Arts Centre  
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# KRMA Anti-Bullying Policy 2025

## September 2025

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**Reviewed:**

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# Koku-Ryu Martial Arts – Anti-Bullying Policy (2025)

## 1. Purpose

Koku-Ryu Martial Arts (KRMA) is committed to providing a safe, inclusive, and supportive environment where all members feel respected and valued. Bullying of any kind — physical, verbal, emotional, or online — will not be tolerated in KRMA classes, events, or online platforms connected to the club.

## 2. Definition of Bullying

Bullying is **deliberately hurtful behaviour**, often repeated over time, where it is difficult for those targeted to defend themselves. It may take the form of:

- **Physical:** Hitting, kicking, pushing, or use of force
- **Verbal:** Insults, name-calling, threats, discriminatory remarks
- **Emotional:** Excluding, isolating, spreading rumours
- **Cyberbullying:** Harmful use of digital platforms such as messaging apps or social media to intimidate, harass, or embarrass

## 3. KRMA Commitment

- All members, staff, volunteers, and parents will be made aware that **bullying is unacceptable**.
- Incidents will be dealt with promptly, fairly, and sensitively.
- KRMA fosters a culture of **respect, inclusion, and kindness**.
- Instructors and staff will model positive behaviour and take immediate action when bullying is reported or observed.



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#### 4. Prevention Strategies

- Clear **Codes of Conduct** for students, parents, and staff will be communicated and enforced.
- All staff and volunteers will receive safeguarding training, including recognising and responding to bullying.
- Open communication is encouraged — members are reminded they can approach any instructor, safeguarding officer, or trusted adult.
- Positive activities such as **team-building and inclusive practices** will reinforce respect and cooperation.

#### 5. Reporting Bullying

- Anyone — student, parent, staff member, or bystander — can report concerns.
- Reports can be made verbally or in writing to the **Club Welfare Officer** or **Designated Safeguarding Lead (DSL)**.
- All reports will be taken seriously, treated confidentially, and investigated promptly.

#### 6. Responding to Bullying

- All incidents will be documented using KRMA's Incident Report Form.
- Minor disagreements may be resolved through mediation and education.
- Serious, persistent, or harmful bullying may result in disciplinary action, including suspension or expulsion.
- Victims of bullying will receive support, including safeguarding referrals if required.



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## 7. Online Conduct

- Members must use social media and online platforms responsibly.
- Online bullying (via WhatsApp, Facebook, Discord, etc.) connected to KRMA will be treated as seriously as in-person incidents.
- Parents are encouraged to **monitor online behaviour** and support their children in using technology safely.

## 8. Monitoring & Review

- This policy will be reviewed annually or following any significant bullying incident.
- Trends will be monitored to ensure early intervention.
- Concerns can be reported to KRMA's Safeguarding Lead or escalated externally to:
  - **BMABA Safeguarding Team** – safeguarding@bmaba.org.uk | 01798 306546