



## UNIQU SNOWSPORTS ANTI-BULLYING POLICY

### Useful Contacts:

NSPCC Helpline - 0808 800 5000

ChildLine - 0800 1111 / [www.childline.org.uk](http://www.childline.org.uk)

Kidscape - [www.kidscape.org.uk](http://www.kidscape.org.uk)

Anti-Bullying Alliance - [www.antibullyingalliance.org](http://www.antibullyingalliance.org)

### For Advice or Support – Contact:

Snowsport England Safeguarding Lead

[welfare@snowsportengland.org.uk](mailto:welfare@snowsportengland.org.uk) - +44 (0) 1509 232323

UNIQU Snowsports is committed to providing a caring, friendly and safe environment for our members. Bullying of any kind is unacceptable at our club. If bullying does occur, children and adults should report this and know it will be dealt with promptly, fairly and efficiently.

Bullying is the repetitive, intentional hurting of one person or group, by another person or group, where the relationship involves an imbalance of power. It can happen face-to-face or on line. It results in pain and distress to the victim and in some cases, results in the victim self-harming and even committing suicide.

- All forms of bullying should be reported – we encourage you to do so
- The club is committed to investigate and respond to any alleged incidents of bullying
- Everyone at the club has a responsibility to work together to stop bullying

### Bullying can include:

- being deliberately unfriendly, excluding or ignoring someone, tormenting, hiding kit, name calling, spreading rumours, persistent teasing
- pushing, kicking, hitting, pinching
- racial taunts, graffiti, gestures, homophobic comments, jokes about disabled people
- sexual comments, unwanted physical contact, suggestions or behaviour
- hurtful or unkind e mails, posting comments or pictures on social media

One-off incidents are not usually bullying, unless it is so significant as to cause long-term effects. Arguments or disagreements between peers happen and are not bullying if they have equally participated and there is no imbalance of power. Children can sometimes be hurtful to each other because of thoughtlessness, annoyance, poor boundaries etc without realising the impact.





## All UNIQA Snowsports club members will:

- Sign up to the relevant club Code of Conduct which includes a commitment not to bully others
- Treat others as you would like to be treated
- Report bullying to the Club Welfare Officer if you experience it, or witness it
- Acknowledge that bullies may be subject to the club Disciplinary Procedure

## UNIQA Snowsports staff will:

- Ensure our Anti-bullying Policy is advertised
- Ensure all our staff recognise bullying and respond to allegations appropriately
- Deal with all allegations promptly, fairly and efficiently
- Listen carefully to the person reporting the bullying and support them
- Listen carefully to the person being bullied and support them
- Endeavour to support the bully and encourage them to stop
- Talk to the parents of the bully
- Talk to the parents of the person being bullied (unless it is not in the interests of the child to do so)
- Ensure that coaches are provided with information and guidance on how to deal with bullying
- Recognise that anyone can be bullied including children and adults
- Acknowledge that children with a disability, or from ethnic minorities, or who are lesbian, gay, bisexual or transsexual, or who are talented, or with learning difficulties are more vulnerable to abuse and are more likely to be targeted
- Promote and implement this anti – bullying policy in addition to our safe guarding policy and procedures
- Provide Useful Contact numbers of support services, if requested

## Procedures:

1. Report bullying incidents to the club welfare officer, member of the club committee or an adult you can trust.
2. In cases of serious bullying, the incidents will be referred to the NGB welfare officer.
3. In serious cases parents should be informed and asked to come in to a meeting to discuss the problem
4. If necessary and appropriate, police will be consulted
5. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly
6. An attempt will be made to help the bully (bullies) change their behaviour
7. If mediation fails and the bullying continues the club will initiate disciplinary proceedings according to the club constitution

