ANTI-BULLYING POLICY

The club adopts England Basketball's Anti-bullying Policy and is committed to creating and maintaining an environment in which all involved in basketball are free from bullying. This policy will be reviewed regularly and all club members are invited to offer feedback on its development.

PRINCIPLES – THE CLUB WILL:

- Everybody has the responsibility to work together to stop bullying – the child, the parent/guardian, the club, the coach, the social worker and members of the local community.
- Respect everyone's need for, and rights to, a participant in an environment where safety, security, praise, recognition and opportunity for taking responsibility are available.
- Recognise that everyone is important and show appreciation of others by acknowledging individual qualities, contributions and progress.

BULLYING

- Bullying will not be accepted or condoned. All forms of bullying will be addressed.
- Bullying can include:
  - Physical pushing, kicking, hitting, pinching etc.
  - Name-calling, sarcasm, spreading rumours, persistent teasing and emotional torment through ridicule, humiliation and the continual ignoring of individuals
  - Racial taunts, graffiti, gestures
  - Sexual comments and/or suggestions
  - Unwanted physical contact.
- Bullying of a physical, sexually or racial nature may need referring to the statutory services. Advice will be taken from England Basketball or an expert agency.
- Some children may be more vulnerable to bullying due to personal characteristics such as a disability or their sexuality.
- It should be noted that bullying does not only occur through face to face contact but also through other forms of communication e.g. via the internet, e-mail and text messaging.
- Where a child's bullying behaviour does not improve or is of a particularly violent or aggressive nature and the club is unable to address the issue through behaviour management strategies or disciplinary measures within a reasonable time, the club may instigating child protection procedures.

SUPPORT TO THE CHILD

- The contact details for the Club Welfare Officer and helplines will be provided to children.
- Children should be told what is being recorded, in what context and why.
- Anyone who reports an incident of bullying will be listened to carefully and be supported, whether the child being bullied or the child who is bullying.
- Any reported incident of bullying will be investigated objectively and will involve listening carefully to all those involved.
- Children being bullied will be supported and assistance given to uphold their right to play and live in a safe environment which allows their healthy development.
- Those who bully will be supported and encouraged to stop bullying.

- Sanctions involving long periods of isolation, or which diminish and make individuals look or feel foolish in front of others, should be avoided.

SUPPORT TO THE PARENTS/GUARDIANS

- Any incident of bullying will be discussed with the child's parent(s)/guardians.
- Parental/guardian advice on action will be sought and agreements made as to what action should be taken.
- Information and advice on coping with bullying will be given.
- Support should be offered to the parents/guardians, including information on other agencies or support lines.

USEFUL CONTACTS

- NSPCC Helpline 0808 800 5000
- ChildLine www.childline.org.uk 0800 500
- Kidscape www.kidscape.org.uk
- Anti-Bullying Alliance www.antibullyingalliance.org