



CRYSTAL PALACE BOWMEN

Anti-Bullying Policy

Responsible for review of policy	Responsible for review of procedures
Archery GB, Club Welfare Officer, Club Secretary	Club Welfare Officer, Club Committee

Change History			
Version	By	Date of approval	Next review date
1.0	Club Welfare Officer	December 2020	December 2023

Policy

Introduction:

Our anti-bullying policy sets out how we feel about bullying as a club, what we will do to tackle it and how we will support children, young people and adults who experience or display bullying behaviour. We will not condone, and will act on, all forms of bullying. Everyone in the club has a responsibility to work together to stop bullying.

Facts about bullying:

- Bullying can cause pain and distress to victims
- Bullies often think the victim deserves this treatment.
- Bullies can emerge at any age, at any stage of life and from any social background.
- Bullies are not always easily recognisable.
- Nobody is completely safe all the time from bullies.
- The bully is as much in need of help as their victim.

Bullying can include, but is not limited to:

- 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.
- Racial, homophobic, transphobic or sexist comments, taunts or gestures.
- Disparaging references to or remarks about disability or impairment or religious beliefs.
- Sexual comments, suggestions or behaviour.
- Name calling and abusive language.
- Unwanted physical contact.

Some signs of bullying:

- Loss of interest and concentration
- Unexplained changes in mood or behaviour
- Distress and anxiety.
- Reluctance to discuss the problem for fear of reprisals.
- Damage to possessions.

Procedure:

Crystal Palace Bowmen will:

1. Recognise our duty of care and responsibility to safeguard everyone involved in our club from harm.
2. Promote and implement this anti-bullying policy in addition to our safeguarding policy and procedures.
3. Ensure that bullying is not tolerated or condoned.
4. Require all our members to sign up to this policy.
5. Take action to facilitate the investigation and response to any reports of bullying from any club member.
6. Encourage and facilitate all club members to play an active part in reviewing and adopting the codes of conduct for archery.

Each member of the club will:

1. Encourage individuals to speak out about bullying behaviour.
2. Respect every member's need for, and right to, a happy environment where safety, security, praise, recognition and opportunity for taking responsibility are available.
3. Respect the feelings and views of others.
4. Recognise that everyone is important and equal and that our differences make each of us special and worthy of being valued.
5. Show appreciation of others by acknowledging individual qualities, contributions and progress.
6. Ensure safety by having rules and practices carefully explained and displayed for all to see.
7. Report incidents of bullying behaviour that they see – doing nothing condones the behaviour.

Supporting children and young people:

1. The club must let children and young people know who will listen to and support them. They may wish to talk to the club's Welfare Officer, the Deputy Welfare Officer or the Club Secretary or any member of the club with whom they feel comfortable. This may include another child or young person who can support and if necessary be with them in discussions.
2. The club must encourage an 'open door' ethos where children and young people feel confident to talk to an adult about bullying behaviour or any other issue that affects them.
3. **Potential barriers to talking (including those associated with a disability or impairment) must be acknowledged and addressed at the outset to enable children and young people to speak out.**

4. The club will make sure that children and young people are aware of helpline numbers.
5. The club must listen carefully to anyone who reports an incident of bullying and take all such reports seriously.
6. Any reported experience of bullying behaviour must be investigated by the club and this should involve listening carefully to all those involved.
7. Children and young people experiencing bullying behaviour must be supported and helped to uphold their right to a safe environment.
8. Those who display bullying behaviour must be supported and encouraged to develop better relationships.
9. Any sanctions must be proportionate and fair.
10. All reports of bullying will be dealt with in accordance with the club's complaints procedures.

Support to parents and guardians:

1. Parents and guardians must be advised of the club's bullying policy and procedures.
2. Any experience of bullying behaviour must be discussed with the child or young person's parents or guardians.
3. Parents and guardians must be consulted on action to be taken (for both victim and bully). The club must agree on these actions together with the parents or guardians.
4. Information and advice on coping with bullying must be made available.
5. Support must be offered to parents or guardians, including information from other agencies or support lines.

Supporting adults:

1. The club must let adult members know who will listen to and support them. They may wish to talk to the club's Welfare Officer, the Deputy Welfare Officer or the Club Secretary or any member of the club with whom they feel comfortable.
2. The club must encourage an 'open door' ethos where adults feel confident to talk about bullying behaviour or any other issue that affects them.
3. Potential barriers to talking (including those associated with a disability or impairment) must be acknowledged and addressed at the outset.
4. Support must be offered including information from other agencies or support lines.
5. The club must listen carefully to anyone who reports an incidence of bullying and take seriously all such reports.
6. Any reported experience of bullying behaviour must be investigated by the club and this should involve listening carefully to all those involved.
7. Adults experiencing bullying behaviour must be supported and helped to uphold their right to an environment free from bullying.

8. Those who display bullying behaviour must be supported and encouraged to develop better relationships.
9. Any sanctions must be proportionate and fair.

All reports of bullying will be dealt with in accordance with the club's complaints procedures.

Useful links:

<https://www.bullying.co.uk/> - for both adults and children.

<https://www.nationalbullyinghelpline.co.uk/> - for both adults and children.

<https://youngminds.org.uk/find-help/feelings-and-symptoms/bullying/> - for children.

<http://www.kidscape.org.uk/> - for children and their parents.

<https://www.childline.org.uk/info-advice/bullying-abuse-safety/types-bullying/> - for children.

<https://www.archerygb.org/about-us-structure-safeguard/about-us/governance/policy-and-procedures/>
- Links to Archery GB Adult & Young Person Anti-Bullying policies.