

Anti-Bulling Policy

August 2021

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IAPS are committed to reviewing its policies and good practice. This policy was reviewed in August 2021 and will be reviewed again as and when statutory guidance is updated.

Principles

Bullying of any kind is not acceptable at IAPS sports events. IAPS operates a 'telling' culture and anyone who knows that bullying is happening is expected to tell their school or the IAPS designated safeguarding officer (DSO). 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 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.

Aims of this policy

- All schools, teachers, coaches, volunteers, officials, competitors and parents should understand what bullying is
- All schools, teachers, coaches, volunteers, officials, competitors and parents should have read and understood IAPS's policy on bullying, and follow it when bullying is reported
- All schools, teachers, coaches, volunteers, officials, competitors and parents should understand what they should do if bullying arises
- Schools, competitors and parents should be assured that they will be supported when bullying is reported
- Bullying will not be tolerated.

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. However, event organisers, officials and volunteers need to be aware of these possible signs and report any concerns to IAPS's DSO.

Procedures and Management of Bullying

1. Report bullying incidents to IAPS's DSO, record (using the IAPS Incident Record Form **Appendix A**)
2. The DSO 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.

Implementation

- Raise awareness with all schools who enter IAPS events
- Promote IAPS Anti Bullying policy online and promote via the sports newsletter
- Ensure all competitors know they can talk to someone if they are worried
- Ensure that parents have access to the anti-bullying policy online
- Adopt the policy across all events
- Ensure that the Code of Conducts clearly state that behaviour which constitutes bullying will not be accepted
- Ensure all coaches, staff and volunteers have signed up to the code of conduct
- Ensure the policy is given to all schools and competitors
- Set up a working party to support the ongoing development and implementation of the policy.

Contacts

IAPS's DSO is Fran North: fn@iaps.uk 01926 461513 / 07469 853452

IAPS's deputy DSO is Emily Connell: ec@iaps.uk 01926 461501

Appendix A: IAPS Incident Report Form

Details of child, school and parents

Name of Child:		
Gender:	Age:	Date of Birth:
Ethnicity:	Language:	Additional needs:
Name of school:	Name/s of parent/s:	
School address:	Child's home address:	

Your details

Your name:	Your position:	Date and time of incident:
Are you reporting your own concerns or responding to concerns raised by someone else? (delete as appropriate)		
Reporting own concerns		
Responding to concerns raised by someone else		
If you are responding to concerns raised by someone else, please provide their name and position within the school:		

Please provide details of the incident or concerns you have, including times, dates, description of any injuries, whether information is first hand or the accounts of others, including any other relevant details:

The child

The child's account/perspective:

Please provide details of anyone alleged to have caused the incident or to be the source of any concerns:

Provide details of anyone who has witnessed the incident or who shares the concerns:

Please note: concerns should be discussed with the school/parents **unless**:

- the view is that a member of staff/parent might be responsible for abusing the child
- someone may be put in danger by the school/parents being informed
- informing the school/parents might interfere with a criminal investigation.

If any of these circumstances apply, consult with the local authority children's social care department to decide whether discussions with the school/parents should take place.

Have you spoken to the child's school/parents/carers? If so, please provide details of what was said. If not, please state the reason for this.

Are you aware of any previous incidents or concerns relating to this child and of any current risk management plan/support plan? If so, please provide details:

Summary of discussion with designated safeguarding lead:

Has the situation been discussed with the named person for child protection?

Yes/No (delete as appropriate)

If so, please summarise the discussion:

After discussion with the designated safeguarding lead, do you still have child protection concerns?

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