



Anti-Bullying and Harassment Policy

Billingham Boxing Academy is committed to providing a safe, respectful, inclusive, and supportive environment for all members, participants, coaches, volunteers, trustees, parents, and visitors. The club operates a zero-tolerance approach to bullying, harassment, victimisation, abuse, and intimidation in any form.

1. Purpose of the Policy

The purpose of this policy is to:

- Prevent bullying and harassment within the club
- Promote dignity, respect, and inclusion
- Protect the welfare and wellbeing of all individuals
- Provide clear procedures for reporting and responding to concerns
- Support compliance with safeguarding and equality responsibilities

2. Scope

This policy applies to:

- Trustees and committee members
- Coaches and volunteers
- Members and participants
- Parents and carers
- Employees where applicable
- Visitors and spectators

The policy applies to behaviour:

- At the gym and club activities
- During competitions and events
- Online and through social media or messaging platforms
- In any situation connected to the club

3. Statement of Commitment

The club believes everyone has the right to participate in boxing and club activities free from fear, intimidation, discrimination, bullying, harassment, or abuse.

4. Definitions

Bullying may include:

- Verbal abuse
- Intimidation or threats
- Exclusion or isolation
- Offensive comments or jokes
- Physical aggression
- Cyberbullying or online abuse

Harassment may include unwanted behaviour related to protected characteristics such as:

- Race
- Sex
- Disability
- Religion or belief
- Sexual orientation
- Gender reassignment
- Age

5. Safeguarding and Welfare

The club recognises bullying and harassment as safeguarding and welfare concerns.

The club will:

- Follow England Boxing safeguarding procedures
- Prioritise the welfare of children and adults at risk
- Respond promptly to concerns
- Promote safe and respectful behaviour

6. Responsibilities

All individuals connected with the club are responsible for:

- Treating others with respect and dignity
- Challenging inappropriate behaviour
- Reporting concerns promptly
- Supporting a safe and inclusive environment

Coaches, volunteers, and trustees must act as positive role models at all times.

7. Reporting Concerns

Bullying, harassment, or inappropriate behaviour should be reported to:

- A coach
- Committee member
- Club Welfare Officer

Reports will be taken seriously and handled fairly and confidentially where possible.

8. Responding to Concerns

The club may:

- Speak to individuals involved
- Investigate concerns appropriately
- Offer support to affected individuals
- Take disciplinary action where necessary
- Refer safeguarding matters to external authorities where appropriate

9. Online and Social Media Behaviour

The club will not tolerate:

- Cyberbullying
- Offensive or discriminatory online comments
- Harassment through messaging or social media
- Sharing abusive or harmful content

Online behaviour connected to the club may result in disciplinary action.

10. Equality, Diversity and Inclusion

The club is committed to promoting equality, diversity, and inclusion.

Discrimination, hate speech, victimisation, or exclusionary behaviour will not be tolerated.

11. Confidentiality

Concerns and reports will:

- Be handled sensitively
- Only be shared where necessary
- Be stored securely in line with data protection requirements

12. Disciplinary Action

Breaches of this policy may result in:

- Informal or formal warnings
- Suspension from activities
- Removal from volunteer or coaching roles
- Termination of membership
- Referral to England Boxing or safeguarding authorities where appropriate

13. Support and Education

The club will promote awareness and understanding of:

- Respectful behaviour
- Inclusion and equality
- Safeguarding responsibilities
- Anti-bullying practices

14. Responsibility

The club committee has overall responsibility for implementing this policy.

The Club Welfare Officer may support the management of safeguarding-related concerns.

15. Policy Review

This policy will be reviewed annually or following significant incidents, safeguarding updates, legal changes, or England Boxing guidance updates.

Anti-Bullying and Harassment Contacts

Club Welfare Officer: Judy Williams, 07496960095

Club Chairperson: Jane Brand, 07708052069