



KYLE FIGURE SKATING CLUB – ANTI-BULLYING POLICY

Our anti-bullying policy sets out how we feel about bullying as a club or organisation, what we'll do to tackle it and how we'll support children and young people who experience or display bullying behaviour.

BULLYING

- All forms of bullying will be acted upon
- Everybody at the club or organisation has a responsibility to work together to stop bullying
- Bullying 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
 - Racial, homophobic, transphobic or sexist comments, taunts or gestures
 - Sexual comments, suggestion or behaviour
 - Unwanted physical contact

OUR CLUB OR ORGANISATION WILL:

- recognise its duty of care and responsibility to safeguard all club participants from harm
- promote and implement this anti-bullying policy in addition to our safeguarding policy and procedures
- ensure that bullying behaviour is not tolerated or condoned
- require all members of the club or organisation to sign up this policy
- take action to investigate and respond to any reports of bullying from children and young people
- encourage and facilitate children and young people to play an 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

EACH PARTICIPANT, COACH, VOLUNTEER OR OFFICIAL WILL:

- encourage individuals to speak out about bullying behaviour
- respect every child's need for, and right to, a safe environment where safety, security, praise, recognition and opportunity for taking responsibility are available
- respect the feelings and views of others
- recognise that everyone is important and equal, and that our differences make 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 behaviour they see – by doing nothing you are condoning the behaviour

SUPPORTING CHILDREN

- We will let children/young people know who will listen to and support them
- We will create an 'open door' ethos where children feel confident to talk to an adult about bullying behaviour or any other issue that affects them
- Potential barriers to talking (including those associated with a child's disability or impairment) will be acknowledged and addressed at the outset to enable children/young adults to speak out
- We will make sure children/young adults are aware of helpline number should issue arise
- Anyone who reports an incident of bullying behaviour will be supported and helped to uphold their right to play and live in a safe environment
- Any reported experience of bullying behaviour will be investigated and will involve listening carefully to all those involved
- Children/young adults experiencing bullying behaviour will be supported and encouraged to develop better relationships
- We will make sure that sanctions are proportionate and fair

SUPPORT TO THE PARENT/GUARDIANS

- Parents or guardians will be advised on the club or organisation's bullying policy and practice
- Any experience of bullying behaviour will be discussed with the child/young person's parents or guardians
- Parents will be consulted on action to be taken (for both victim and bully) and we will agree to these actions 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.

USEFUL CONTACTS

NSPCC Helpline: 0808 800 5000

Childline: 0800 111 / www.childline.org.uk

Kidscape: www.kiscape.org.uk

Anti-bullying: www.antibullyingalliance.org