

IAPS Sport and Pupil Experience Programme: Anti-bullying Policy

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Our statement

The Independent Association of Prep Schools (IAPS) is committed to providing a safe, supportive, and enjoyable environment for all pupils at our events. This policy sets out our stance on bullying behaviour, outlines the steps we will take to address it, and explains how we will support children who experience or display bullying behaviour.

Bullying of any kind is not acceptable at IAPS events. We promote a *'telling' culture*, encouraging anyone who becomes aware of bullying to report it to either the hosting school, the event's Designated Safeguarding Lead (DSL), or directly to IAPS. All reports of bullying will be taken seriously and acted upon promptly and appropriately.

It is the responsibility of every adult involved in IAPS events (volunteers, officials, parents, and school staff) to ensure that all children can participate in a safe, respectful, and inclusive environment.

IAPS responsibilities

IAPS recognises its duty of care to safeguard all children from harm. We are committed to:

- Promoting and implementing this anti-bullying policy alongside our broader safeguarding policies.
- Ensuring bullying in any form is neither tolerated nor condoned.
- Making sure all competitors know they can speak to someone if they are worried.
- Providing online access to this policy for all participants and their schools.
- Applying the policy consistently across all events.
- Providing access to the Code of Conduct at events and online.
- Supporting any participant when bullying is reported.

Reporting bullying process

1. **Initial report:** Bullying concerns should be reported to either the hosting school or the child's own school.
2. **Notification:** The event DSL will inform the child's school and, where appropriate, their parents or carers.
3. **Escalation:** If required, the DSL may consult external authorities, such as the police.
4. **Disciplinary action:** If the bullying persists or is serious, IAPS may initiate disciplinary measures in consultation with the relevant school.

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Appendix

Appendix 1 - Useful contacts

- NSPCC Helpline | 0808 800 5000 | nspcc.org.uk
- Childline | 08081111 | childline.org.uk
- Kidscape | kidscape.org.uk
- Anti-Bullying Alliance | antibullyingalliance.org.uk

Appendix 2 - What is bullying?

Bullying is any repetitive, intentional behaviour that causes physical or emotional harm to another person. It often involves a power imbalance and results in distress, fear, or exclusion.

Types of bullying:

- **Emotional:** Excluding, isolating, tormenting, or threatening.
- **Physical:** Pushing, hitting, kicking, or other forms of violence.
- **Racial:** Targeting someone based on race, ethnicity, or cultural background.
- **Gender-based:** Targeting someone based on their gender or gender identity.
- **Sexual:** Unwanted physical contact or sexually abusive remarks.
- **Homophobic:** Targeting based on perceived or actual sexual orientation.
- **Religious:** Bullying someone because of their religion or beliefs.
- **Verbal:** Name-calling, teasing, spreading rumours, or sarcasm.
- **SEND-related:** Bullying linked to special educational needs or disabilities.
- **Cyberbullying:** Use of technology to intimidate or harm (e.g., abusive texts, emails, online threats).

Appendix 3 - Signs and symptoms of bullying

Children may not always speak out, so it's important to be alert to potential indicators. These may include:

- Not wanting to attend events or participate in sport
- Changes in routine or becoming withdrawn
- Sudden disruptive or aggressive behaviour
- Loss of confidence or signs of anxiety
- Possessions going missing or being damaged
- Unexplained bruises or injuries
- Sudden changes in eating habits or sleeping patterns
- Bullying other children
- Reluctance to say what's wrong

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Note: These signs are not definitive proof of bullying and may be linked to other issues. However, they should prompt concern and, where appropriate, further action.