

ROTHWELL HARRIERS ANTI-BULLYING POLICY

Aim of Policy

Our aim is to create an environment in which the young athlete (child) and their parent(s), guardian, responsible adult, carer or closest relatives can feel confident that Rothwell Harriers is providing a safe and wholesome setting for all participants in the sport of athletics.

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 coaching staff member.

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

No one deserves to be a victim of bullying. Everybody has the right to be treated with respect.

Bullying can be:

- Emotional being unfriendly, excluding (emotionally and physically) sending hurtful text messages/or comments on social media, tormenting, (e.g. hiding spikes/clothing, 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

Key Principles

- Report bullying incidents to the Club Welfare Officer, Senior Coach or a member of the coaching staff .
- In cases of serious bullying, the incidents will be referred to UKA for advice.
- In the case of a child/athlete a parent/carer needs to be present at all meetings. Parent/carer should be informed and asked to come in to a meeting to discuss the problem.
- If necessary and appropriate, police will be consulted
- The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly.
- An attempt will be made to help the bully (bullies) change their behaviour.
- If mediation fails and the bullying is seen to continue the club the member will be asked to leave the club.

Code of Practice for people working in Athletics with Children

If the club decides it is appropriate for them to deal with the situation they should follow the procedure outlined below.

- Reconciliation by getting the parties together. It may be a genuine apology solves the problem.
- If this fails/not appropriate a small panel (Made up from Lead coach, Welfare Officer, and a 3rd Member) should meet with the parent and child alleging bullying to get details of the allegation. Minutes should be taken for clarity, which should be agreed by all as a true account.
- The same 3 persons 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 should again be taken and agreed.
- If bullying has in their view taken place the athlete should be warned and put on notice of further action i.e. temporary or permanent suspension if the bullying continues. Consideration should be given as to whether a reconciliation meeting between parties is appropriate at this time.
- The club should monitor the situation for a given period to ensure the bullying is not being repeated.
- 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

- UKA should always be informed and will advise on action to be taken.
- It is anticipated that in most cases where the allegation is made regarding a coach, child protection awareness training may be recommended.
- More serious cases may be referred to the police on 999, or Family Services 0113 2224403 between 8.30am and 5.00pm and outside these hours **0113 2409536**.

The acceptable behaviour policy for the club outlines the expectations of behaviour of athletes at the club.

The Club Welfare Officer is: Jo Heseltine club mobile (07836588443) or (0113 2828133) in her absence Keith Pailing (0113 2829366). Please try to ring between 6pm and 9pm unless urgent.

Kidscape is a voluntary organisation committed to preventing bullying on : 02077303300.

Compiled by welfare officer Jo Heseltine Sept 2015 Review date 2018