



英國中華國術學院  
Chinese Kuoshu Institute (UK)

## Anti-Bullying Policy

The Chinese Kuoshu Institute (UK) want everyone who participates in our activities to feel safe and to enjoy our services without fear. That is why the Chinese Kuoshu Institute (UK) has adopted a zero tolerance approach to any form of bullying.

The Chinese Kuoshu Institute (UK) has adopted the definition of bullying stated in the Safe to Learn (2007) guidance produced by the Department for Children Schools and Families:

*Behaviour usually repeated over time, that intentionally hurts another individual or group, physically or emotionally.*

There are various forms of bullying which can include:

- Physical – Pushing and shoving, tripping up, kicking (outside of the training context) or spitting.
- Emotional – Humiliating someone, name calling, using insulting names or comments.
- Driven by Prejudice – racism, homophobia, victimising those with Special Educational Needs (or disabilities) or picking on a looked after child (because they are cared for away from the family home).
- Indirect – Spreading rumours.
- Cyberbullying – Any form of bullying using technology as an interface (mobile phone, instant messaging, internet social networking, chat rooms, or e-mail).

Bullying can also include:

- Leaving someone out of group activities.
- Threatening someone else.
- Damaging someone else's equipment or clothing.
- Forcing someone to do something that they do not want to do.

The Chinese Kuoshu Institute (UK) does not tolerate the types of behaviour described as bullying. At the Chinese Kuoshu Institute (UK) we will take steps to prevent bullying and will expect that:

- Adults will model respectful behaviour.
- Every child and young person will have their rights respected.
- Any form of bullying will be reported to staff.
- Sanctions will be used as appropriate.

The Chinese Kuoshu Institute (UK) take accusations of bullying very seriously. Each accusation is investigated and with the child's permission steps will be taken to address the issue. We will not put the child at risk by making it known who reported the issue; however, when applicable and with the child's permission restorative justice will be applied.

The Chinese Kuoshu Institute (UK) recognises that a child's bullying behaviour may be the result of negative parenting, modelling learned prejudicial behaviour, or having been bullied themselves. The Chinese Kuoshu Institute (UK) will try to encourage participants to appreciate difference and tolerate diversity and to recognise that bullying is fundamentally wrong and should not be accepted in any setting. We will give the perpetrator and opportunity to change their behaviour and monitor the situation. We will make it clear that bullying behaviour will not be tolerated and persistent or severe bullying will lead to the perpetrator being excluded.

If bullying is reported to Chinese Kuoshu Institute (UK) staff, they will take the following steps:

- Record the incident.
- Speak to the child or children separately and agree actions.
- Follow up to ensure that the child who was bullied is safe.
- Aim to integrate the bullied child within group activities.
- Recognise the bullying child's positive attributes.
- Track actions which may include calling in an outside agency, calling or writing to parents or undertaking mediation meetings.
- All incidents of bullying will be reported to the Director of Admissions who will maintain a log of incidents, actions (and/or sanctions).

The Chinese Kuoshu Institute (UK) will review this policy annually, taking into account changes in regulations or legislation.