

Spelthorne Volleyball Club Anti-Bullying Policy

The statement

Our anti-bullying policy sets out how we feel about bullying behaviour in Spelthorne Volleyball Club, what we'll do to tackle it and how we'll support adult and junior members 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 0 sexual comments, suggestions or behaviour unwanted physical contact

Spelthorne Volleyball Club will:

Recognise its duty of care and responsibility to safeguard all players 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 the bullying policy

Take action to investigate and respond to any reports of bullying behaviour from adults or children

Encourage and facilitate adult and junior club members in developing and adopting a code of conduct for behaviour

Ensure that coaches are given access to information, guidance and training on bullying

Each participant, coach, volunteer or official will...

Encourage individuals to speak out about bullying behaviour

Respect every members need for and right to a play environment which is safe with a positive climate
Respect the views and feelings 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
Report incidents of bullying behaviour that they see - by doing nothing you are condoning the behaviour

Supporting All Members

We'll let members know who will listen to and support them
We'll create an "open door" ethos where members feel confident to talk about bullying behaviour or any other issue that affects them
Potential barriers to talking (including those associated with disability or impairment) will be acknowledged and addressed at the outset to enable children to speak out
We'll make sure children are aware of helpline numbers
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 members experiencing bullying will be supported and helped to uphold their right to play and live in 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

Support for parents

Parents will be advised on Spelthorne Volleyball Clubs Bullying Policy
Any experience of bullying behaviour to a junior member will be discussed with the child's parents
Information and advice on coping with bullying will be made available
Support will be offered to parents, including information from other agencies or support lines

Appeals

All individuals have the right to appeal against the outcome of anti-bullying investigation and outcome. The appeal will be carried out by club members that were not involved in the original investigation or verdict being reached.

USEFUL CONTACTS

NSPCC 08088005000

24 hour free and confidential helpline for anyone that has concerns about a child's safety or well being

Chidline 0800 1111

24 hour free national helpline for children

Kidscape 0207270330

An orgnaisation committed helping prevent child bullying

Ann Croft Trust 0115951 5400

A national organisation providing information and advice about adult safeguarding

Mind 02085192122

Leading mental health charity working to create a better life for everyone with experience of mental distress