



Anti-Bullying Policy

The EMAR 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 within or outside the club
- Require all members of the club to be given information about, and agree to this policy
- Take action to investigate fully and to respond to any alleged incidents of bullying
- Encourage and facilitate children and vulnerable adults to play an active role in developing and adopting a code of conduct to address bullying
- Ensure that all coaches are given access to information, guidance and/or training on bullying.

Each participant, coach, or volunteer will:

- Respect every child's need for, and rights to an environment where safety, security and praise 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, be prompt and have collective information 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 the bullying.

Bullying

- All forms of bullying will be addressed
- Everybody in the club 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 networking sites
- racial taunts, graffiti or gestures
- sexual comments, suggestions or behaviour
- unwanted physical contact
- Children or vulnerable adults with a disability, from ethnic minorities, who are gay or lesbian, or those with learning difficulties are more vulnerable to these forms of abuse and are more likely to be targeted.

Support to the child

- We will have an open-door policy to children wishing to talk about bullying or any other issues that affect them
- Potential barriers to talking to (including those associated with a child's/vulnerable adult's disability or impairment) need to be identified and addressed at the onset to enable children to approach adults for help
- All children and vulnerable adults will have access to helpline numbers
- Anyone who reports an incident of bullying will be listened to carefully and supported
- Any reported incident of bullying will be investigated objectively and will involve listening carefully to all involved
- Children and vulnerable adults being bullied will be supported and given assistance to uphold their right to play and live in a safe environment
- Those who bully will be supported and encouraged to stop bullying
- Sanctions for those bullying others which diminish and make individuals look or feel foolish in front of others, will be avoided.

Support to the parents or guardians

- Parents/guardians should have access to and be advised on the clubs anti-bullying policy and practice
- Any incident of bullying will be discussed with the child's parent(s)/guardians
- Parents will be consulted on action to take (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 will be offered to the parent(s)/guardians including information on agencies and support lines.



If you require any advice or need someone to talk to, there are many professional contacts available;

NSPCC

Tel: 0207 825 2775

www.nspcc.org.uk

Childline

Tel: 0800 1111

www.childline.org.uk

(free 24 hour helpline for children)

Kidscape

Tel: 0207 730 3300

www.kidscape.org.uk

An organisation to help prevent child bullying

Anti Bullying Alliance

www.antibullyingalliance.org.uk

Bullying UK (part of family lives)

www.bullying.co.uk

Tel: 0808 800 2222

Advice and support for children and parents on Bullying and general family life.