

## Anti Bullying Policy

***We are committed to the prevention and effective management of bullying behaviour relating to children, young people and vulnerable adults engaging in sport and physical activities in Derbyshire.***

### **This Policy aims to:**

- \_ Provide staff, coaches, volunteers and officials with information if they are concerned about bullying.
  
- \_ Provide children, vulnerable adults and parents with information about what steps are being taken to safeguard against bullying.
  
- \_ Set clear and consistent standards of behaviour.
  
- \_ Establish an operational framework and introduce procedures of action to take if there are concerns about unacceptable behaviour.
  
- \_ Assure all children and vulnerable adults that they will be participating in a safe/friendly environment and that their well-being is our priority.
  
- \_ Ensure that the rights of children and young people to protection from abuse and neglect are upheld. (UN Convention on the Rights of the Child Article 19).

### **WHAT IS BULLYING?**

***Bullying is any persistent behaviour by an individual or group which intimidates/threatens or has a harmful and distressing impact on another individual or group.***

Bullying behaviour may be any of the following:

- \_ Verbal - as in name calling or making personal comments
- \_ Social - ostracised or left out of peer group activities
- \_ Material - when possessions are stolen or damaged or extortion takes place
- \_ Emotional - including pressure to conform
- \_ Physical/Sexual/Racial - as in harassment or aggression

*Bullying is different from fighting, which is usually a one off incident with the purpose of dealing with immediate conflict. Verbal and social forms of bullying take place more often than material or physical bullying, with name calling by far the most common.*

*(How to Stop Bullying - A Kidscape Training Guide (1994))*

***We aim to encourage safe, accessible and challenging opportunities for children, young people and vulnerable adults. We will promote justice and equality in all activities.***

**We aim to ensure that all children/vulnerable adults are able to participate freely in a safe, caring environment.**

**We also aim to acknowledge the changing environment and methods adopted in the act of bullying in order to promote full awareness e.g. text / cyber bullying.**

**Derbyshire Sport will:**

Respond appropriately and effectively to incidents of bullying.

Listen and respond to children/vulnerable adult's concerns and take appropriate action.

Take parents/carers' concerns seriously and respond effectively.

Ensure all staff are suitably trained to deal with any incidents.

***We aim to create a positive participative environment for children, young people and vulnerable adults.***

**We aim to:**

Ensure that a child centred environment is created during activities.

Emphasise the positive social values of participation, sharing, helping and encouraging.

Establish clear ground rules/boundaries for activities.

Ensure that all staff, coaches, volunteers and officials are offered appropriate training on behaviour management and bullying awareness.

Work towards continuously improving the quality of activities.

***We are committed to taking positive steps to eliminate bullying incidents within activities. We will encourage all participants to behave according to agreed ground rules, which will provide a framework of acceptable behaviour.***

**The ground rules are as follows:**

1. We will not tolerate bullying or harassment of any kind.
2. We will be accepting of others regardless of age, race, religion, culture or disabilities.
3. We will not ignore an incident of bullying.
4. We will use 'time out' if we feel angry or under pressure, or just need time to calm down.
5. We will be kind to others, even if they are not our friends and we will make new participants in our activities feel welcome.
6. We will not join in fights or disturbances.
7. We will report any bullying incident to a member of staff/official immediately.
8. We will not judge others on the way they speak, their social behaviour, appearance or their ability.
9. We will try to remember that everyone matters, including ourselves.

***We will encourage our staff, coaches, volunteers and officials to be vigilant and observant at all times.***

**Derbyshire Sport will, *If incidents of bullying are witnessed our staff, coaches, volunteers and officials:***

***Respond by following the procedures set out in the flow diagrams below:***

***We all work within a legislative framework, which clearly promotes the well-being and rights of children and vulnerable adults. We have produced this Policy in compliance with the following:***

The Children Act 1989 highlights the importance of an agreed policy with clear procedures and sanctions for modifying unacceptable behaviour.

The United Nations Convention on the rights of the Child (Article 19), which stipulates that all children have the right to protection from abuse and neglect.

The Derbyshire Sport, Child Protection Policy

Derbyshire Sport gratefully acknowledges the following publications:

North Yorkshire Sport Partnership 'Anti Bullying Policy'

Shropshire and Telford & Wrekin (STW) Sport and Physical Activity Partnership Anti Bullying Policy

**What to do if .....**

## **You are being Bullied**

**'NO ONE DESERVES TO BE BULLIED'**

**IF YOU ARE TELL SOMEONE YOU TRUST**

A parent

A friend

A coach

A teacher

### **Do**

Try to keep a diary of bullying

Try to ignore bully

Try to say 'no' firmly

Try to walk away

Try to go home with a friend  
Try to tell someone

**Don't**

Show you are upset / angry  
Fight back  
Feel guilty  
Get hurt protecting your possessions  
Don't wind the bullies up  
Be alone where bullies gather

**ADVICE**

Sometimes by asking the bully to repeat what they said can put them off

If you tell someone you trust they **will** help you

Childline 0800 11 11

NSPCC 0808 800 500

Kidscape 0845 205 204

**What to do if .....**

**You are a coach and concerned that someone is being bullied**

You witness an incident of anti-social action / behaviour Incident(s) of anti-social behaviour is reported to you.

Monitor the situation and keep a written log and take the situation seriously

**Is it .....**

Misbehaviour? Bullying? Abuse?

**Take appropriate disciplinary action Inform parent Informal discussion with victim and parent, keep written log Informal discussion with bully and parent, keep written log Seek advice from designated C P person Take appropriate action, monitor situation Seek advice from designated C P person Follow procedure in Child protection Good Practice and Guidelines for coaches, officials and volunteers Monitor Situation and keep written log.**

**What to do if .....**

## **You are a parent and are concerned that a Child is (children are) being bullied**

You witness an incident of antisocial action / behaviour. You have suspicions of anti-social action / behaviour An incident of anti social action / behaviour has been reported to you.

Report incident to relevant contact person at venue, your concerns will be taken seriously. The designated CP person will take appropriate action, and contact you the designated CP person will follow agreed procedure outlined in bullying policy

**What to do if .....**

## **A bully has been identified**

A 'Bully' has been identified by following agreed procedures

- Informal discussion with 'bully' and parent
- Explain situation and consequences of their behaviour
- Agree appropriate sanctions as necessary
- Agree appropriate guidelines
- Agree timescale for improvement
- Seek an apology to the victims(s)
- Seek return of any 'borrowed' items
- Encourage and promote improvement in future participation
- Encourage and support the coach
- Designate CP person, monitor situation and keep written log