

# **Ebbisham Sports Club**

## **Anti-bullying Policy**

Date of policy: June 2019

Review date: June 2022

This policy is based on similar policies of our sports governing bodies: Badminton England, England Squash and the Lawn Tennis Association.

This policy should be read in conjunction with the club's Welfare Policy and Diversity and inclusion (Equality) Policy and Codes of Conduct.

**Ebbisham Sports Club** is committed to ensuring we provide a caring, friendly and safe environment for everyone so they can participate in sport in a relaxed and secure atmosphere.

Bullying of any kind is unacceptable in our club. No one deserves to be a victim of bullying and everybody has the right to be treated with respect.

The club has a responsibility to respond promptly and effectively to issues of bullying

If bullying does occur, everyone should feel able to report it and know that incidents will be dealt with promptly and effectively.

Anyone who knows that bullying is happening is expected to report it.

### **We have adopted the following definitions to explain our approach to bullying at the club**

#### **What is Bullying?**

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim.

Bullying can take place between young people, between young people and adults e.g. coaches, other staff, older players, parents/carers, between adults and between individuals or groups.

#### **Bullying can be:**

- **Emotional** being unfriendly, excluding, tormenting (e.g. threatening gestures)
- **Physical** pushing, kicking, hitting, punching or any use of violence
- **Racist** racial taunts, graffiti, gestures
- **Sexual** unwanted physical contact or sexually abusive comments
- **Homophobic** because of, or focussing on the issue of sexuality

- **Verbal** name-calling, sarcasm, spreading rumours, teasing
- **Cyber** inappropriate text messaging and e mailing; sending offensive or degrading images by phone or via the internet.

### **Objectives of this Policy**

- All club members, coaches, volunteers and parents/carers should have an understanding of what bullying is. The competitive nature of sport makes it an ideal environment for the bully. The bully in sport can be:
  - a parent who pushes too hard
  - a coach or club official who adopts a win at all costs philosophy
  - a player who intimidate his or her opposition in an aggressive manner
  - a spectator who shouts abuse
- All club members, coaches, volunteers and parents should know what the club policy is on bullying, and follow it when bullying is reported.
- All players and parents should know what the club policy is on bullying, and what they should do if bullying arises.
- As a club we take bullying seriously. Players and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

**Signs and Symptoms** A child may indicate by signs or behaviour that he or she is being bullied. Children and Young People have described bullying as:

- being called names or teased
- being hit, pushed, pulled, pinched, or kicked
- having their bag, mobile or other possessions taken
- being forced to hand over money
- being forced to do things they do not want to do
- being ignored or left out
- being attacked because of religion, gender, sexuality, disability, appearance or other perceived difference
- receiving abusive text messages or inappropriate photographs
- being under pressure owing to untruths, unkind comments or inappropriate photographs being shared electronically or online

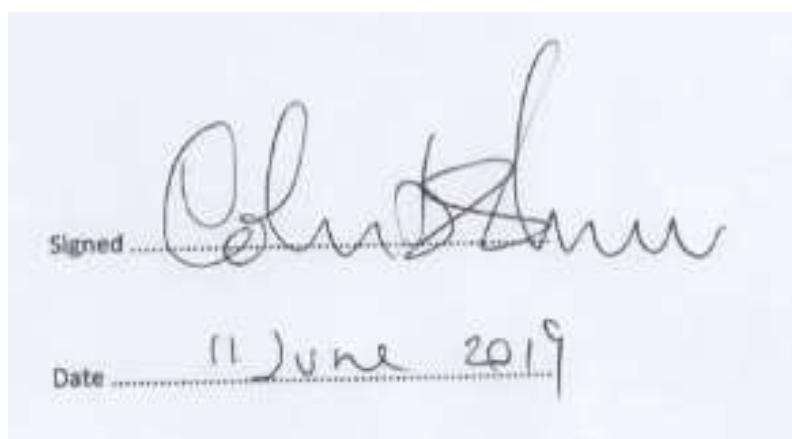
**Other signs and symptoms** Maybe a young person:

- doesn't want to attend training or club activities
- makes changes to their usual routine
- becomes withdrawn, anxious or lacking in confidence
- has possessions or kit go missing or damaged
- becomes aggressive, disruptive or unreasonable
  - attempts or threatens suicide or runs away
- has unexplained cuts or bruises
- is bullying other children or siblings
- stops eating or rapidly loses weight

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated. Coaches and volunteers need to be aware of these possible signs and report any concerns to the appropriate Welfare Officer.

### Procedures

1. Report bullying incidents to the club welfare officer using the club's Logging a Concern Form or [welfareofficer@ebbisham.com](mailto:welfareofficer@ebbisham.com)
2. In cases of serious bullying, the incidents will be referred to the appropriate Sports Governing body Safeguarding team.
3. In serious cases parents/carers should be informed and asked to come in to a meeting to discuss the problem
4. If necessary and appropriate, police will be consulted
5. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly
6. An attempt will be made to help the bully (bullies) change their behaviour
7. If mediation fails and the bullying continues the club will initiate disciplinary proceedings according to the club constitution



Signed ..... *[Handwritten Signature]*

Date ..... *11 June 2019*