



# ANTI-BULLYING Policy Document

Our anti-bullying policy sets out how we feel about bullying, what we will do to tackle it and how we'll support children and young people who experience or display bullying behaviour.

## **Bullying**

All members and/or all associated with Luciano Cristovam Academy, including but not limited to, its owners, instructors, coaches, volunteers and employees, has a responsibility to work together to stop bullying, therefore all forms of bullying or forms of intimidation will be acted upon.

Bullying can include, but not limited to, online as well as offline behaviour and can include:

- Physically pushing, kicking, hitting, pinching, hair pulling 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.
- Racial, homophobic, trans-phobic or sexist comments, taunts or gestures.
- Sexual comments, suggestions or behaviour.
- Unwanted physical contact.

Luciano Cristovam Academy recognises its duty of care and responsibility to safeguard all of its members from any potential harm. Luciano Cristovam Academy will promote and implement this anti-bullying policy in addition to our safeguarding policy and procedures. Bullying behaviour is not tolerated or condoned and Luciano Cristovam Academy will investigate and respond to any reports of bullying from children and young people. We encourage and facilitate children and young people to play an active part in developing and adopting a code of conduct for behaviour and ensure that coaches are given access to information, guidance and training on bullying and safeguarding children and young people.

Luciano Cristovam Academy instructors, coaches, volunteers and staff encourage individuals to speak out about any bullying and inappropriate behaviour. Luciano Cristovam Academy respects every child's need for, and right to, an environment where safety, security, praise, recognition and opportunity for taking responsibility are available, feelings and views of others are respected. Luciano Cristovam Academy recognises that everyone is important and equal, and that our differences make each of us special and worthy of being valued and show appreciation of others by acknowledging individual qualities, contributions and progress. Luciano Cristovam Academy encourages its members to report incidents of bullying behaviour they see – by doing nothing you are condoning the behaviour.

## **Supporting Children and young people**

Luciano Cristovam Academy has created an “open door” ethos where children can feel confident to talk to an adult about bullying behaviour or any other issue that affects them and Luciano Cristovam Academy continues to work with potential barriers to talking (including those associated with a child’s disability or impairment) and these will be acknowledged and addressed at the outset to enable children to speak out confidentially and safely. Anyone who reports an incident of bullying or inappropriate behaviour will be listened to carefully, reports will be taken seriously and thoroughly investigated. Any Luciano Cristovam Academy members who display bullying behaviour will be supported and encouraged to develop better relationships and where necessary, have their membership frozen or terminated or deemed appropriate to do so. Luciano Cristovam Academy will always endeavor to ensure that sanctions are proportionate and fair according to the situation and complaint.

## **Support for the parents/guardians**

Parents or guardians will be advised on Luciano Cristovam Academy bullying policy and practice. Any experience of bullying behaviour will be discussed with the child’s parents or guardians; parents will be consulted on any possible action to be taken (for both victim and bully). Information and advice on coping with bullying will be made available for both the child/children and the parents/guardians, including but not limited to, support lines and outside agency contact details.