

Anti-Bullying Policy



The Sikh 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 Sikh Cycling Club to adhere to this policy on acceptance of membership to the club
- take action to investigate and respond to any alleged incidents of bullying
- encourage and facilitate club members 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 Sikh Cycling Club has a responsibility to work together to stop bullying.
- bullying includes club members and members of the public
- 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
 - Abuse or intolerance to a person's faith regardless of their commitment.
 - unwanted physical contact

Anti-Bullying Policy



- club members 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 club members

- club members should know who will listen to and support them. They can choose who they want to talk to
- systems should be established to open the door to club members wishing to talk about bullying or any other issue that affects them
- potential barriers to talking (including those associated with a persons disability or impairment) need to be identified and addressed at the outset to enable club members to approach club officials for help
- club members 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
- club member 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 **Sikh 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

Sikh Cycling Club

Ladies and Welfare Officer Ravinder Kaur Bassi

NSPCC Helpline 0808 800 5000

ChildLine 0800 1111 / www.childline.org.uk

Kidscape www.kidscape.org.uk

Anti-Bullying Alliance www.antibullyingalliance.org.uk British Cycling Lead Safeguarding Officer 0161 2742000