

# SBG NAAS SAFEGUARDING POLICY FOR ADULTS

## Statement of Commitment

Our academy is committed to providing a safe, respectful, and inclusive environment for everyone. Harassment, discrimination, bullying, sexual misconduct, or intimidation of any kind will not be tolerated.

## Scope

This applies to members, visitors, staff, and contractors across classes, open mats, competitions, social events, and online spaces connected to the gym.

## Expected Behaviour

- Treat training partners and staff with respect.
- Stop immediately if a partner asks.
- Maintain professional coach–student boundaries.
- Communicate injuries or discomfort.
- Train in a responsible manner and never compromise your partners safety

## Prohibited Conduct

- Unwanted sexual comments or jokes
- Inappropriate touching beyond training necessity
- Repeated romantic advances after refusal
- Stalking or persistent messaging
- Gender-based hostility
- Retaliation against someone who raises a concern

## Power Dynamics

Instructors, senior belts and professional fighters are held to a higher standard and must avoid relationships or behaviour that could be coercive or exploitative.

## Reporting Options

Members can raise concerns by:

- speaking to the owner or head coach
- contacting a designated safeguarding lead
- emailing the academy
- submitting an anonymous form on our website

## What Happens After a Report

- All reports are taken seriously.
- Concerns will be reviewed promptly.
- Confidentiality will be respected as far as possible.
- Retaliation is strictly prohibited.
- Outcomes may include education, warning, suspension, expulsion, or referral to authorities.

## Immediate Danger

**If someone is at risk right now, please contact emergency services immediately.**

## Policy Review

We review and update this regularly.