

## Anti-Bullying Policy Template

Our anti-bullying policy sets out how we feel about bullying behaviour in the club, 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 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 transphobic comments
  - sexist slurs
  - offensive comments, taunts, or gestures
  - sexual comments, suggestions, or behaviour
  - unwanted physical contact

### Our club will...

- Recognise its duty of care and responsibility to safeguard all skaters 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 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 and 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 individuals to speak out about bullying behaviour.
- Respect the feelings and views of others.
- Recognise that everyone is important and equal, and that our difference makes 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 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 issues that affects them.
- 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.
- Those who display bullying behaviour will be supported to encouraged to develop better relationships.
- We'll make sure that sanctions are proportionate and fair.

## Support for parents.

- Parents will be advised on the clubs bullying policy and practice.
- Any experience of bullying will be discussed with the child's parents.
- Parents will be consulted on action to be taken and we'll agreed on these sanctions together.
- Information and advice on coping with bullying will be made available.
- Support will be offered to parents, including information from other agencies or support lines.

### Helplines

**National Bullying Helpline** – 0300 323 0169 / 0845 225 5878

**Childline** – 0800 1111

**EACH** – 0808 1000 143

For children experiencing homophobic, biphobic or transphobic bullying or harassment

**Victim Support** – 08 08 16 89 111

Offering support to you people affected by crime, Their Children and Young Peoples Service also deals with cases of bullying.