

Maldwyn Harriers – Anti Bullying Policy Statement

## April 2023

# The purpose and scope of this policy statement

Maldwyn Harriers works with children and families as part of its activities. These include: Club training sessions, competitions and social functions.

The purpose of this policy statement is:

* to prevent bullying from happening between children and young people who are a part of our organisation or take part in our activities
* to make sure bullying is stopped as soon as possible if it does happen 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.

**This policy statement applies to anyone involved with Maldwyn Harriers, including: Committee members, Coaches, Athletes and Parents.**

Separate documents set out:

* our code of behaviour for children, young people and adults
* our policies and procedures for preventing and responding to bullying and harassment that takes place between adults involved with our organisation (Anti-bullying policy)

See our information about behaviour management and codes of conduct in line with Welsh Athletics (WA) and UK Athletics (UKA):

* [Codes of conduct](https://www.welshathletics.org/en/page/codes-of-conduct)
* [UKA Children’s safeguarding policy](https://www.uka.org.uk/wp-content/uploads/2023/02/child-safeguarding-policy-2023.pdf)
* [UKA Adults safeguarding policy](https://www.uka.org.uk/wp-content/uploads/2021/06/Adult-Safeguarding-Policy.pdf)

# What is bullying?

Bullying includes a range of abusive behaviour that is:

* repeated
* intended to hurt someone either physically or emotionally.

# We believe that:

* Children and young people should never experience abuse of any kind
* We have a responsibility to promote the welfare of all children and young people, to keep them safe and operate in a way that protects them.

#  We recognise that:

* Bullying causes real distress and affects a person’s health and development
* In some instances, bullying can cause significant harm
* All children, regardless of age, disability, gender reassignment, race, religion or belief, sex or sexual orientation, have the right to equal protection from all types of harm or abuse
* Everyone has a role to play in preventing all forms of bullying (including online) and putting a stop to bullying.

# We will seek to prevent bullying by:

* Developing a code of behaviour that sets out how everyone involved in our organisation is expected to behave, in face-to-face contact and online, and within and outside of our activities
* Holding regular discussions with staff, volunteers, children, young people and families who use our organisation about bullying and how to prevent it
* Providing support and training for all staff and volunteers on dealing with all forms of bullying, including racist, sexist, homophobic, transphobic and sexual bullying
* Putting clear and robust anti-bullying procedures in place.

# Our discussions with Coaches, volunteers, children, young people and families will focus on:

* Group members’ responsibilities to look after one another and uphold the behaviour code
* Practicing 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 our anti-bullying measures are working well.

# Responding to bullying, we will make sure our response to incidents of bullying takes into account:

* The needs of the person being bullied
* The needs of the person displaying bullying behaviour
* Needs of any bystanders
* Our organisation as a whole.

We will review the plan we have developed to address any incidents of bullying at regular intervals, in order to ensure that the problem has been resolved in the long term.

# Diversity and inclusion:

We recognise that bullying is closely related to how we respect and recognise the value of diversity. We will be proactive about:

* Seeking opportunities to learn about and celebrate difference
* Increasing diversity within our staff, volunteers, children and young people
* Welcoming new members to our organisation.

This policy statement should be read alongside our organisational policies and procedures including:

* Safeguarding and child protection policy and procedures
* Incident report form
* Code of conduct for staff and volunteers

# Welfare officer contact details:

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**We are committed to reviewing our policy and practice at least once a year.**

**Signed: Reece Moles**

**Last Reviewed: April 2023**