



Anti-Bullying Policy

Our anti-bullying policy sets out how we feel about bullying as a club, what we'll do to tackle it and how we'll support children and young people who experience or display bullying behaviour whilst in our care. We acknowledge we have duty of care and responsibility to safeguard all children and young members from bullying.

Bullying

- all forms of bullying will be acted upon
- bullying behaviour of any kind is not tolerated or condoned
- everybody in our club has a responsibility to stop bullying
- bullying 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
 - racial, homophobic, transphobic, or sexist comments, taunts, or gestures
 - sexual comments, suggestions, or behaviour
 - unwanted physical contact

Our club will

- require all members of the club/organisation to adhere to this policy
- take action to investigate and respond to any reports of bullying 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
- encourage all 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 practices carefully explained and displayed for all to see
- report any incidents of bullying behaviour they see
- create an "open door" policy where children feel confident to talk to an adult about bullying behaviour or any other issue that affects them

- remove any barriers to talking (including those associated with a child's disability or impairment) to enable children to speak out
- 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 behaviour will be investigated and will involve listening carefully to all those involved
- children experiencing bullying behaviour will be supported and helped to uphold their right to train in a safe positive environment
- those who display bullying behaviour will be supported and encouraged to develop better relationships
- parents or guardians will be advised on the club or organisation's bullying policy and practice as part of the membership process
- any experience of bullying behaviour will be discussed with the child's parents or guardians and any further actions will be decided together
- information and advice on coping with bullying will be made available

For more information

- ✓ NSPCC Helpline 0808 800 5000
- ✓ Childline 0800 1111 / www.childline.org.uk
- ✓ Kidscape www.kidscape.org.uk
- ✓ Anti-Bullying Alliance www.antibullyingalliance.org