

## **Horsham Joggers Anti-bullying policy**

Created June 2024 by Julie Gallagher (club welfare officer)

### **Statement**

Our anti-bullying policy sets out how we feel about bullying behaviour in the club or organisation, what we'll do to tackle it and how we'll support children, young people and 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 club or organisation 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

### **Our club will:**

- ✓ recognise its duty of care and responsibility to safeguard all members 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 club or organisation to sign up to this policy
- ✓ take action to investigate and respond to any reports of bullying behaviour from children, young people and adults
- ✓ encourage individuals to speak out about bullying behaviour

### **Support for members:**

We will create an “open door” ethos where children, adolescents and adults feel confident to talk about bullying behaviour or any other issue that affects them. 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. Those experiencing bullying will be supported in their right to expect 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.