

Anti-bullying policy

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Our statement

Our anti-bullying policy sets out how we feel about bullying behaviour at IAPS Sport events, what we will do to tackle it and how we will support children and young people who experience or display bullying behaviour.

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.

What we will do

- recognise our duty of care and responsibility to safeguard all players from harm
- promote and implement this anti-bullying policy in addition to our safeguarding policy
- ensure that any form of bullying behaviour is not tolerated or condoned
- ensure all competitors know they can talk to someone if they are worried
- ensure everyone has access to the anti-bullying policy online
- adopt the policy across all events
- expect all coaches, staff and volunteers to read the code of conduct
- everyone who attends our events will be supported when bullying is reported

Reporting bullying

Report bullying incidents to the school hosting the event or the school.

2. The school DSL will inform the child's school and parents (if necessary)
3. If necessary and appropriate, police will be consulted
4. If the bullying is seen to continue, IAPS can initiate disciplinary action

Monitoring

This policy is reviewed annually and written in line with [Child Protection in Sport Unit](#).

IAPS contacts

Emily Nunan – Sports event manager & DSL
egn@iaps.uk | 01926 461501 / 07469 853452

Mike Kershaw – Sports event co-ordinator & deputy DSL
mjk@iaps.uk | 01926 461513

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 1 - 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 2 - Signs and symptoms

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.

For example, a child:

- 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.