

AERIAL ALLSORTS Ltd ANTI-BULLYING POLICY



STATEMENT OF INTENT

We are committed to providing a caring, friendly and safe environment for all our participants so they can participate in sport in a relaxed and secure atmosphere.

Bullying of any kind is unacceptable in our organisation. If bullying does occur, all club members should be able to tell and know that incidents will be dealt with promptly and effectively.

This means that anyone who knows that bullying is happening is encouraged to inform an instructor, teaching assistant or the studio manager.

BULLYING

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

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. At Aerial Allsorts all forms of bullying will be addressed. Everybody in the organisation has a responsibility to work together to stop bullying.

Aerial Allsorts 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
- require all members of the organisation to be given information about, and sign up to, this policy.
- take action to investigate and respond to any alleged incidents of bullying
- encourage and facilitate children and young people to play an active part in developing and adopting a code of conduct to address bullying
- ensure that coaches are given access to information, guidance and/or training on bullying.

EACH PARTICIPANT, INSTRUCTOR OR TEACHING ASSISTANT 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 and collective action to deal with it
- ensure safety by having rules and practices carefully explained and displayed for all to see
- report incidents of bullying they see – by doing nothing you are condoning bullying.

SUPPORT TO THE CHILD

- children should know who will listen to and support them
- children should have access to Helpline numbers
- anyone who reports an incident of bullying will be listened to carefully and 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.
- systems should be established to open the door to children wishing to talk about bullying or any other issue that affects them
- potential barriers to talking (including those associated with a child's disability or impairment) will be identified and addressed at the outset to enable children to approach adults for help.

SUPPORT TO THE PARENTS/CARERS

- parents/carers should be advised on the organisation's 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
- information and advice on coping with bullying will be made available
- support should be offered to the parent/carers including information on other agencies or support lines.

USEFUL CONTACTS

NSPCC Helpline:0808 800 5000 ChildLine:0800 500 /

www.childline.org.uk Kidscape:www.kidscape.org.uk Anti-Bullying

Alliance: www.antibullyingalliance.org Bullying UK:

www.bullying.co.uk