



## **Droitwich Cycling Club- Anti-Bullying Policy**

All forms of bullying will be addressed and everyone in Droitwich Cycling Club has a responsibility to work together to stop bullying. Bullying is considered to be any of the following:

- Online as well as offline behaviour
- 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.

### **Droitwich Cycling Club 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 Droitwich cycling Club 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.



### **Droitwich Cycling Club will provide the following 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.

### **Droitwich Cycling Club will provide the following support to the parents/carers**

- Parents/carers to be advised on Droitwich Cycling Club 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**

#### **Droitwich cycling Club Welfare officers:**

**Kay Ramsden-** [welfareofficer@droitwichcyclingclub.co.uk](mailto:welfareofficer@droitwichcyclingclub.co.uk)

#### **Other useful contacts and organisations:**

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