



ANTI-BULLYING POLICY

SPORTITUDE LTD

This policy was adopted by: Sportitude Ltd	Date: 27/7/22
This policy has been reviewed by: Sportitude Ltd	Date: 10/10/23
Next review due:	Date: 01/10/24
Signed by the company director	Signed: Mark Griffiths





Anti-Bullying Policy

Sportitude makes every effort to ensure that all children feel safe and protected in our sessions. We are committed to providing a caring, friendly, and safe environment for all the children in our care so that they can play and learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable whilst in our care. If bullying does occur, all children should know that any incident will be dealt with promptly and effectively. All Sportitude coaches will have read and agreed to the **Anti Bullying** policy to ensure that all session environments are as safe as possible for children and staff attending.

What is Bullying?

Bullying is the use of aggression with the intention of hurting another person which results in pain and distress to the victim which can be in the form of:

- Emotional – being unfriendly, excluding, upsetting
- Physical – pushing, kicking, hitting, punching or any use of violence, racial taunts, graffiti or racist – racial taunts or gestures.
- Sexual – unwanted physical contact or sexually abusive comments.
- Homophobic – because of or focusing on the issue of sexuality.
- Verbal – name-calling, sarcasm, spreading rumours, teasing.
- Cyber – all areas of internet, such as social media, emails & internet chat rooms misuse. Mobile phone text messaging & calls. Misuse of camera phones & video facilities.

What to look out for:

- Does not want to come to the session
- Becomes erratic
- Becomes withdrawn, anxious, or lacking confidence
- Is bullying other children or siblings
- Frightened to say what is wrong
- Has damaged or missing possessions
- Unexplained cuts or bruises

Procedure

- The child will be asked to genuinely apologise, or other consequences may take place e.g. asked to sit out of the session until spoken to by a coach
- If possible, the resolution of the issue between the children
- In serious cases, suspension, a cooling off period or exclusion will be considered as referenced in the behaviour policy
- Incidents must be recorded and follow the behaviour policy
- Incidents will be investigated and dealt with; each case will be monitored to ensure repeat bullying does not take place

Prevention

- Encouraging values of respect and inclusivity
- Promote equality
- Help young children develop positive relationships
- Model fair and respectful behaviour
- Open discussions about bullying and why it matters