



# ANTI-BULLYING POLICY

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Version 1.2 - April 2024



**The purpose of this policy is:**

- To prevent bullying from happening in our organisation, as much as possible;
- When bullying does happen, to make sure it is stopped as soon as possible and that those involved receive the support they need;
- To provide information to all staff, volunteers, children and their families about what we should all do to prevent and deal with bullying.

**The legal context for this policy and procedure is:**

- The children act 1989 and 2004
- The protection from harassment act 1997
- The human rights act 2000
- The equality act 2010
- Government guidance: Working Together to Safeguard Children 2015
- Government guidance on bullying 2015

**It should be read alongside our policies and procedures on:**

- Dealing with disclosures and concerns about a child or young person
- Managing allegations against staff and volunteers
- Recording and information sharing
- Code of conduct for staff and volunteers
- Safer recruitment
- e-safety
- Complaints
- Equality and diversity

**IGA recognise that there is no legal definition of bullying. However, it's usually defined as behaviour that is as below:**

Repeated and can occur in various environments e.g face to face or online.	Intended to hurt someone either physically or emotionally.	Often aimed at certain groups. e.g because of race, religion, gender or sexual orientation.	Individuals or groups
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Bullying causes real distress. It can affect a person's health and development and, at the extreme, can cause significant harm; People are often targeted by bullies because they appear different from others; We all have a role to play in preventing bullying and putting a stop to bullying. Bullying can include the following:

## PHYSICAL BULLYING

Hitting, kicking, or pushing another child.

Making threatening gestures or actions.

Taking or damaging another child's belongings.

## VERBAL BULLYING

Name-calling, insults, or teasing.

Making derogatory remarks about a child's appearance, abilities, or background.

Using offensive language or making hurtful comments.

Shouting at or verbally abusing someone

## SOCIAL BULLYING

Excluding a child from group activities or social events.

Spreading rumours or gossip about a child to undermine their reputation.

Ignoring or ostracising a child deliberately.

## CYBER BULLYING

Sending hurtful or threatening messages via text, social media, or email.

Posting embarrassing or humiliating photos or videos online without consent.

Creating fake accounts to impersonate or harass another child online.

## EMOTIONAL BULLYING

Intimidating or manipulating a child to make them feel afraid or insecure.

Undermining a child's confidence or self-esteem through constant criticism or ridicule.

Threatening to expose personal information or secrets to others.



### You can join forces with IGA and seek to prevent bullying by:

- Developing a code of conduct that sets out the dos and don'ts in terms of how everyone involved in IGA is expected to behave, both face to face contact and online.
- Developing a new members' welcome policy that will help IGA to attract members from diverse groups;
- Developing a plan that describes how we welcome new members and help them to settle in;
- Holding regular discussions with staff, volunteers, children, young people and families who use the IGA affiliated centre to ensure that they understand our anti-bullying policy.

### *These discussions will focus on:*

- ✔ Group members; responsibilities to look after one another and uphold the behaviour code;
- ✔ Practising skills such as listening to each other;
- ✔ Respecting the fact that we are all different;
- ✔ Making sure that no one is without friends;
- ✔ Dealing with problems in a positive way;
- ✔ Checking that the anti-bullying measures are working well.
- ✔ Developing a complaints policy and procedure;
- ✔ Making sure that staff, volunteers, children and young people and parents are carers have
- ✔ clear information about our anti-bullying policy, complaints procedure, code of conduct and anti-bullying procedure.

## HOW TO REPORT BULLYING

### **Document the Incident:**

Keep a record of the bullying incidents, including dates, times, locations, individuals involved, and details of what occurred. Documenting the incidents can provide evidence and clarity when reporting.

### **Inform Club Officials:**

Report the bullying to the designated club officials or leaders responsible for handling such matters. This could be coaches, team managers, or safeguarding officers. Provide them with the documented evidence and any relevant information.

### **Follow Club Procedures:**

Follow the club's established procedures for reporting bullying. Many sports clubs have specific protocols in place for handling complaints and concerns related to bullying. Adhering to these procedures ensures that the issue is addressed appropriately and effectively.

### **Seek Support:**

If necessary, seek support from our safeguarding team or authorities, such as local sports governing bodies, child protection services, or anti-bullying organisations. They can provide guidance, intervention, and support.



### **Helpful contact information:**

IGA Safeguarding Team: [safeguarding@igauk.com](mailto:safeguarding@igauk.com)

Chief Safeguarding IGA Officer: [Malcom.bridges@igauk.com](mailto:Malcom.bridges@igauk.com)

### **Helpful club checklist:**

- ✓ NSPCC Child line poster clearly displayed within the centre.
- ✓ Develop comprehensive anti-bullying policies and procedures.
- ✓ Educate coaches, staff and volunteers by attending a Safeguarding Course.
- ✓ Create channels for open communication where participants feel comfortable reporting concerns or incidents of bullying