



DISCIPLINARY POLICY



WADOKAI WORCESTER

Club Charter

Introduction: This charter sets out the values, commitments, and expectations for . It applies to instructors, students, parents, and all members involved in our martial arts community.

1. Our Club Values

is committed to upholding the highest standards of martial arts training, safety, and integrity. We promote:

- Respect – for all members, instructors, and the wider community.
 - Discipline – ensuring consistency and commitment in training.
 - Inclusivity – providing a safe and welcoming environment for all.
 - Personal Growth – encouraging confidence, resilience, and self-improvement.
 - Safeguarding – prioritising the welfare and well-being of all students.
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2. Responsibilities of

As a club, we are committed to:

- Providing high-quality martial arts instruction.
 - Ensuring a safe and controlled training environment.
 - Adhering to UK safeguarding policies and BMABA standards.
 - Supporting students in their personal and technical development.
 - Fostering a culture of respect, discipline, and inclusivity.
 - Communicating effectively with students and parents regarding training and events.
 - Following all legal, health, and safety regulations.
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3. Responsibilities of Instructors

All instructors at are expected to:

- Maintain a professional and respectful attitude at all times.
- Ensure training is structured, safe, and appropriate for students.
- Hold valid qualifications, insurance, and safeguarding training.
- Act as role models, demonstrating discipline and integrity.
- Provide fair and equal treatment to all students, free from discrimination.

- Report any safeguarding concerns immediately to the designated safeguarding officer.
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4. Expectations for Students

Students are required to:

- Show respect to instructors, fellow students, and club staff.
 - Follow training instructions carefully and responsibly.
 - Demonstrate self-discipline and commitment to training.
 - Wear appropriate training attire and maintain personal hygiene.
 - Refrain from inappropriate, aggressive, or unsportsmanlike behaviour.
 - Report any concerns about bullying, safety, or well-being.
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5. Expectations for Parents & Guardians

Parents and guardians play a vital role in supporting our club's values. They are expected to:

- Encourage and support their child's martial arts journey.
 - Promote respect and good sportsmanship.
 - Ensure children arrive on time and with appropriate equipment.
 - Communicate any concerns with instructors in a respectful manner.
 - Refrain from interfering with training sessions.
 - Support the club's safeguarding and behavioural policies.
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6. Safeguarding & Welfare

We take the safeguarding of all students seriously. will:

- Follow UK safeguarding policies in line with BMABA and NSPCC guidance.
- Ensure all instructors have up-to-date DBS checks and safeguarding training.
- Provide a safe and inclusive training environment.
- Encourage open communication regarding any safeguarding concerns.
- Take all reports of bullying or misconduct seriously.

If you have any safeguarding concerns, please contact the Club Safeguarding Officer:

Safeguarding Officer: Katrina Wilson

7. Code of Conduct

All members must adhere to the following:

- Respect all individuals regardless of age, background, or ability.
- Commit to learning and developing in a safe and disciplined manner.
- Refrain from disruptive or aggressive behaviour.
- Adhere to club rules and health & safety guidelines.
- Report concerns or incidents to an instructor or safeguarding officer.

8. Disciplinary Procedures

Failure to comply with the club's expectations may result in the following actions:

- Verbal warning from an instructor.
- Formal written warning for repeated breaches.
- Temporary suspension from training sessions.
- Permanent exclusion from the club in cases of serious misconduct.

Please note that these steps are not mandatory, should a breach be deemed serious enough by the staff of WadoKai Worcester Karate we may feel obliged to go straight to a permanent exclusion.

9. Equality & Inclusion

is an inclusive organisation committed to ensuring equal opportunities for all members, regardless of age, gender, ethnicity, disability, or background.

We will not tolerate discrimination, harassment, or exclusion of any kind.

10. Health & Safety

To maintain a safe training environment, we commit to:

- Providing first aid-trained staff at every session.
- Conducting regular risk assessments of training facilities.
- Ensuring students warm up and cool down properly.
- Encouraging students to report any injuries or health concerns.

Emergency Contact for Health & Safety Concerns: David Wilson- 07933 326 935 or David_wilson31@sky.com

11. Complaints & Feedback

We value feedback and strive to improve our club. If you have concerns or suggestions, please:

- Speak with an instructor after class.
 - Email the club at katrinajaywilson@gmail.com
 - Request a meeting with the club's safeguarding officer.
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