



## Safeguarding Policy

### Introduction

The purpose of this policy is to protect Venom Wrestling and our talent, which include wrestlers, referees, crew, managers and anyone involved in Venom Championship Wrestling.

This policy details Venom Championship Wrestling's commitment to Safe guarding and our expectation of our talent.

It is a core value of Venom Championship Wrestling that everyone is treated equally regardless of their age, gender, background or any of the protected characteristics as listed under the Equality Act 2010.

### Safeguarding Policy

Venom Championship Wrestling will not tolerate any form of bullying, harassment, intimidation, exploitation, racism, discrimination or homophobic abuse.

This includes any threatening or abusive behaviour and/or violence. This also includes any sexual abuse.

### Our responsibilities

Venom Championship Wrestling will:

- Implement and maintain safeguard policies and processes at all times
- Ensure that all our talent is aware of their safeguarding responsibilities.
- Implement and maintain a clear and transparent reporting process, which includes whistleblowing.
- Follow up on any reports and log them confidentially.
- Ensure that we promote an inclusive culture that prevents safeguarding violations.

### Talent Responsibilities

All talent agrees to the following:

- To report any potential violations or concerns to our Directors Jensen Ryan or James Cena.
- Talent must not exchange any money, goods or service in exchange to sexual activities.
- Talent must not act inappropriately to any other talent or guests.

### Reporting Process and Whistleblowing

Venom Championship Wrestling has clear reporting process which includes the following:

- Reports can be made confidentially to Jensen Ryan or James Cena.
- All reports will be handled confidentially, unless stated otherwise.
- Reports will be investigated thoroughly by Venom Championship Wrestling management.



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- All reports are taken seriously and the relevant action will be taken.