



High Elm Archers

Anti-Bullying Policy

Statement

Our anti-bullying policy sets out how we feel about bullying behaviour in the Club, what we'll do to tackle it and how we'll support children, young people and adults who experience or display bullying behaviour.

Bullying Behaviour:

- all forms of bullying behaviour will be acted upon
- everybody in the club has a responsibility to work together to stop bullying behaviour
- bullying behaviour can include online as well as offline behaviour
- bullying behaviour can include:
 - **physically pushing, kicking, hitting, pinching, etc.**
 - **name calling, spreading rumours, persistent teasing and humiliation or the continual ignoring of others**
 - **posting of derogatory or abusive comments, videos or images on social media**
 - **racist behaviour - including racially aggravated remarks, name-calling, racial exclusion**
 - **homophobic and transphobic comments**
 - **sexist slurs**
 - **offensive comments, taunts or gestures**
 - **sexual comments, suggestions or behaviour**
 - **unwanted physical contact**

Our Club...

- recognises its duty of care and responsibility to safeguard all members from harm
- promote and implement this anti-bullying policy in addition to our safeguarding policies and procedures
- ensure that any form of bullying behaviour is not tolerated or condoned
- require all members of the club to sign up to this policy
- take action to investigate and respond to any reports of bullying behaviour from children, young people or adults.
- ensure that coaches are given access to information, guidance and training on bullying

Each Participant, Coach, Volunteer or Official will...

- encourage individuals to speak out about bullying behaviour, whether experienced by them or witnessed by them
- respect every individuals need for, and right to, an environment where safety, security, praise, recognition and opportunity for taking responsibility are available
- respect the feelings and views of others
- recognise that everyone is important and equal, and that our differences make each of us special and worthy of being valued
- show appreciation of others by acknowledging individual qualities, contributions and progress
- ensure that any reported experience of bullying will be investigated
- report incidents of bullying behaviour they see - by doing nothing you are condoning the behaviour

Supporting Children

- we will let children know who will listen to and support them
- we will create an "open door" ethos where children feel confident to talk to an adult about bullying behaviour or any other issue that affects them
- potential barriers to talking (including those associated with a child's disability or impairment) will be acknowledged and addressed at the outset to enable children to speak out
- we will make sure children are aware of helpline numbers
- anyone who reports an incident of bullying will be listened to carefully and reports will be taken seriously
- any reported experience of bullying will be investigated and will involve listening carefully to all those involved
- children experiencing bullying will be supported and helped to uphold their right to play and live in a safe environment
- those who display bullying behaviour will be supported and encouraged to develop better relationships
- we will make sure that sanctions are proportionate and fair

Support for Parents

- parents will be advised on the club's bullying policy and practice
- any experience of bullying behaviour will be discussed with the child's parents
- parents will be consulted on action to be taken (for both victim and child displaying the bullying behaviour) and we will agree on these actions together
- information and advice on coping with bullying will be made available
- support will be offered to parents, including information from other agencies or support lines

Supporting Adults

The support detailed above for children will also, where appropriate, be provided to adults.

NOTE: The terms 'child' and 'young person' describe any person under the age of 18 years, 'adult' refers to any person aged 18 years or over. References to 'parents' should be read as parents/guardians and carers inclusively.

USEFUL CONTACTS

NSPCC Helpline

Tel: 0808 800 5000 Website: [nspcc.org.uk](https://www.nspcc.org.uk)

Childline

Tel: 08081111 Website: [childline.org.uk](https://www.childline.org.uk)

Kidscape

Website: [kidscape.org.uk](https://www.kidscape.org.uk)

Anti-Bullying Alliance

Website: [anti-bullyingalliance.org.uk](https://www.anti-bullyingalliance.org.uk)

National Bullying Helpline

Website: [nationalbullyinghelpline.co.uk](https://www.nationalbullyinghelpline.co.uk)

FURTHER INFORMATION

NSPCC Child Protection in Sport Unit (CPSU)

Information and resources related to this topic are available at the cpsu.org.uk/help-advice/topics/anti-bullying

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Version	Date	Author	Notes
V1D	19/09/24	Tony Dodd	Draft version, with reference to NSPCC/CPSU and other relevant research.
V1.1D	10/10/25	Tony Dodd	References have now been included to cover the bullying of adults. Previously only references to children and young people were mentioned.
V1F	25/11/24	Tony Dodd	Document approved by Committee at its meeting.