

Anti-bullying Policy

The statement:

Our anti-bullying policy sets out how we feel about bullying behaviour within the WBSA, what we'll do to tackle it and how we'll support children / young people / adults who experience or display bullying behaviour.

Note: The terms 'child' and 'young person' describe any person under the age of 18. References to 'parents' should be read as parents and carers inclusively.

Bullying Behaviour:

- ✓ all forms of bullying behaviour will be acted upon
- ✓ everybody in the WBSA has a responsibility to work together to stop bullying behaviour
- ✓ bullying behaviour can include online as well as offline behaviour
- ✓ bullying behaviour can include:
 - physically pushing, kicking, hitting, pinching, etc.
 - name calling, spreading rumours, persistent teasing and humiliation or the continual ignoring of others
 - posting of derogatory or abusive comments, videos or images on social media
 - racist behaviour - including racially aggravated remarks, name calling, racial exclusion
 - homophobic and trans phobic comments
 - sexist slurs
 - offensive comments, taunts or gestures
 - sexual comments, suggestions or behaviour
 - unwanted physical contact

The WBSA will:

- ✓ recognise its duty of care and responsibility to safeguard all players from harm
- ✓ promote and implement this anti-bullying policy in addition to our safeguarding policy and procedures
- ✓ ensure that any form of bullying behaviour is not tolerated or condoned
- ✓ require all members of the WBSA to sign this policy

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- ✓ take action to investigate and respond to any reports of bullying behaviour from children / young people / adults
- ✓ encourage and facilitate children / young people / adults to play an active part in developing and adopting a code of conduct for behaviour
- ✓ ensure that coaches are given access to information, guidance and training on bullying

Each participant, coach, volunteer or official will:

- ✓ encourage individuals to speak out about bullying behaviour
- ✓ respect every child's / adult's need for, and right to, a play environment of safety, security, praise
- ✓ recognition and opportunity for taking responsibility are available
- ✓ respect the feelings and views of others
- ✓ recognise that everyone is important and equal, and that our differences make each of us special and worthy of being valued
- ✓ show appreciation of others by acknowledging individual qualities, contributions and progress
- ✓ ensure safety by having rules and practices carefully explained and displayed for all to see
- ✓ report incidents of bullying behaviour they see - by doing nothing you are condoning the behaviour

Supporting children / Young People / Adults

- ✓ we'll let children / adults know who will listen and support them
- ✓ we'll create an "open door" ethos where children / adults feel confident to talk to an adult / official about bullying behaviour or any other issue that affects them
- ✓ potential barriers to talking (including those associated with a child's / adult's disability or impairment) will be acknowledged and addressed at the outset to enable them to speak out
- ✓ we'll make sure children / adults are aware of helpline numbers (below) anyone who reports an incident of bullying will be listened to carefully and reports will be taken seriously
- ✓ any reported experience of bullying will be investigated and will involve listening carefully to all those involved
- ✓ children / adults experiencing bullying will be supported and helped to uphold their right to play and live in a safe environment
- ✓ those who display bullying behaviour will be supported and encouraged to develop better relationships
- ✓ we'll make sure that sanctions are proportionate and fair

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- ✓ any experience of bullying behaviour will be discussed with the child's parents
- ✓ parents will be consulted on action to be taken (for both victim and child displaying the bullying behaviour) and we'll agree on these actions together
- ✓ information and advice on coping with bullying will be made available
- ✓ support will be offered to children / parents / adults, including information from other agencies or support lines

Useful Contacts

NSPCC Helpline

Tel: 0808 800 5000

Website: nspcc.org.uk

Childline

Tel: 08081111

Website: childline.org.uk

Kidscape

Website: kidscape.org.uk

Anti-Bullying Alliance

Website: antibullyingalliance.org.uk

Further Information

NSPCC Child Protection in Sport Unit (CPSU)

Information and resources related to this topic are available at:

thecpsu.org.uk/help-advice/topics/anti-bullying

OR

thecpsu.org.uk/resource-library/best-practices

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Declaration of Consent & Compliance: (Child & consenting Parent)	
I have read, understood and will fully comply with the WBSA Anti-Bullying Policy:	
Signature of Child:	
Print Name:	
Date:	
Signature of Consenting Parent/Carer:	
Print Name:	
Date:	

Declaration of Consent & Compliance: Adult (over 18) (& Carer if applicable)	
I have read, understood and will fully comply with the WBSA Anti-Bullying Policy:	
Signature of Adult:	
Print Name:	
Date:	
Signature of Consenting Carer:	
Print Name:	

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Date:	
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Declaration of Consent & Compliance: (Official)	
I have read, understood and will fully comply with the WBSA Anti-Bullying Policy:	
Signature of Official:	
Print Name:	
Date:	
Signature of Consenting Carer:	
Print Name:	
Date:	



Andy Rogers
WBSA Chairman



Anthony Krysa
WBSA Safeguarding Officer

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