

# Wesport Anti-Bullying Policy

## The statement

Our anti-bullying policy sets out how Wesport feels about bullying behaviour across all our events and activities, what we'll do to tackle it and how we'll support children and young people and adults at risk, who experience or display bullying behaviour. Bullying will not be tolerated.

## Principles

- Bullying of any kind is not acceptable in any capacity by staff, coaches, volunteers, deliverers providing services activities or programmes in a paid or voluntary capacity or parents and participants attending Wesport events.
- Wesport operates a 'telling' culture whereby anyone who knows that bullying is happening is expected to tell the Wesport Dedicated Safeguarding Officer.
- Bullying will be taken seriously, responded to promptly, and procedures followed to deal with the situation.
- It is the responsibility of every individual working for or on behalf of or alongside Wesport whether in a paid or voluntary capacity, to ensure that all children, young people and adults at risk can enjoy the sport in a safe enjoyable environment.

## Objectives of the policy

All staff, coaches, volunteers, deliverers, parents and participants should:

- understand what bullying is.
- know what Wesport's policy is on bullying, understand what they should do and what procedure to follow when bullying arises / reported.
- be assured that they will be supported when bullying is reported.

## What is bullying?

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim.

## Bullying can be:

- Emotional – being unfriendly, excluding, tormenting
- Physical – pushing, kicking, hitting, punching or any use of violence.
- Racist – racial taunts, graffiti, gestures.
- Sexual – unwanted physical contact or sexually abusive comments.
- Verbal - harassing, labelling, insulting, scolding.
- Homophobic – because of, or focusing on the issue of sexuality.

## Signs and Symptoms

A child, young person or an adult at risk may indicate by signs or behaviour that they are being bullied.

Bullying can be described as:

- being called names
- being teased
- being hit, pushed, pulled, pinched, or kicked
- having their bag, mobile or other possessions taken
- receiving abusive text messages.
- being forced to hand over money
- being forced to do things they do not want to do.
- being ignored or left out
- being attacked because of religion, gender, sexuality, disability, appearance or ethnic or racial origin

## Other signs and symptoms

### A child, young person, or adult at risk:

- doesn't want to attend training or club activities
- changes their usual routine
- begins being disruptive during sessions
- becomes withdrawn anxious or lacking in confidence.
- has possessions going missing.
- becomes aggressive, disruptive, or unreasonable.
- starts stammering
- has unexplained cuts or bruises.
- is bullying others.
- stops eating
- is frightened to say what's wrong.

These signs and behaviours may not constitute bullying and may be symptoms of other problems. Staff, coaches, volunteers, and deliverers need to be aware of these possible signs and report any concerns to the Wesport Dedicated Safeguarding Officer.

## Social Media:

Bullying can also occur through social media, and this is often harder to detect. It is important to remember that the type of abuse that can occur through social media always includes emotional and psychological abuse and can include sexual and financial abuse. Social media includes (but is not limited to): networking sites such as Facebook, X (formerly Twitter) and LinkedIn, email, text messages, Skype, and instant messaging services.

Some examples of abuse that can occur through social media include:

- Unwanted sexual text messages (sexual abuse)
- Unwanted communication or stalking/harassment (emotional abuse)
- Inappropriate messaging; with kisses attached (emotional and sexual abuse)
- Requests for money (financial abuse)
- Intimidation (emotional abuse)

- Sexual coercion (sexual abuse)
- Cyber-bullying (emotional abuse)

## **Procedures and Management of Bullying**

1. Report bullying incidents to the Wesport Dedicated Safeguarding Officer.
2. The Dedicated Safeguarding officer will follow the procedures as detailed in the Safeguarding Policy.
3. Wesport Dedicated Safeguarding Officer to use 'Appendix 1: Reporting allegations against a member of staff, Coach, Deliverer or Volunteer'.
4. If the incident involves a child, young person or adult at risk bullying another child, young person or adult at risk, the parents / carers may be informed and asked to come into a meeting to discuss the problem.
5. Police or other relevant parties will be consulted if necessary and appropriate
6. If mediation fails and the bullying is seen to continue Wesport can initiate disciplinary action under the relevant policy and procedures.

## **Implementing Wesport's Anti-bullying Policy**

Raise awareness with all staff, coaches, volunteers, deliverers, participants, parents and carers at Wesport events, this may include:

- Displaying the policy on relevant notice boards
- Ensure all children, young people and adults at risk know they can talk to someone they are worried
- Ensure that all relevant individuals (staff, coaches, volunteers, deliverers, participants, and parents / carers) receive / have access to a copy of the policy
- Ensure that the Code of Conduct and ethics covering the event / individuals clearly states that behaviour which constitutes bullying will not be accepted
- Ensure all staff, coaches, volunteers, deliverers, and participants have signed up to the code of conduct and ethics.
- Ensuring all staff, coaches, volunteers, deliverers have the relevant & appropriate level of in-date safeguarding training (usually within 3 years of the event date)
- Promote any workshops and opportunities for support (website, email, newsletters, etc)

This policy will be reviewed every 3 years unless there are changes to legislation or other requirements.

# Appendix 1: Reporting allegations against a member of staff, Coach, Deliverer or Volunteer

This guide is designed to inform the most appropriate action to take in relation to concerns about the behaviour of members of staff, coaches or volunteers

