

SLSGB Anti-Bullying Policy

This policy applies to the Directors (Trustees) all employees, volunteers under the direct control of SLSGB, agency staff employed by SLSGB, students and anyone working for or under the direction of SLSGB. ("The SLSGB Team") It is approved by the Trustees.

Young people in this policy refers to children, young people under the age of 18 and vulnerable adults under age of 25.

Bullying

There is no legal definition of bullying. But it is usually defined as repeated behaviour which is intended to hurt someone either emotionally or physically, and is often aimed at certain people because of their race, religion, gender or sexual orientation or any other aspect such as appearance or disability.

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
- 🚩 Racial, homophobic, transphobic or sexist comments, taunts or gestures
- 🚩 Sexual comments, suggestions or behaviour
- 🚩 Unwanted physical contact

'The SLSGB team' will:

- 🚩 Recognise its duty of care and responsibility to safeguarding all players from harm.
- 🚩 Promote and implement this anti-bullying policy in addition to our safeguarding policy and procedures
- 🚩 Ensure that bullying behaviour is not tolerated or condoned
- 🚩 Take action to investigate and respond to any reports of bullying from young people
- 🚩 Encourage and facilitate young people to play an active part in developing and adopting a code of conduct for behaviour
- 🚩 Encourage individuals to speak out about bullying behaviour
- 🚩 Respect every young person's 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
- 🚩 Show appreciation of others by acknowledging individual qualities, contributions and progress
- 🚩 Challenge and report any bullying behaviour

Supporting children

'The SLSGB team' will:

- 🚩 let young people know that they will be listened to and supported
- 🚩 create an 'open door' ethos where young people feel confident to talk to an adult about bullying behaviour or any other issue that affects them
- 🚩 investigate any incidents robustly
- 🚩 make sure that any sanctions are proportionate and fair
- 🚩 ensure any bullying by adults are dealt with through the disciplinary committee

Support for parents/carers

-  any incidents/concerns regarding bullying behaviour will be discussed with both sets of parents/carers
-  parents will be consulted on the action taken
-  information and advice will be made available

Useful contacts

NSPCC helpline 0808 800 5000

Childline 08001111 www.childline.org.uk

Anti-bullying alliance – www.antibullyingalliance.org