

**Badminton Wales
Sport Wales National
Centre
Sophia Gardens
Cardiff
CF11 9SW**

Anti-Bullying Policy

Approved by: WBU Ltd Board
of Directors

Issue Date: September 2015

Version: 1

CONTENTS

Statement of Intent.....	3
Objectives of this policy.....	3
What is Bullying?	3
Cyberbullying	3
Trolling	4
Why is it important to respond to Bullying?	4
Signs and Indicators	4
Bullying as a result of any form of discrimination.....	5
Procedures	6
Recommended Club Action - Bullying occurring between under 18s.....	6
Recommended Club Action – Bullying occurring between over 18s	7
In the case of adults reported to be bullying anyone within the club under 18	7
Prevention	8

Statement of Intent

We are committed to providing a caring, friendly and safe environment for all of our members so they can participate in a relaxed and secure atmosphere. Bullying of any kind is unacceptable. If bullying does occur, all club members, parents and coaches should be able to tell someone and know that incidents will be dealt with promptly and effectively. We are a TELLING organisation/club. This means that anyone who knows that bullying is happening is expected to tell the appropriate person/people (Club Welfare Officer, Committee Member, Badminton Wales etc).

Objectives of this policy

- All club members, coaches, officials and parents should have an understanding of what bullying is.
- All club members, officials and coaching staff should know what the club policy is on bullying and follow it when bullying is reported.
- All players and parents should know what the club policy is on bullying and what they should do if bullying arises
- The club/organisation takes bullying seriously. Players and parents should be assured that they will be supported when bullying is reported
- Bullying will not be tolerated.

What is Bullying?

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim.

Bullying can be:

- **Emotional** - being unfriendly, excluding, sending hurtful texts, tormenting (e.g. hiding rackets/trainers, threatening gestures)
- **Physical** - pushing, kicking, hitting, punching or any use of violence
- **Sexual** - unwanted physical contact or sexually abusive comments Becomes withdrawn, anxious or lacking in confidence
- **Verbal** - name-calling, sarcasm, spreading rumours, teasing
- **Discrimination** - racial taunts, graffiti, gestures, homophobic comments, jokes about disabled people, sexist comments

Cyberbullying

This is when a person uses technology i.e. mobile phones or the internet (social networking sites, chat rooms, instant messenger, tweets), to deliberately upset someone. Bullies often feel anonymous and 'distanced' from the incident when it

takes place online and 'bystanders' can easily become bullies themselves by forwarding the information on. There is a growing trend for bullying to occur online or via texts – bullies no longer rely on being physically near to the young person.

Trolling

This is the name given to posting deliberately offensive comments on people's social media pages aimed at causing upset and distress. This type of behaviour could result in legal action.

Why is it important to respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Individuals who are bullying need to learn different ways of behaving.

The club/organization has a responsibility to respond promptly and effectively to issues of bullying.

Signs and Indicators

A child may indicate by signs and behaviours that he or she is being bullied. Adults should be aware of these possible signs and should investigate if a child:

- Says he/she is being bullied
- Is unwilling to go to club sessions
- Changes their usual routine
- Begins to do poorly at training, club etc
- Becomes withdrawn, anxious or lacking in confidence
- Is afraid to use the internet or mobile phone
- Is nervous or jumpy when a cyber-message is received
- Feels ill before training sessions
- Comes home with clothes torn or training equipment damaged
- Has possessions go 'missing'
- Has unexplained cuts or bruises
- Is frightened to say what's wrong
- Asks for money or starts stealing money (to pay the bully)
- Gives improbable excuses for any of the above
- Starts stammering

- Cries themselves to sleep at night or has nightmares
- Becomes aggressive, disruptive or unreasonable
- Is bullying other children or siblings
- Stops eating
- Attempts or threatens suicide or runs away

These signs and behaviours may indicate other problems but bullying should be considered a possibility and should be investigated.

Bullying as a result of any form of discrimination

Bullying because of discrimination occurs when bullying is motivated by a prejudice against certain people or groups of people. This may be because of their gender, age, race, nationality, ethnic origin, religion or belief, sexual orientation, gender reassignment, pregnancy or maternity, disability or ability.

Generally, these forms of bullying look like other sorts of bullying but in particular it can include:

- **Verbal abuse** - derogatory remarks about girls or women, suggesting girls and women are inferior to boys and men, or black, Asian and ethnic minority people are not as capable as white people; spreading rumours that someone is gay, suggesting that something or someone is inferior and so they are 'gay' - for example, 'you're such a gay boy' or 'those trainers are so gay.' Ridiculing someone because of a disability or mental health related issue, or because of a disability or mental health issue, or because they have a physical, mental or emotional development delay. Referring to someone by the colour of their skin rather than their name; using nicknames that have racial connotations; isolating someone because they come from another country or social background.
- **Physical abuse** - including hitting, punching, kicking, sexual assault and threatening behaviour.
- **Cyberbullying** - using online spaces to spread rumours about someone to exclude them. It can also include text messaging including video and picture messaging.

