



Woking Cycling Club Anti-Bullying Policy

Woking Cycling Club recognises that:

- Bullying is behaviour, usually repeated over time that intentionally hurts another individual or group, physically or emotionally.
- one person or a group can bully others
- bullying can occur either face to face between individuals or groups or online, using information technology, such as computers or mobile phones
- bullying can include:
 - verbal teasing or making fun of someone;
 - excluding children from games and conversations;
 - pressurising other children not to be friends with the person who is being bullied;
 - spreading hurtful rumours or passing round inappropriate photographs / images / drawings
 - shouting at or verbally abusing someone;
 - stealing or damaging someone's belongings;
 - making threats;
 - forcing someone to do something embarrassing, harmful or dangerous;
 - harassment on the basis of race, gender, sexuality or disability;
 - physical or sexual assault (although all sexual incidents and all but very minor physical incidents constitute abuse and must be dealt with in accordance with child protection procedures)
- bullying causes real distress. It can affect a person's health and development and, at the extreme, can cause significant harm
- people are often targeted by bullies because they appear different from others
- we all have a role to play in preventing bullying and putting a stop to bullying.

The purpose of this policy:

- is to prevent bullying from happening in our Club, as much as possible
- when bullying does happen, to make sure it is stopped as soon as possible and that those involved receive the support they need
- to provide information to all volunteers, children and their families about what we should all do to prevent and deal with bullying.



Woking Cycling Club Anti-Bullying Policy

We will seek to prevent bullying by:

- Ensuring our code of behaviour sets out the “dos” and “don’ts” in terms of how everyone involved in WCC is expected to behave, both in face-to-face contact and online
- Developing a new members’ welcome policy that will help WCC to attract members from diverse groups
- Providing regular updates with coaches, volunteers, children, young people and families who use WCC to ensure that they understand our anti-bullying policy. Reminding everyone:
 - group members’ responsibilities to look after one another and uphold the behaviour code
 - practising skills such as listening to each other
 - respecting the fact that we are all different
 - making sure that no one is without friends
 - dealing with problems in a positive way
 - checking that the anti-bullying measures are working well.
- Making sure that coaches, volunteers, children and young people, and parents and carers have clear information about our anti-bullying policy, reporting a concern procedure and code of behaviour

When bullying occurs, we will respond to it by:

- Providing support and training for all coaches and volunteers on dealing with all forms of bullying, including racial, sexist, homophobic and sexual bullying
- Addressing the issue from the point of view of the person being bullied, the bully, any bystanders and WCC as a whole
- Reviewing the plan developed to address the bullying, in order to ensure that the problem has been resolved

The Club Welfare Officer is responsible for monitoring the effectiveness of this policy. If you have any questions or concerns please contact the **Club Welfare Officer Fiona Bell** on 07710 243829 or Email: welfare@wokingcycling.club