

## **Anti Bullying Policy**

Welwyn Garden Ski Race Club is committed to providing a caring, friendly and safe environment for our members so that they enjoy their skiing experience and have fun!

Bullying of any kind is unacceptable at our club. If bullying does occur, children and adults should report this and know it will be dealt with promptly, fairly and efficiently.

Bullying is the repetitive, intentional hurting of one person or group, by another person or group, where the relationship involves an imbalance of power. It can happen face-to-face or online.

All forms of bullying should be reported – we encourage you to do so. Please let one of our committee members know. The club is committed to investigate and respond to any alleged incidents of bullying. Please look out for, and work with us to prevent bullying.

Bullying can include:

- being deliberately unfriendly, excluding or ignoring someone, tormenting, hiding kit, name calling, spreading rumours, persistent teasing
- pushing, kicking, hitting, pinching
- racial taunts, graffiti, gestures, homophobic comments, jokes about disabled people
- sexual comments, unwanted physical contact, suggestions or behavior
- hurtful or unkind e mails, posting comments or pictures on social media

One-off incidents are not usually bullying, unless it is so significant as to cause long-term effects. Arguments or disagreements between peers happen and are not bullying if they have equally participated and there is no imbalance of power. Children can sometimes be hurtful to each other because of thoughtlessness, annoyance, poor boundaries etc., without realising the impact.

All club members will:

- Sign up to the relevant club Code of Conduct which includes a commitment not to bully others
- Treat others as you would like to be treated
- Report bullying to the Club Welfare Officer if you experience it, or witness it
- Acknowledge that bullies may be subject to the club Disciplinary

Procedure The club will:

- Ensure our Anti-bullying Policy is advertised
- Ensure all our staff recognise bullying and respond to allegations appropriately
- Deal with all allegations promptly, fairly and efficiently
- Listen carefully to the person reporting the bullying and support them
- Listen carefully to the person being bullied and support them
- Endeavour to support the bully and encourage them to stop
- Talk to the parents of the bully
- Talk to the parents of the person being bullied (unless it is not in the interests of the child to do

so)

- Recognise that anyone can be bullied including children and adults
- Acknowledge that children with a disability, or from ethnic minorities, or who are lesbian, gay, bisexual or transgender, or who are talented, or with learning difficulties are more vulnerable to abuse and are more likely to be targeted
- Provide Useful Contact numbers of support services, if requested

**Anti-bullying Alliance-**

**Kidscape** – [Kidscape](http://Kidscape.org.uk) 020 7730 3300 e mail [info@kidscape.org.uk](mailto:info@kidscape.org.uk) Or Parent Advice Line 020 7823 5430

**ChildLine** – (for children to use) 0800 1111 [www.childline.org.uk](http://www.childline.org.uk)

**NSPCC Helpline** - (for children or adults) 0808 800 5000

Note: An adult “bullying” a child is likely to be emotional abuse and should be dealt with in accordance with other forms of abuse.

