

ANTI-BULLYING POLICY

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PURPOSE AND SCOPE

This policy sets out how Catalyst Allstars CIC feels about bullying, what we'll do to tackle it and how we'll support children and young people who experience or display bullying behaviour.

In summary:

- ★ Catalyst Allstars CIC does not tolerate bullying, and all forms of bullying behaviour will be acted upon
- ★ everybody (staff, parents and carers, and athletes) involved with the organisation has a responsibility to work together to prevent and stop bullying
- ★ bullying can take place online, as well as in person
- ★ bullying behaviour can include:
 - Physical assaults
 - Name calling, sarcasm, spreading rumours, and persistent teasing
 - Threats and gestures
 - Racist behaviour - including racially aggravated remarks, name-calling, racial exclusion
 - Homophobic or transphobic comments
 - Unwanted physical contact
 - Graffiti
 - Stealing or hiding personal items
 - Ostracising or ignoring the individual

Catalyst Allstars CIC...

- ★ recognises its duty of care and responsibility to safeguard all members from harm
- ★ will promote and implement this anti-bullying policy, alongside its safeguarding policy and procedures
- ★ will ensure that bullying, in any form, is not tolerated or condoned
- ★ requires all members of the organisation to adhere to this policy
- ★ will investigate and respond to any reports of bullying from its members
- ★ encourages and facilitates its members to play an active part in adopting a code of conduct for behaviour
- ★ ensures that coaches have access to information, guidance and training on bullying

Directors, staff and volunteers will...

- ★ encourage individuals to speak out about bullying
- ★ respect the needs and rights of its members, in having a training environment where safety, security, praise, recognition and opportunities for taking responsibility are available
- ★ respect the feelings and views 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 for others by acknowledging individual qualities, contributions and progress
- ★ report incidents of bullying they see, and will not condone the behaviour by remaining silent

Catalyst Allstars CIC supports its athletes by

- ★ letting them know that we will listen to and support them
- ★ creating an “open door” ethos where they feel confident to talk to an adult about bullying or any other issue that affects them
- ★ acknowledging potential barriers to talking (including those associated with a disability or impairment), and addressing them at the outset to enable them to speak out
- ★ making sure they are aware of helpline numbers, and that anyone who reports an incident of bullying will be listened to carefully, and that these reports will be taken seriously
- ★ listening carefully to all involved in any reported experience of bullying, in order to investigate
- ★ supporting and helping those experiencing bullying to uphold their right to train in a safe environment
- ★ supporting and encouraging those who display bullying behaviour to develop better relationships
- ★ making sure that sanctions are proportionate and fair

Catalyst Allstars CIC supports parents and carers by

- ★ discussing with them, any experience of bullying involving their child
- ★ consulting and agreeing with them, any action to be taken in response to an incident of bullying involving their child (for both victim and child displaying the bullying behaviour)
- ★ making information and advice available, on coping with bullying
- ★ supporting them, including with information from other agencies or support lines

RESOURCES

ChildLine (0800 1111, www.childline.org.uk)

NSPCC Helpline (0800 800 5000, www.nspcc.org.uk)

Kidscape (www.kidscape.org.uk)

Anti-Bullying Alliance (www.antibullyingalliance.org)