Shaw Badminton Club Anti-bullying Policy

2024

Statement of Intent

We are committed to providing a caring, friendly and safe environment for all our members, particularly for children (those under 18) and vulnerable adults, so they can train and play in a relaxed and secure atmosphere.

Bullying of any kind is unacceptable at our club.

If bullying does occur, all members should be able to tell, and know incidents will be dealt with promptly and effectively.

We are a TELLING club.

This means anyone who knows bullying is happening is expected to tell the Club Welfare Officer, or a Coach/Committee Member.

What is bullying?

Bullying is deliberate hurtful behaviour, usually repeated over a period of time, where it is difficult for those being bullied to defend themselves. Bullying results in pain and distress to the victim.

Broadly bullying can be:

- Emotional - being unfriendly, excluding, tormenting (e.g. hiding kit, 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

Why is it important to respond to bullying?

Bullying Hurts. No one should be a victim of bullying. Everyone has the right to be treated with respect. Those who are bullying also need to learn different ways of behaving. Badminton clubs have a responsibility to respond promptly, and effectively, to issues of bullying.

Objectives of this policy

- All adults and children at the club should understand what bullying is.
- All coaches and regular adult volunteers should know the club policy on bullying and follow it when bullying is reported.
- All members (and their parents in the case of child members) should know that the club has a policy on bullying, and what they should do if bullying arises.
- As a club, we take bullying seriously. Members (and parents of child members) should be assured they will be supported when bullying is reported.
- Bullying will not be tolerated

Signs and symptoms

Someone who is being bullied may indicate that he or she is being bullied.

All **members** should be aware of these signs and investigate if a member (adult or child) displays any of the following:

- Says they are being bullied.
- Becomes withdrawn, anxious or lacking in confidence.
- Has possessions which are damaged or go missing.
- Is frightened to say what's wrong.
- Gives improbable excuses for any of the above and in more extreme cases:
    - Starts stammering.
    - Becomes aggressive, disruptive or unreasonable.
    - Starts bullying other members.

In addition, **parents** of child members should look out for the following signs:

- Changes their usual routine.
- Is unwilling to go to the club.
- Comes home with clothes torn or belongings damaged.
- Asks for money or starts stealing money (to pay the bully).
- Has unexplained cuts or bruises.
- Is frightened to say what's wrong.
- Give improbable excuses for any of the above and in more extreme cases, the child:
    - Cries themselves to sleep at night or has nightmares.
    - Is bullying other children or siblings.
    - Stops eating.
    - Attempts or threatens suicide or runs away.

These signs and behaviours could indicate other problems, but bullying is a possibility and should be investigated.

Procedures

- Report bullying incidents to the Club Welfare Officer.
- In cases of serious bullying, the incidents will be reported to the Badminton England Safeguarding Team for advice via the County Welfare Officer.
- Those affected (including parents where relevant) should be informed and invited to a meeting to discuss the problem.
- If necessary, and appropriate, police will be consulted.
- The bullying behaviour or threats to bullying must be investigated and the bullying stopped quickly.
- An attempt will made to help the bully (bullies) change their behaviour. In cases of adults reported to be bullying badminton players under 18, Badminton England must always be informed and will advise on action to be taken.

Prevention

We will use recommended methods to help children prevent bullying.

These may include:

- Developing a children's code of conduct.
- Agreeing behaviour contracts.
- Having discussions about bullying and why it matters.