



Performer and Team Member Wellness Policy

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1. Purpose

The Performer Wellness Policy establishes standards to protect the physical health, mental wellbeing, and professional integrity of all performers and team members participating in any activity and/or event operated under Venom Championship Wrestling Limited.

The policy aligns with:



- Guidance from the Health and Safety Executive (HSE)
- Applicable safeguarding and medical best practices

Our objective is to create a safe, respectful, and sustainable working environment for performers.

The terms 'us', 'we', 'promoter and 'promoters' refers to Venom Championship Wrestling Limited.

2. Scope

This policy applies to:

- Wrestlers
 - Guest performers
 - Managers, valets, referees, and on-screen talent
 - Production personnel
 - Team members and volunteers- referred to as team members for the purpose of this policy.
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3. Medical & Physical Health Standards

3.1 Health Declaration

All performers/ team members must:

- Complete a confidential health survey before the debut or take part in training and then annually or when required in an event of any updates.
- Disclose prior concussions, spinal injuries, chronic conditions or any conditions that may impact your participation on our events and sessions.

3.2 Ringside Medical Coverage

At all events:

- A qualified first aider will be present. This is currently James Kemp.
- Emergency procedures will be made clear.



- A first aid kit will place underneath the ring at the front. There is also a kit in the office.
- Concussion protocols must be enforced.

3.3 Concussion Protocol

If a concussion is suspected:

- Immediate removal from performance
- Formal medical evaluation
- Mandatory rest period in accordance with UK medical guidance

No performer may override medical decisions.

4. Mental Health & Emotional Wellbeing

4.1 Confidentiality

All aspects of health will be kept in confidential. We champion a supportive, inclusive environment where everyone was the opportunity to develop.

4.2 Anti-Bullying & Respect Policy

The promotion enforces:

- Zero tolerance for bullying, harassment, or discrimination
- Clear reporting mechanisms
- Protection from retaliation

All complaints will be handled confidentially and fairly.

5. Substance Use & Prohibited Conduct

5.1 Drug & Alcohol Policy

The promotion prohibits:

- Performance and/or participation whilst under the influence of illegal drugs



- Misuse of prescription medication
- Excessive alcohol consumption before and/or during the event and activities.

5.2 Compliance with UK Law

All performers and team members must comply with:

- The Misuse of Drugs Act 1971
 - The Health and Safety at Work etc. Act 1974
 - All relevant UK safeguarding laws
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6. Training & Performance Safety

6.1 Approved Training Standards

- Only approved trainers may conduct in-ring sessions. This is defined as someone with an excellent reputation, high training standards and the appropriate insurance and trackable experience.
- Proper ring setup and inspection required before use. Performers and team members must report any issues as soon as possible.
- To ensure that our performers are safe and confident in the ring, we use performers who train regularly with a reputable wrestling academy and/or trainer or that the performer has extensive trackable experience.

6.2 Spots & Risk Review

Performer performing high-risk manoeuvres agree:

- That they are confident to the move(s) safely. This includes both the person executing the move and the person taking it.
- They perform the move at their own risk.

We reserve the right to prohibit excessively dangerous stunts or moves which put people at risk.



7. Safeguarding & Duty of Care

Where performers and team members are under 18:

- Enhanced DBS checks required for relevant staff
- All performers and team members must adhere to UK safeguarding guidance
- Must be appropriately supervised at all times.

We follow safeguarding principles consistent with UK child protection standards.

8. Insurance & Liability

We shall:

- Maintain public liability insurance
- Encourage performers to maintain personal injury insurance
- Conduct risk assessments prior to each event and activity.

Performers/ team members agree that participating on the events/ activities is at their own risk and we will not be held responsible for any accident, near miss, injury, loss or death which occur as a result in participating on our events/ activities.

9. Reporting & Whistleblowing

Performers/ team members must confidentially report concerns to our management team regarding:

- Safety violations
- Harassment
- Substance abuse concerns
- Medical neglect
- Independent third-party contact (if applicable)

Retaliation against whistleblowers is strictly prohibited.



10. Review & Updates

This policy will be reviewed annually and updated in accordance with:

- Changes in UK legislation
- Updated HSE guidance
- Industry best practice developments

11. Acknowledgment

All performers/ team members participating on our events and activities agree:

- They have read and understood this policy
- They agree to comply with its provisions
- They understand the disciplinary consequences of violations