



## **Anti-Bullying Policy and Procedures**

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## Policy

### Introduction

Our anti-bullying policy sets out how we feel about bullying as an organisation, what we will do to tackle it and how we will support children and young people or adults who experience or display bullying behaviour.

### Bullying

- We will act on all forms of Bullying or Harassment
- Bullying or Harassment will not be tolerated in any form
- Everyone in archery has a responsibility to work together to stop bullying.
- Bullying 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.
  - racial, homophobic, transphobic or sexist comments, taunts or gestures.
  - sexual comments, suggestions or behaviour.
  - unwanted physical contact.

## Procedures

### We will:

- recognise our duty of care and responsibility to safeguard everyone involved in our sport from harm.
- promote and implement this anti-bullying policy in addition to our safeguarding policy and procedures.
- ensure that bullying behaviour is not tolerated or condoned.
- require all the county's, member to agree to abide by this policy.
- take action to facilitate the investigation and response to any reports of bullying from children and young people.
- encourage and facilitate children and young people to play an active part in the reviewing and adopting the codes of conduct for archery.
- ensure that coaches are given access to information, guidance and training on bullying.

### All county committee members and all the county's clubs will:

- encourage individuals to speak out about bullying behaviour.
- respect every child's need for, and right to, a play 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 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.

## Anti-Bullying Policy

- report incidents of bullying behaviour that they see – by doing nothing you are condoning the behaviour.

### Supporting children

- Archery clubs must let children know who will listen to and support them.
- Archery clubs must encourage an “open door” ethos where children feel confident to talk to an adult about bullying behaviour or any other issue that affects them.
- potential barriers to talking (including those associated with a child’s disability or impairment) must be acknowledged and addressed at the outset to enable children to speak out.
- We will make sure children are aware of helpline numbers.
- Archery clubs must listen carefully to anyone who reports an incident of bullying and take seriously all such reports.
- Any reported experience of bullying behaviour must be investigated by archery clubs and this should involve listening carefully to all those involved.
- Children experiencing bullying behaviour must be supported and helped to uphold their right to play and live in a safe environment.
- Those who display bullying behaviour must be supported and encouraged to develop better relationships.
- Any sanctions must be proportionate and fair

### Support to the parents/guardians

- Parents or guardians must be advised of the county and club anti-bullying policy and procedures.
- Any experience of bullying behaviour must be discussed with the child’s parents or guardians.
- Parents must be consulted on action to be taken (for both victim and bully). Archery Clubs must agree on these actions together with the parents.
- information and advice on coping with bullying must be made available.
- support must be offered to parents, including information from other agencies or support lines.

Reference: OPP-17-01 Online Safety and Social Media Policy

### Useful contacts

NSPCC Helpline: 0808 800 5000  
Childline ☎️: 0800 1111  
Childline 🖥️: [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)