



Bullying Policy

Bullying has no place in Athletics and the club promotes a positive anti-bullying ethos and raising awareness, amongst coaches and volunteers, that bullying should not be tolerated.

What is Bullying?

Bullying can be defined as repeated aggression be it verbal, psychological, or physical conducted by an individual or group against others. Bullying is intentional and it includes behaviours such as teasing, taunting, exclusion, tormenting (e.g. hiding possessions, threatening gestures), threatening, spreading rumours, hitting and extortion, by one or more persons against a victim.

Bullying contains 7 key features;

- i An intention to be hurtful
- ii The intention is carried out
- iii. The behaviour harms the target
- iv. The bully overwhelms the target with his or her power
- v. There is often no justification for the action
- vi. The behaviour repeats itself again and again
- vii. The bully derives a sense of satisfaction from hurting the target

The Effects of Bullying

The effects of bullying can last for some time and can significantly affect an individual's wellbeing, causing poor social development and depression. The outcomes of bullying can include:

- Physical injury, headaches, stomach aches.
- Stress symptoms such as sleep or eating disorders and panic attacks.
- Loss of confidence and self-esteem.
- Lowered academic achievement.
- Exclusion and isolation.
- Consideration of suicide.

Club members will take a pro-active role in investigating whether bullying is occurring.

What will we do if a child tells us she/he is being bullied?

1. Listen ...

Calmly and accept what is said. If possible there should be two club members present (but this should be determined by the needs of the child)

2. Take notes following the conversation...

Keep on file as this forms the basis of the bullying report. Notes should include nature of incident, date, time, location, names of those involved, witnesses, relevant history and club members response.



3. Reassure...

That help is available, action will be taken, the child was right to tell, it is not his or her fault and it could happen to anyone.

4. Negotiate confidentiality ...

Be clear you'll only tell people who need to know.

5. Ensure the child's safety ...

The club members should be aware that the safety of the youth member is paramount and this can be maintained through appropriate supervision. Liaise with the parents / guardians in relation to a solution and possible actions.

6. Tell the child that you'll keep her/him informed ...And how you intend to proceed.

7. Make an intervention ...

All actions should be guided by the needs of the child:

Decide who to consult with:, Child Protection, Officer, parents, guardians.

Decide who to interview: witnesses, alleged bullies, and uninvolved children.

Find out: what, where, when, who, how, why? Act in a non-confrontational manner.

Resolve the problem: Make bullying the responsibility of the Group – follow the 'No Blame' group approach

Alternatively, approach the victim and the bully (explain why the bully's behaviour is wrong, how it makes the victim feel and request an apology); parents and bully (if sanctions linked to the behaviour are to be employed, request the parents to reinforce these).

Refer on in difficult cases.

8. Make a record ...

Of facts rather than opinions. Include details from the bullying report (i.e. nature of incident, date, time, location, names of those involved, witnesses, relevant history and club members response), details recounted by others involved, any agreements made, an account of action taken and suggestions for follow up and monitoring.

For all issues we will fill out a standard form taken from the Code of Best practice.



Bullying Form

Date: _____

Time: _____

Child: _____

Names of those involved

--

Details of Incident(s)

--

Action Taken (Warning, Agreement, Mediation, Sanctions, Referral, Other)

--

Suggestions for follow up

--

Signature _____

Date _____