



## Cheltenham & County CC

### ANTI-BULLYING POLICY

#### The Cheltenham & County CC will:

- recognise its duty of care and responsibility to safeguard all participants from harm
- promote and implement this anti-bullying policy in addition to our safeguarding policy and procedures
- seek to ensure that bullying behaviour is not accepted or condoned
- require all members of **Cheltenham & County CC** to be given information about, and sign up to, this policy.
- take action to investigate and respond to any alleged incidents of bullying.
- encourage and facilitate children and young people to play an active part in developing and adopting a code of conduct to address bullying.
- ensure that staff, volunteers and coaches are given access to information, guidance and/or training on bullying.

#### Each member, coach, volunteer or official will:

- respect every child's need for, and rights to, an 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 that our differences make each of us special and should be valued
- show appreciation of others by acknowledging individual qualities, contributions and progress  
be committed to the early identification of bullying, and prompt and collective action to deal with it
- ensure safety by having rules and practices carefully explained and displayed for all to see
- report incidents of bullying they see – by doing nothing you are condoning bullying.

#### Bullying

- all forms of bullying will be addressed
- everybody in **Cheltenham & County CC** has a responsibility to work together to stop bullying.
- bullying can include online as well as offline behaviour.
- bullying can include:
  - physical pushing, kicking, hitting, pinching etc.
  - name calling, sarcasm, spreading rumours, persistent teasing and emotional torment through ridicule, humiliation or the continual ignoring of individuals
  - posting of derogatory or abusive comments, videos or images on social network sites

- racial taunts, graffiti, gestures, sectarianism - sexual comments, suggestions or behaviour
- unwanted physical contact
- children with a disability, from ethnic minorities, young people who are gay or lesbian, or those with learning difficulties are more vulnerable to this form of abuse and are more likely to be targeted.

### **Support to the child**

- children should know who will listen to and support them
- systems should be established to open the door to children wishing to talk about bullying or any other issue that affects them
- potential barriers to talking (including those associated with a child's disability or impairment) need to be identified and addressed at the outset to enable children to approach adults for help
- children should have access to helpline numbers
- anyone who reports an incident of bullying will be listened to carefully and be supported
- any reported incident of bullying will be investigated objectively and will involve listening carefully to all those involved
- children being bullied will be supported and assistance given to uphold their right to enjoy their sport and live in a safe environment which allows their healthy development
- those who bully will be supported and encouraged to stop bullying
- sanctions for those bullying others that involve long periods of isolation, or which diminish and make individuals look or feel foolish in front of others, will be avoided.

### **Support to the parents/carers**

- parents/carers to be advised on **Cheltenham & County CC** bullying policy and practice.
- any incident of bullying will be discussed with the child's parents/carers.
- parents/carers will be consulted on action to be taken (for both victim and bully) and agreements made as to what action should be taken.
- information and advice on coping with bullying will be made available
- support should be offered to the parents/carers including information on other agencies or support lines.

## Useful contacts

### Cheltenham & County CC Welfare Officers

Nina Hodgson – 07740371751

David Delves –07960656970

NSPCC Helpline 0808 800 5000

ChildLine 0800 1111 / [www.childline.org.uk](http://www.childline.org.uk)

Kidscape [www.kidscape.org.uk](http://www.kidscape.org.uk)

Anti-Bullying Alliance [www.antibullyingalliance.org.uk](http://www.antibullyingalliance.org.uk)

British Cycling Lead Safeguarding Officer 0161 2742000