

## Anti-bullying policy

### The statement

Our anti-bullying policy sets out how we feel about bullying behaviour in the club or organisation, what we'll do to tackle it and how we'll support children and young people who experience or display bullying behaviour.

Note: The terms 'child' and 'young person' describe any person under the age of 18. References to 'parents' should be read as parents and carers inclusively.

### Bullying Behaviour:

- ✓ all forms of bullying behaviour will be acted upon.
- ✓ everybody in the club or organisation has a responsibility to work together to stop bullying behaviour.
- ✓ bullying behaviour can include online as well as offline behaviour.
- ✓ bullying behaviour can include:
  - physically pushing, kicking, hitting, pinching, etc.
  - name calling, spreading rumours, persistent teasing and humiliation or the continual ignoring of others.
  - posting of derogatory or abusive comments, videos, or images on social media.
  - racist behaviour - including racially aggravated remarks, name-calling, racial exclusion.
  - homophobic and trans phobic comments.
  - sexist slurs.
  - offensive comments, taunts, or gestures.
  - sexual comments, suggestions, or behaviour.
  - unwanted physical contact.

### Our club or organisation will:

- ✓ recognise its duty of care and responsibility to safeguard all players from harm.
- ✓ promote and implement this anti-bullying policy in addition to our safeguarding policy and procedures.
- ✓ ensure that any form of bullying behaviour is not tolerated or condoned.
- ✓ require all members of the club or organisation to sign up this policy.
- ✓ take action to investigate and respond to any reports of bullying behaviour from children and young people.
- ✓ encourage and facilitate children and young people to play an active part in developing and adopting a code of conduct for behaviour.
- ✓ ensure that coaches are given access to information, guidance, and training on bullying.

- ✓ record any incidents; of which the record will be permanently assigned to those involved on our Coacha system.

Each participant, coach, volunteer, or official will:

- ✓ encourage individuals to speak out about bullying behaviour.
- ✓ respect every child's need for, and right to, a play environment where safety, security, praise, recognition, and opportunity for taking responsibility are available.
- ✓ respect the feelings and views of others.
- ✓ recognise that everyone is important and equal, and that our differences make each of us special and worthy of being valued.
- ✓ show appreciation of others by acknowledging individual qualities, contributions, and progress.
- ✓ ensure safety by having rules and practises carefully explained and displayed for all to see.
- ✓ report incidents of bullying behaviour they see – by doing nothing you are condoning the behaviour.

Supporting children

- ✓ we'll let children know who will listen to and support them.
- ✓ we'll create an "open door" ethos where children feel confident to talk to an adult about bullying behaviour or any other issue that affects them.
- ✓ potential barriers to talking (including those associated with a child's disability or impairment) will be acknowledged and addressed at the outset to enable children to speak out.
- ✓ we'll make sure children are aware of helpline numbers.
- ✓ anyone who reports an incident of bullying will be listened to carefully and reports will be taken seriously.
- ✓ any reported experience of bullying will be investigated and will involve listening carefully to all those involved.
- ✓ children experiencing bullying will be supported and helped to uphold their right to play and live in a safe environment.
- ✓ those who display bullying behaviour will be supported and encouraged to develop better relationships.
- ✓ we'll make sure that sanctions are proportionate and fair.

Support for parents

- ✓ parents will be advised on the club and organisation's bullying policy and practice.
- ✓ any experience of bullying behaviour will be discussed with the child's parents.
- ✓ parents will be consulted on action to be taken (for both victim and child displaying the bullying behaviour) and we'll agree on these actions together.
  - please remember that, in some instances, it may be hard to find proof of bullying, therefore it may take time to collect the required evidence.
- ✓ information and advice on coping with bullying will be made available.

Revised June 2023

- ✓ support will be offered to parents, including information from other agencies or support lines.

Useful contacts		
NSPCC Helpline	Tel: 0808 800 5000	Website: <a href="http://www.nspcc.org.uk">www.nspcc.org.uk</a>
Childline	Tel: 0808 1111	Website: <a href="http://www.childline.org.uk">www.childline.org.uk</a>
Kidscape		Website: <a href="http://www.kidscape.org.uk">www.kidscape.org.uk</a>
Anti-Bullying Alliance		Website: <a href="http://www.anti-bullyingalliance.org.uk">www.anti-bullyingalliance.org.uk</a>