

At Enso Martial Arts, we are dedicated to providing a safe, respectful and inclusive environment for all students, instructors and visitors. Bullying of any kind; whether physical, verbal, emotional or online; goes against the principles of martial arts and the core values of respect, discipline and compassion that our dojo upholds.

We believe every member of our community has the right to train, learn and grow free from fear or intimidation.

Definition of Bullying

Bullying is deliberate and repeated behavior intended to hurt, humiliate or exclude another person. It can take many forms, including:

- **Physical:** Hitting, pushing, tripping or unwanted physical contact.
- **Verbal:** Name-calling, teasing, insults, threats or hurtful comments.
- **Social/Emotional:** Spreading rumors, excluding others or manipulating friendships.
- **Cyberbullying:** Using social media, text messages or other online platforms to harass, embarrass or intimidate others.

In all cases, bullying is a misuse of power and has no place within our dojo or community.

Our Martial Arts Values

Martial arts teaches humility, control, and respect for others. At ENSO, we embody these values through:

- **Respect:** For ourselves, our instructors and our training partners.
- **Integrity:** Doing what is right, even when no one is watching.
- **Discipline:** Channeling strength responsibly.
- **Empathy:** Supporting and uplifting one another.

These values guide our behavior both on and off the mat.

Responsibilities

Our instructors will:

- Model positive, respectful behavior.
- Create a culture where students feel safe to speak up.
- Address incidents of bullying immediately and appropriately.
- Keep clear records of any reported or observed incidents.

Our students will:

- Treat everyone with kindness and respect.
- Speak up if they see or experience bullying.
- Support fellow students who may be feeling unsafe.

Parents and Guardians will:

- Encourage positive behavior and respect at home.
- Communicate openly with instructors about any concerns.

Procedures for Reporting and Responding

Reporting:

Any student, parent or instructor who witnesses or experiences bullying should report it to a senior instructor as soon as possible.

Response:

All reports will be taken seriously and handled confidentially. The situation will be investigated promptly and fairly.

Action:

If bullying is confirmed, appropriate action will be taken, which may include:

- Mediation and conflict resolution.
- Parental involvement.
- Temporary suspension from classes.
- Permanent removal in severe or repeated cases.

Our focus is always on education, accountability and restoration, helping individuals learn from their actions while protecting the well-being of all students.

Preventative Strategies

- Promoting a positive culture through our code of conduct and values-based teaching.
- Regular discussions on respect, empathy and the meaning of martial arts.
- Encouraging senior students to act as role models and mentors.
- Insuring inclusivity in classes and events.

Statement of Respect

At Enso Martial Arts, we believe that true strength lies in kindness. We aim not only to develop physical skill but also to cultivate courage, empathy and respect, creating a community where everyone feels safe, valued and supported.

Contact Details

If you have any concerns at all about bullying please contact us:

Lee Woodward (DSL) – lee@ensomartialarts.co.uk
0800 688 9963

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We are committed to reviewing our policy regularly.
This policy was last reviewed on: 01/10/2025

Signed:

Signed: