

Statement of Intent

We are committed to providing a caring and safe environment for all our club members so they can participate in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our club. If bullying does occur, all athletes or parents should be able to tell and know that incidents will be dealt with promptly and effectively.

We are a **TELLING** club. This means that anyone who knows that bullying is happening is expected to tell the club welfare officer or any committee member.

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

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 be:

- **Emotional** - being unfriendly, exclusion(leaving someone ou) (emotionally and physically), sending hurtful text messages, tormenting , (E.g. hiding spikes/clothing, threatening gestures)
- **Physical** – pushing, kicking, hitting, punching, spitting or any use of violence
- **Racist** – racial taunts, graffiti, gestures
- **Sexual** – unwanted physical contact or sexually abusive comments
- **Homophobic** – because of, or focusing on the issues of sexuality
- **Verbal** – name-calling, sarcasm, spreading rumours, teasing

Why is it important to respond to Bullying?

Bullying hurts. No-one deserves to be a victim of bullying. Everyone has the right to be treated with respect. Athletes who are bullying need to learn different ways of behaving.

Objectives of this Policy

- All committee members, coaches, athletes, parents and club members should have an understanding of what bullying is.
- All committee members and coaching staff should know what the club policy on bullying is and follow it when bullying is reported.
- All athletes and parents should know what the club policy on bullying is and what they should do if bullying arises.
- As a club we take bullying very seriously. Athletes and parents should be assured that they would 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 Adults should be aware of these possible signs and that they should investigate if a child:

- Says that he/she is being bullied
- Is unwilling to go to club sessions
- Becomes withdrawn anxious, or lacking in confidence
- Feels ill before training sessions
- Comes home with clothes torn or athletics equipment damaged
- Has possessions go 'missing'
- Asks for money or starts stealing money (to pay bully)
- Has unexplained cuts or bruises
- Is frightened to say what is wrong
- Gives improbable excuses for any of the above

In more extreme cases:

- Starts stammering
- Cries themselves to sleep at night or has nightmares
- Becomes aggressive, disruptive or unreasonable
- Is bullying other children or siblings
- Stops eating
- Attempts or threatens suicide or runs away

These signs and behaviours may indicate other problems, but bullying should be considered a possibility and should be investigated.

Procedures

1. Report bullying incidents to the club welfare officer or a member of the committee.
2. In cases of serious bullying, the incidents will be referred to UK: Athletics for advice
3. Parents should be informed and will be asked to come in to a meeting to discuss the problem
4. If necessary and appropriate, the 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 is seen to continue the club will initiate disciplinary action under the club constitution.

Club Action

In the event of a case of bullying being reported the club will take the following action:

1. Reconciliation by getting the parties together. It may be a genuine apology solves the problem.
2. If this fails/not appropriate. A small panel from the club (made up from the Chairman, Welfare Officers, Secretary, and Committee Members) will meet with the parent/s and

child alleging the bullying to get details of the allegation. Minutes will be taken for clarity, which should be agreed by all as a true account.

3. The same persons from the club should meet with the alleged bully and parent/s and put the incident raised to them to answer and give their view of the allegation. Minutes will be taken for clarity and agreed by all as a true account.
4. If bullying has in the view of the club taken place the athlete/s should be warned and put on notice of further action i.e. temporary or permanent suspension if the bullying continues. Consideration will be given as to whether a reconciliation meeting between parties is appropriate at this time.
5. In some cases the parent/s of the bully or bullied athletes can be asked to attend training sessions, if they are able to do so and if appropriate. The club committee will monitor the situation for a given period to ensure the bullying is not being repeated.
6. All coaches involved with both athletes should be made aware of the concerns and outcome of the process i.e. the warning.

In the case of Adults reported to be bullying athletes under 18

1. UK Athletics will be informed and will advise on action to be taken.
2. It is anticipated that in most cases where the allegation is made regarding a coach, child protection awareness training may be recommended.
3. More serious cases may be referred to the police, social services or judicial complaints procedure.

Prevention

- In addition to this policy, the club also maintains policies on child protection and Equal Opportunities.
- Codes of Conduct Athletes and Parents are contained in the Welcome pack. All athletes and parents will sign to accept these codes on joining the club. Coaches Codes of Conduct are also in issue.
- The club welfare officers will raise awareness about bullying and why it matters, and if issues of bullying arise in the club, will consider meeting with athletes to discuss the issue openly and constructively.

This Policy was adopted on.

Signed by

CHAIRMAN

Team Devizes (Moonrakers Athletics Club)