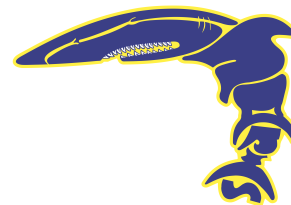


## **Sharks Ski Club** **Anti-bullying Policy**



**Sharks Ski Club** will not tolerate bullies at any level. **Sharks Ski 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

Ensure all members of **Sharks Ski Club** are aware of, and have access to this policy

- Take action to investigate and respond to any alleged incidents of bullying
- Ensure children abide by their Code of Conduct, which includes the statement 'I will not be involved in any bullying or practices that can be deemed as bullying'
- Ensure that coaches are given access to information, guidance and/or training on bullying.

**Each participant, 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 a collective action to deal with it
- Ensure safety by having rules and practices carefully explained and available for all to see
- Report all incidents of bullying that they see – by doing nothing you are condoning bullying.

## Bullying

- All forms of bullying will be addressed
- Everybody in **Sharks Ski 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 network sites
  - racial taunts, graffiti, gestures, sectarianism
  - sexual comments, suggestions or behaviour
  - unwanted physical contact

All adults should be aware that children 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 child

- Children are encouraged to speak to their parents, an instructor, the Child Welfare Officers, or any adult involved in the running of **Sharks Ski Club** if they are concerned about bullying or any other issue that affects them.
- Instructors, Child Welfare Officers and all other adults involved in the running of **Sharks Ski Club** will ensure that they will make the time to listen to a child who wishes to talk about bullying or any other issue that affects them. The adult will take the problem seriously and report any instances of bullying to the Child Welfare Officer.
- Anyone who reports an incident of bullying will be listened to carefully And will be supported
- Any reported incident of bullying will be investigated objectively and will involve listening carefully to all those involved
- Children being bullied will be supported and assistance given to uphold their right to play 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.
- Helpline numbers for children will be displayed on the club notice board and website.

### **Support to the parents/carers**

- **Sharks Ski Club** will ensure that Parents/carers are aware of, and have access to the club's Anti-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
- Support will be offered to the parents/carers including information on other agencies or support lines.

### **Useful contacts**

- NSPCC Helpline 0808 800 5000
- ChildLine 0800 500 / [www.childline.org.uk](http://www.childline.org.uk)
- Kidscape [www.kidscape.org.uk](http://www.kidscape.org.uk)
- Anti-Bullying Alliance [www.antibullyingalliance.org](http://www.antibullyingalliance.org)