



## Chantel & Marc's Sports Academy

### **Statement of Policy**

Chantel & Marc's Sports Academy ("CMSAUK") is dedicated to creating and maintaining a safe, welcoming, inclusive and diverse group which nurtures a healthy environment and culture of mutual respect and consideration, allowing all the members of staff and students to thrive without fear of harassment, bullying, sexual violence, abuse, coercive behaviour, sexual harassment or related misconduct from anyone.

This Statement of Policy explains what actions can be taken by the company if its principles are not observed.

Unacceptable behaviour (including bullying, harassment and victimisation), may involve actions, words or physical gestures that could reasonably be perceived to be the cause of another person's distress or discomfort. Bullying or harassment may be by an individual against an individual or involve groups of people.

**Unacceptable behaviour does not have to be face-to-face, and may take many forms such as written, telephone or e-mail communications or through social media**

Some examples of unacceptable behaviour are:

- Aggressive or abusive behaviour, such as shouting or personal insults
- Spreading malicious rumours or gossip, or insulting someone
- Discrimination or harassment when related to a protected characteristic under the Equality Act 2010
- Unwanted physical contact
- Stalking
- Offensive comments/jokes or body language
- Publishing, circulating or displaying pornographic, racist, sexually suggestive or otherwise offensive material or pictures



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Violating this statement of policy in any way, will be subject to investigation and reported to the appropriate authorities and could lead to prosecution.

### **Monitoring:**

The policy will be reviewed a year after development and then every three years, or in the following circumstances:

- changes in legislation and/or government guidance
- as required by the Local Safeguarding Children Board, UK Sport and/or Home Country Sports Councils and OFSTED
- as a result of any other significant change or event

(Last reviewed March 2021)