



Anti-Bullying Policy

GB Snowsport is committed to safeguarding all children and young people involved in our activities.

All our athletes have the right to experience snowsport in a safe environment free from abuse and bullying. Bullying may be defined as the repeated and the deliberate acts of hurtful behaviour by one or more people, repeated over a period of time and against which it is difficult for the bullied person to defend themselves. Bullying causes hurt to an individual or a group and the damage inflicted by bullying can often be underestimated. Bullying can cause considerable distress to the young person or persons on the receiving end and can affect their health and wellbeing and in extreme cases cause them significant harm including self-harm.

GB Snowsport will:

- recognise our duty of care and responsibility to safeguard all our athletes from harm
- promote and implement this anti-bullying policy in addition to our safeguarding policy and procedures
- seek to ensure that bullying behaviour is not accepted or condoned
- require all members to be informed of, and sign up to, this policy:
 - Coaches, Officials, Directors agree to abide by this policy in their Code of Conduct
 - Athletes agree to abide by this policy in their Code of Conduct
- take action to investigate and respond to any alleged incidents of bullying
- ensure coaches are given access to information and guidance on bullying during their induction
- ensure athletes are told they can contact the GBS Welfare Officer for support or if they have any concerns.

Each participant, coach, volunteer or official will:

- respect every child's need for, and rights to participate in 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 that our differences make each of us special and should be valued





- show appreciation of others by acknowledging individual qualities, contributions and progress
- be committed to the early identification of bullying, and prompt and collective action to deal with it
- report incidents of bullying they see – by doing nothing you are condoning bullying.

Bullying

- all forms of bullying will be addressed
- everybody in GB Snowsport has a responsibility to work together to stop bullying
- bullying can include online as well as offline behaviour
- bullying can include:
 - physical pushing, kicking, hitting, pinching etc.
 - name calling, sarcasm, spreading rumours, persistent teasing and emotional torment through ridicule, humiliation or the continual ignoring of individuals
 - posting of derogatory or abusive comments, videos or images on social network sites
 - racial taunts, graffiti, gestures, sectarianism
 - sexual comments, suggestions or behaviour
 - unwanted physical contact
- elite athletes, children with a disability, from ethnic minorities, young people who are gay or lesbian, or those with learning difficulties are more vulnerable to this form of abuse and are more likely to be targeted.

Support to the child

- children and young people subjected to bullying, or witnessing bullying, should be encouraged to speak to an adult they can trust; e.g. the team manager, coach or GBS Welfare Officer, or their parent or carer
- children should have access to Helpline numbers (see below)
- anyone who reports an incident of bullying will be listened to carefully and be supported
- any reported incident of bullying will be investigated objectively and will involve listening carefully to all those involved
- children being bullied will be supported and assistance given to uphold their right to participate





- those who bully will be supported and encouraged to stop bullying
- sanctions for those bullying others that involve long periods of isolation, or which diminish and make individuals look or feel foolish in front of others, will be avoided
- parents (of both victim and bully) will usually be informed
- information and advice on coping with bullying will be made available.

If an adult is reported to be bullying athletes the Lead Welfare Officer must always be informed.

For advice or support – contact:

GBS Welfare Officer

Bridget Owen

bridget.owen@gbsnowsport.com

+44 (0) 7807 026247

Other Useful contacts

NSPCC Helpline +44 (0)808 800 5000

ChildLine +44 (0) 800 1111 / www.childline.org.uk

National Bullying Helpline +44 (0) 845 22 55 787 or +44 (0) 7734 701221

<http://www.nationalbullyinghelpline.co.uk/>

Kidscape www.kidscape.org.uk

Anti-Bullying Alliance www.antibullyingalliance.org

Bullying UK <http://www.bullying.co.uk/>

