



## **Anti-bullying policy**

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## Introduction

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 outlines our stance on bullying behaviour, the measures we will take to address it, and how we will support children and young people who experience or display bullying behaviour.

## Our statement

Bullying of any kind is not acceptable at IAPS Sport events. IAPS operates a 'telling' culture and anyone who knows that bullying is happening is expected to tell their school, the hosts designated safeguarding lead (DSL) or IAPS's DSL. Bullying will be taken seriously, responded to promptly, and procedures followed to deal with the situation.

It is the responsibility of every adult at IAPS events, whether a volunteer, official, parent or member of school staff, to ensure that all children enjoy the sport in a safe enjoyable environment.

At IAPS sport and pupil experience events, we are committed to creating a safe and enjoyable environment for all participants. Our anti-bullying policy defines our stance on bullying behaviour, the actions we will take to address it, and how we will support children and young people who experience or exhibit bullying behaviour.

We foster a 'telling' culture, encouraging anyone aware of bullying to report it to the designated safeguarding lead (DSL) at the event. All reports of bullying will be taken seriously, addressed promptly, and appropriate procedures will be followed to resolve the situation.

Every adult that attends an IAPS event has a responsibility to ensure that all children can participate in sports within a safe and supportive environment.

## IAPS responsibilities

Every adult at IAPS events, including volunteers, officials, parents, and school staff, has a responsibility to ensure that all children enjoy the sport in a safe and positive environment. IAPS will:

1. Recognises its duty of care and responsibility to safeguard all children from harm.
2. Promote and implement this anti-bullying policy in addition to its safeguarding policy.
3. Ensures that any form of bullying behaviour is not tolerated or condoned.
4. Ensures all competitors know they can talk to someone if they are worried.
5. Ensures everyone has access to the anti-bullying policy online.
6. Adopts the policy across all events.
7. Expects all coaches, staff, and volunteers to read the code of conduct.
8. Supports everyone who attends its events when bullying is reported.

### Reporting bullying

1. Reporting: Any bullying incidents should be reported to the school hosting the event or the child's school.
2. Notification: The school's DSL will inform the child's school and parents, if necessary.
3. Consultation: If appropriate, the police will be consulted.
4. Disciplinary Action: If the bullying persists, IAPS may initiate disciplinary action.

## Appendix 1 - Useful contacts

### NSPCC Helpline

0808 800 5000 | [nspcc.org.uk](https://www.nspcc.org.uk)

### Childline

08081111 | [childline.org.uk](https://www.childline.org.uk)

### Kidscape

[kidscape.org.uk](https://www.kidscape.org.uk)

### Anti-Bullying Alliance

[antibullyingalliance.org.uk](https://www.antibullyingalliance.org.uk)

## Appendix 2 - What is bullying?

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

### Forms of bullying

#### Emotional

Being unfriendly, excluding (emotionally and physically), tormenting (e.g. hiding sports kit, threatening gestures, including sending threatening text messages).

#### Physical

Pushing, kicking, hitting, punching or any use of violence.

#### Racial

Racial and cultural taunts, graffiti, gestures.

#### Gender

Because of, or focusing on the issue of gender.

#### Sexual

Unwanted physical contact or sexually abusive comments.

#### Homophobic

Focusing on the issue of sexuality.

#### Religious

Bullying for religious differences

**Verbal**

Name-calling, sarcasm, spreading rumours, teasing.

**Send**

Bullying because of special education needs

**Cyber**

All areas of internet, such as e-mail and internet chat room misuse. Mobile threats by text messaging and calls, misuse of associated technology i.e. camera and video facilities.

**Appendix 3 - Signs and symptoms of bullying**

Children have described bullying as:

- being called names
- being teased
- being hit, pushed, pulled, pinched, or kicked
- having their bag, mobile or other possessions taken
- receiving abusive text messages
- being forced to hand over money
- being forced to do things they do not want to do
- being ignored or left out
- being attacked because of religion, gender, sexuality, disability, appearance or ethnic or racial origin.

**A child's behaviour may indicate that he or she is being bullied.**

- doesn't want to attend events or play sport
- changes their usual routine
- begins being disruptive
- becomes withdrawn, anxious or lacking in confidence
- has possessions going missing
- becomes aggressive, disruptive or unreasonable
- starts stammering
- has unexplained cuts or bruises
- is bullying other children
- stops eating
- is frightened to say what's wrong.

These signs and behaviours may not constitute bullying and be symptoms of other problems. Event organisers, officials and volunteers need to be aware of these possible signs and report any concerns.