



## Coventry Godiva Harriers

### Anti- Bullying Policy

#### Statement of Intent

The following policy is consistent with best practice set out by the UK Athletics and England Athletics in the UKA's Anti-Bullying Policy for Clubs (2016).

Here at Coventry Godiva Harriers (CGH) we are committed to providing a caring, friendly and safe environment for all of our members so they can participate in a relaxed and secure atmosphere.

Bullying of any kind is unacceptable at our club. If bullying does occur, all athletes or parents should be able to tell and know that incidents will be dealt with promptly and effectively. We are a *TELLING club*. This means that *anyone* who knows that bullying is happening is expected to tell the Club Welfare Officers or any Committee Member.

This policy is not only for children, young people and vulnerable adults it extends to all members of the club.

#### What Is Bullying?

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim.

#### Bullying can be

- Emotional being unfriendly, excluding (emotionally and physically) sending hurtful text messages, other use of social media, tormenting, (e.g. hiding spikes/clothing, threatening gestures).
- Physical pushing, kicking, hitting, punching or any use of violence.
- Racist racial taunts, graffiti, gestures.
- Sexual unwanted physical contact or sexually abusive comments.
- Homophobic because of, or focussing on the issue of sexuality.
- Verbal name-calling, sarcasm, spreading rumours, teasing.

#### Our club will

- Recognise its duty of care and responsibility to safeguard all athletes and members from harm.
- Promote and implement the anti-bullying policy in addition to our safeguarding policy and procedures.
- Ensure that bullying behaviour is not tolerated or condoned.
- All members of the club will sign up to this policy.



- All committee members and coaching staff and officials will know what the club policy is on bullying, and follow procedures when bullying is reported.
- Ensure that coaches and officials are given access to information, guidance and training on bullying.

## **Signs and Systems**

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- Says they are being bullied
- is unwilling to go to club sessions
- becomes withdrawn anxious, or lacking in confidence
- feels ill before training sessions
- comes home with clothes torn or athletics equipment damaged
- has possessions go "missing"
- asks for money or starts stealing money (to pay bully)
- has unexplained cuts or bruises
- is frightened to say what's wrong
- gives improbable excuses for any of the above

All athletes and parents should know what the club policy is on bullying, and what they should do if bullying arises.

As a club we take bullying seriously. Athletes and parents should be assured that they would be supported when bullying is reported. Bullying will not be tolerated.

## **Signs and Symptoms in more extreme cases:**

- starts stammering
- cries themselves to sleep at night or has nightmares
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- attempts or threatens suicide or runs away

These signs and behaviours whilst not exclusive may indicate other problems, but bullying should be considered a possibility and should be investigated promptly.

## **Procedures**

1. Report bullying incidents to the Club Welfare Officer or a member of the Club Committee.
2. If the incident involves a member of the Club Committee, the incident should be reported to the Club Welfare Officer and UKA for advice regarding action.
3. In cases of serious bullying, the incidents will be referred to UKA for advice.



4. Parents should be informed and will be asked to come in to a meeting to discuss the problem.
5. If necessary and appropriate, police will be consulted.
6. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly.
7. An attempt will be made to help the bully (bullies) change their behaviour.
8. If mediation fails and the bullying is seen to continue the club will initiate disciplinary action under the club constitution.

### **Recommended Club action**

If the club decides it is appropriate for them to deal with the situation they should follow the procedure outlined below.

1. Reconciliation by getting the parties together. It may be a genuine apology solves the problem.
2. If this fails/not appropriate a small panel (The panel will consist of up to three members of the Committee, which includes the Welfare Officer) should meet with the member alleging bullying to get details of the allegation. Minutes should be taken for clarity, which should be agreed by all as a true account.
3. The same three persons should meet with the member who has allegedly instigated the bullying and put the incident raised to them to answer and give their view of the allegation. Minutes should again be taken and agreed.
4. If bullying has in their view taken place the member should be warned and put on notice of further action i.e. temporary or permanent suspension if the bullying continues. Consideration should be given as to whether a reconciliation meeting between parties is appropriate at this time.
5. The club committee should monitor the situation for a given period to ensure the bullying is not being repeated.
6. Any one such as coaches involved with both members should be made aware of the concerns and outcome of the process i.e. the warning.

### **In the case of adults reported to be bullying athletes under 18**

1. UKA should always be informed and will advise on action to be taken.
2. It is anticipated that in most cases where the allegation is made regarding a coach, safeguarding awareness training may be recommended.
3. More serious cases may be referred to the police, social services or judicial complaints procedure.

### **Prevention**

- The club will have a written constitution, which includes what is acceptable and proper behaviour for all members of which the anti-bullying policy is one part.
- All members will sign to accept the constitution upon joining the club.
- All volunteers who support the club, undertake the UKA mandatory Safeguarding Training.



- 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 athletes to discuss the issue openly and constructively.

### **Useful Contact Details:**

#### **Club Welfare Officers**

**Name:** Job King

**Email:** [welfare@coventry-godiva-harriers.co.uk](mailto:welfare@coventry-godiva-harriers.co.uk)

**Phone Number:** 07940 775091

**Name:** Jayne Mumford

**Email:** [welfare@coventry-godiva-harriers.co.uk](mailto:welfare@coventry-godiva-harriers.co.uk)

#### **Further Information**

- KIDSCAPE is a voluntary organisation committed to help prevent child bullying. KIDSCAPE can be contacted on: 0207 730 3300.