

Club Culture & Values Policy

Purpose

Combat Academy UK is committed to fostering a positive, respectful, and inclusive environment across all classes, events, and activities. This policy outlines the expectations, values, and behaviours for all instructors, volunteers, students, and parents/guardians. It is intended to guide conduct, promote safety, and create a culture of excellence.

Core Values

All members of Combat Academy UK are expected to uphold the following core values:

1. **Respect** – Treat all members, students, instructors, volunteers, and parents/guardians with dignity.
 2. **Integrity** – Demonstrate honesty, fairness, and consistency in all actions.
 3. **Inclusivity** – Welcome and support students of all abilities, backgrounds, and needs, including SEND and vulnerable adults.
 4. **Safety First** – Prioritise the physical and emotional safety of all members at all times.
 5. **Excellence** – Strive for continuous improvement in skills, teaching, and personal conduct.
 6. **Teamwork** – Work collaboratively to foster a supportive and positive environment.
 7. **Positive Leadership** – Lead by example in behaviour, effort, and attitude.
 8. **Culture of Vigilance** – Remain alert to safeguarding, health, and safety risks and act proactively to prevent harm.
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Instructor Responsibilities

Instructors, assistant instructors, and volunteers are expected to:

- Arrive early to prepare the training area and equipment.
- Maintain a professional appearance and wear official uniform at all times.
- Communicate respectfully, using appropriate language.
- Deliver sessions safely, effectively, and according to the official syllabus.
- Promote a positive learning environment where all students feel valued.
- Encourage students to focus on personal progress rather than just results.
- Maintain vigilance for safeguarding and health & safety concerns.
- Encourage students to behave respectfully toward peers and instructors.

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- Follow all policies and procedures set by Combat Academy UK, including Safeguarding, Health & Safety / First Aid, and Codes of Conduct.
 - Attend instructor meetings, training, and professional development sessions.
 - Ensure fairness in grading, competitions, and assessments.
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Student Responsibilities

Students are expected to:

- Attend classes on time and in the correct uniform.
 - Treat instructors, peers, and volunteers with respect.
 - Listen to instructions and follow safety guidance.
 - Take care of equipment and training areas.
 - Focus on learning and personal development, not only competition results.
 - Communicate any injuries, medical conditions, or concerns to instructors promptly.
 - Uphold the values of the club inside and outside sessions, including competitions.
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Parent / Guardian Responsibilities

Parents and guardians are expected to:

- Support the club's values and policies.
 - Ensure children are correctly dressed, prepared, and on time for sessions.
 - Inform instructors of absences, medical conditions, or safeguarding concerns.
 - Promote positive behaviour and respect for instructors, volunteers, and other students.
 - Avoid public criticism or disagreement with instructors; use formal channels for concerns.
 - Encourage children to value learning, effort, and progress over results.
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Club Environment

Combat Academy UK is committed to:

- Providing a safe, inclusive, and welcoming environment for all members.
- Promoting teamwork, sportsmanship, and mutual respect.
- Ensuring sessions and activities are age-appropriate and adapted for all abilities, including SEND students and vulnerable adults.

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- Maintaining open communication between instructors, students and parents/guardians.
 - Celebrating achievements and milestones in a positive and inclusive way.
 - Encouraging student and instructor personal development, training and progression.
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Culture of Vigilance

- All instructors and volunteers must remain alert to risks to safety, welfare, and wellbeing.
 - Safeguarding, health, and safety concerns must be reported immediately following established procedures.
 - A proactive approach is expected to prevent incidents or harm, not only react to them.
 - Instructors and students are encouraged to look out for each other and promote positive behaviour at all times.
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Monitoring and Review

- The Club Culture & Values Policy will be reviewed every 3 years or sooner if operational or statutory changes occur.
 - All instructors, volunteers, students and parents/guardians are required to read and confirm understanding annually.
 - Updates will be communicated and acknowledgement recorded.
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Compliance

- Failure to adhere to club values and expectations may result in suspension or termination of membership or instructor privileges.
 - Combat Academy UK reserves the right to withdraw access or participation if behaviour undermines the safety, inclusivity, or values of the club.
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Policy Review

This policy will be reviewed every 3 years or earlier if required to reflect changes in legislation, safeguarding requirements, or operational best practice.

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Effective date: 17/09/2025

Review date: 17/09/2028