



# Anti-Bullying Policy

## Statement of intent

We are committed to providing a caring and safe environment for all our members so that they can run in a secure atmosphere. Bullying of any kind is unacceptable at our club. If bullying does occur, all club members or parents/guardians should be able to inform and know that incidents will be dealt with promptly and efficiently. This means that anyone who knows that bullying is happening is expected to report their concerns either to the Club Welfare Officer or any committee member.

Bullying can come in many guises, but always results in pain and distress to the victim. Bullying can be:

- Emotional – being unfriendly, tormenting etc
- Physical – pushing, kicking, hitting, punching or any use of violence
- Verbal – name calling, sarcasm, teasing, spreading rumours
- Racist – racial taunts, gestures, graffiti
- Sexual – unwanted physical contact or sexually abusive comments
- Homophobic – because of, or focussing on, the issue of sexuality

## Why is it important to respond to bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Individuals who are bullying need to learn different ways of behaving. The impact upon a young person can be devastating and in some cases affect all aspects of their life, in extreme circumstances it can lead to suicide threats or even attempts.

This club has a responsibility to respond promptly and effectively to issues of bullying.

## Objectives of this policy:

- All club members should have an understanding of what bullying is
- All club members should know what the club policy is on bullying, and follow it when bullying is reported
- All runners should know what the club policy is on bullying, and what they should do if bullying arises
- As a club we take bullying seriously. Runners should be assured that they would be supported when bullying is reported



- Bullying will not be tolerated

## **Procedures**

1. Report bullying incidents to the Club Welfare Officer or a member of the club committee.
2. In cases of serious bullying, the incidents will be referred to the ARC CPO
3. If necessary and appropriate, the Police will be informed
4. The bullying behaviour or threats of bullying must be investigated, and the bullying stopped quickly
5. An attempt will be made to help the bully (or bullies) change their behaviour
6. If mediation fails and the bullying is seen to continue, then the club will institute disciplinary action under the club constitution

## **Prevention**

1. The club will have a written constitution, which includes what is acceptable and proper behaviour for all members of which anti bullying is one
2. All club members will sign to accept the constitution upon joining the club
3. The Club Welfare Officer will raise awareness about bullying and why it matters, and if issues of bullying arise in the club will consider meeting with members to discuss the issue openly