Discrimination is often driven by a lack of understanding which only serves to strengthen stereotypes and can potentially lead to actions that may cause women, ethnic minorities, disabled people, lesbian, gay, bisexual or transgender people or people who follow specific religions or beliefs, to feel excluded, isolated or undervalued. Ensure that club members know that discriminatory language and behavior will not be tolerated.

- If an incident occurs, members should be informed that discriminatory language is offensive and will not be tolerated. If a member continues to make discriminatory remarks, explain in detail the effects of discrimination and bullying on people. If it is a young person making remarks, their parents should be informed just as in any breach of the clubs' Code of Conduct and this Anti-Bullying Policy.
- If a member makes persistent remarks, they should be removed from the training setting in line with managing challenging behavior and the Club Welfare Officer or club officials should talk to them in more detail about why their comments are unacceptable.
- If the problem persists, the member should be made to understand the sanctions that will apply if they continue to use discriminatory language or behavior.
- Consider inviting the parents/carers to the club to discuss the attitudes of the youth member in line with the procedures detailed in this policy.

Procedures

1. Report bullying incidents to the Club Welfare Officer or a member of the committee
2. In cases of serious bullying, the incidents will be referred to the Regional Welfare Officer (if in post) for advice and possibly to Badminton Wales
3. Parents should be informed and will be asked to come in to a meeting to discuss the problem (if under 18)
4. If necessary and appropriate, the police will be consulted
5. The bullying behavior 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 is seen to continue the club will initiate disciplinary action under the club constitution

Recommended Club Action - Bullying occurring between under 18s

If the club decides it is appropriate for them to deal with the situation they should follow the procedure outlined below:

1. Reconciliation by getting the parties together. It may be that a genuine apology solves the problem
2. If this fails/not appropriate, a small panel (made up from Chairman, Club

Welfare Officer, Secretary, committee members) should meet with the parent and child alleging bullying to get details of the allegation. Minutes should be taken for clarity which should be agreed by all as a true account.

3. The same 3 persons should meet with the alleged bully and parent/s and put the incident raised to them to answer and give their view of the allegation. Minutes should again be taken and agreed.
4. If bullying has in their view taken place, the individual should be warned and put on notice of further action i.e. temporary or permanent suspension if the bullying continues. Consideration should be given as to whether a reconciliation meeting between parties is appropriate at this time.
5. In some cases, the parent of the bully or bullied player can be asked to attend training sessions if they are able to do so and if appropriate. The club committee should monitor the situation for a given period to ensure the bullying is not being repeated.
6. All coaches involved with both individuals should be made aware of the concerns and outcome of the process i.e. the warning.

Recommended Club Action – Bullying occurring between over 18s

A similar process should be employed as that outlined for Under 18s minus the parental role.

In the case of adults reported to be bullying anyone within the club under 18

- The Regional Welfare Officer (if in post) should always be informed and will advise on the action to be taken where appropriate, this may include action by Badminton Wales. If there is no Regional Welfare Officer in place then Badminton Wales should be notified.
- It is anticipated that in most cases where an allegation is made regarding a team manager, official or coach that educational courses may be recommended.
- More serious cases may be referred to the Police and /or Children's Social Care.
- The process will follow that recommended for bullying between under 18's, with the minor being accompanied by a parent throughout the process. No parental role will be required for over 18s.

Prevention

- Commit to the early identification of bullying.
- Promote and implement this anti-bullying policy in addition to our safeguarding policy and procedures.
- Take action to investigate and respond to any alleged incidents of bullying.
- The Club Welfare Officer will raise awareness about bullying and why it matters, and if issues of bullying arise in the club, will consider meeting with members to discuss the issue openly and constructively.

GUIDANCE FOR PARENTS / CARERS can be found on the following websites:

- www.anti-bullyingalliance.org.uk
- www.stonewall.org.uk
- www.kidscape.org.uk

GUIDANCE FOR YOUNG PEOPLE can be found on the following websites:

- www.youngstonewall.org.uk
- www.childline.org.uk
- www.kidscape.org.uk

This policy is based on guidance provided to schools by KIDSCAPE. KIDSCAPE is a voluntary organisation committed to help prevent child bullying. KIDSCAPE can be contacted on 020 7730 3300 or you can access information via www.kidscape.org.uk

We would like to thank the FA who have shared their Anti Bullying Policy for Football Clubs from which this Anti-Bullying Policy has been developed.