

Chichester Runners and Athletics Club Anti-Bullying Policy

Statement of Intent

- We are committed to providing a caring, friendly and safe environment for all our members so that they can train in a relaxed and secure atmosphere.
- Bullying of any kind is unacceptable at our Club.
- If bullying does occur, all our members 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 Child Protection Officer.

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, excluding, tormenting, using 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 - all areas of internet, such as e-mail & internet chat room misuse, mobile threats by text messaging & calls.
Misuse of associated technology, i.e. camera & video facilities.

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.

Objectives of this Policy

All club members, coaches, volunteers and parents should have an understanding of what bullying is.

All club members should know what the club policy is on bullying and know to follow it when bullying is reported.

As a club we take bullying seriously. Members should be assured that they will be supported when bullying is reported.

Signs and Symptoms

A child or vulnerable adult may indicate by signs or behaviour that he or she is being bullied. Bullying has been described by children and young adults as:

- Being called names.
- Being teased.
- Being hit, pushed, pulled, pinched or kicked.
- Having their bag, mobile or other possessions taken.
- Receiving abusive text messages.
- 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 ethnic or racial origin.

Other Signs and Symptoms

- A child doesn't want to attend training or club activities.
- Changes in their usual routine.
- Begins being disruptive during sessions.
- Becomes withdrawn, anxious or lacking in confidence.
- Has possessions going missing.
- Becomes aggressive, disruptive or unreasonable.
- Starts stammering.
- Has unexplained cuts or bruises.
- Is bullying other children.
- Stops eating.
- Is frightened to say what is wrong.

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be reported to and investigated by the club's Child Protection officer.

Procedures and Management of Bullying

- Report bullying incidents to the club Child Protection Officer, who will record the incident.
- The parents will be informed and invited to discuss the incident.
- If necessary and appropriate the police will be consulted.
- The bullying behaviour or threats must be investigated and the bullying stopped quickly.
- An attempt will be made to help the bully (bullies) change their behaviour.

Chichester Runners and Athletics Club

Outcomes

- The bully (bullies) will be asked to genuinely apologise.
- In serious cases, suspension or exclusion from the club will be considered.
- If possible the members will be reconciled.
- After the incident/incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

Implementing Chichester Runners and A/C anti-bullying policy

- The club will write into its constitution what is acceptable and proper behaviour for all members.
- All club members, parents and carers will sign to accept the constitution when joining the club.
- Raise awareness in the club by ensuring that junior members and vulnerable adults know they can talk to someone if they have concerns.
- All coaches and volunteers to sign the clubs code of conduct.