

Anti-Bullying & Harassment Policy

Introduction

Our anti-bullying & harassment policy sets out how we feel about bullying and harassment as a club or organisation, what we'll do to tackle it and how we'll support members who experience or display bullying behaviour.

Bullying & Harassment

- all forms of bullying & harassment will be acted upon
- everybody in the club or organisation has a responsibility to work together to stop bullying & harassment
- bullying & harassment 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
- Harassment may be defined as any conduct which is:
 - unwanted by the recipient
 - is considered objectionable
 - causes humiliation, offence, distress or other detrimental effect
- Harassment may be an isolated occurrence or repetitive: it may occur against one or more individuals. Harassment may be, but is not limited to:
 - Physical contact – ranging from touching to serious assault, gestures, intimidation, aggressive behaviour
 - Verbal – unwelcome remarks, suggestions and propositions, malicious gossip, jokes and banter, offensive language
 - Non-verbal – offensive literature or pictures, graffiti and computer imagery, isolation or non-co-operation and exclusion or isolation from social activities

Harassment and Bullying may be summarised as any behaviour that is unwanted by the person to whom it is directed. It is the impact of the behaviour rather than the intent of the perpetrator that is the determinant as to whether harassment or bullying has occurred.

Our club or organisation will:

- recognise its duty of care and responsibility to safeguard all players from harm
- promote and implement this anti-bullying & harassment policy in addition to our safeguarding policy and procedures
- ensure that bullying & harassment behaviour is not tolerated or condoned
- require all members of the club/organisation to sign up to this policy
- take action to investigate and respond to any reports of bullying or harassment from any club member
- encourage and facilitate all club members 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 & harassment

Each participant, coach, volunteer or official will:

- encourage individuals to speak out about bullying & harassment behaviour
- respect every person'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 incidents of bullying & harassment behaviour they see – by doing nothing you are condoning the behaviour



Supporting children & young people in our club

- 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 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 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 to the parents/guardians and/or the Individuals involved

- Individuals involved, and/or their parents or guardians will be advised on the club or organisation's bullying policy and practice
- any experience of bullying behaviour will be discussed with the individuals involved, and/or their parents or guardians.
- Individuals involved, and/or their parents or guardians will be consulted on action to be taken (for both victim and bully) and we'll agree on these actions together
- information and advice on coping with bullying will be made available
- support will be offered to Individuals involved, and/or their parents or guardians, including information from other agencies or support lines

Useful contacts

NSPCC Helpline: 0808 800 5000

Childline: 0800 1111 / www.childline.org.uk

Kidscape: www.kidscape.org.uk

Anti-Bullying Alliance: www.antibullyingalliance.org