Anti-Bullying Policy

1. Our position

EVO Wrestling Academy is a place where people of all ages and abilities should feel safe, respected and welcome. Bullying of any kind, by anyone, towards anyone, is not tolerated. This applies to coaches, volunteers, members and parents alike, in the gym, at events, and online.

2. What bullying is

Bullying is behaviour, repeated or serious, that hurts, intimidates, excludes or humiliates another person. It can be:

- **Physical:** hitting, pushing, or using training to deliberately hurt or dominate someone.
- **Verbal:** name-calling, insults, threats or mocking.
- **Emotional or social:** deliberately excluding someone, spreading rumours, or humiliating them.
- **Discriminatory:** targeting someone because of a protected characteristic such as race, sex, disability or sexual orientation.
- **Cyberbullying:** any of the above by message, social media or online, including in group chats.

3. In a contact sport

Wrestling involves physical contact and competitive intensity, and that is healthy. The line is simple: training tests people with respect and within control; bullying uses physical advantage, seniority or words to harm or belittle. Coaches set that tone, and the Code of Conduct requires control and courtesy at all times.

4. If you experience or see bullying

- Tell a coach, or the Designated Safeguarding Lead (Adam Moverley) or Deputy (Kay Smithson). Parents can raise concerns the same way.
- We take it seriously, listen to everyone involved, and act. We do not dismiss it as banter or part of the sport.

- Where a child or adult at risk is involved, we follow our safeguarding policies and the Safeguarding Response Procedure.

5. How we respond

Our response is fair and proportionate, and focuses on stopping the behaviour and supporting the person affected. Depending on the seriousness it may include a conversation, a warning, conditions, or removal from the Academy. Online bullying connected with EVO is treated exactly as seriously as bullying in person.

6. Review and related documents

Read alongside the EVO Code of Conduct, the two Safeguarding Policies, the Online Safety Policy and the Equality, Diversity & Inclusion Policy. Reviewed annually.

Came into force: 15 June 2026 **Last reviewed:** 15 June 2026 **Next review due:** 15 June 2027

Signed (Designated Safeguarding Lead): _____

Name: Adam Moverley **Date:** _____