

BYΣ VYK-EN RACE TEAM

Anti-bullying Policy

Statement of Intent

We are committed to providing a caring, friendly and safe environment for all of our members so that they can participate in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our club. If bullying does occur, all runners should be able to tell and know that incidents will be dealt with promptly and effectively. We are a TELLING club. This means that anyone who knows that bullying is happening is expected to tell the any committe member.

What is Bullying?

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim.

Bullying can be:

- Emotional being unfriendly, excluding (emotionally and physically), sending hurtful text messages, tormenting
- Physical pushing, kicking, punching or any use of violence
- Racist racial taunts, graffiti, gestures
- Sexual unwanted physical contact or sexually abusive comments
- Homophobic because of, or focusing on the issue of sexuality
- Verbal name-calling, sarcasm, spreading rumours, teasing

Why is it Important to Respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Runners who are bullying need to learn different ways of behaving.

This club has a responsibility to respond promptly and effectively to issues of bullying.

Objectives of this Policy

- All committee members, runners, and club members should have an understanding of what bullying is.
- All committee members and should know what the club policy is on bullying and follow it when bullying is reported.
- All runners should know what the club policy is on bullying and what they should do if bullying arises.
- As a club we undertake bullying seriously. Runners should be assured that they would be supported when bullying is reported.

- Bullying will not be tolerated.

Signs and Symptoms

A runner may indicate by signs or behaviour that he or she is being bullied. Other members and parents should be aware of these possible signs and they should investigate if a member:

- Says they are being bullied
- Is unwilling to go to club sessions
- Becomes withdrawn and anxious or lacking in confidence
- Feels ill before training sessions
- Comes home with clothes torn
- Has possessions go 'missing'
- Asks for money or starts stealing money (to pay bully)
- Has unexplained cuts or bruises
- Is frightened to say what is wrong
- Gives improbable excuses for any of the above

In more extreme cases

- Starts stammering
- Cries themselves to sleep at night or has nightmares
- Becomes aggressive, disruptive or unreasonable
- Is bullying other children or siblings
- Stops eating
- Attempts or threatens self harm, suicide or runs away

These signs and behaviours may indicate other problems, but bullying should be considered a possibility and should be investigated.

Procedures

1. Report bullying incidents or suspicions of bullying to the club committee.
2. In cases of serious bullying, the incidents will be referred to UK: A for advice.
3. Relevant parties will be informed and asked to come to a meeting to discuss the problem.
4. If necessary and appropriate, police will be consulted.
5. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly.
6. An attempt will be made to help the bully change their behaviour.
7. If mediation fails and the bullying is seen to continue the club will initiate disciplinary action under the club constitution.