



## Unity Artistic – Anti-Bullying Policy

**Date: 18 December 2024**

Unity Artistic RSC is fully committed to the wellbeing of all its members and creating a friendly, supportive environment. It is our belief that children and young people should never experience abuse of any kind. We as a Club have a responsibility to operate in a way that protects them and strive to ensure our Club is free from bullying of any kind. As such, this policy seeks to:

- prevent bullying from happening between children and young people who are a part of our Club 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 has been drawn up based on legislation, policy and guidance that seeks to protect children in the UK.

### What is bullying?

Bullying is intentional behaviour that hurts someone else. It can happen anywhere – at school, at home or online. It's usually repeated over a long period of time and can hurt a child both physically and emotionally.

Bullying can take many forms:

- physical (hitting, slapping, pushing)
- verbal (name calling, gossiping or threatening)
- non-verbal abuse (hand signs, text messages)
- emotional abuse: (threatening, intimidating or humiliating someone)
- exclusion: ignoring or isolating someone
- undermining, constant criticism or spreading rumours
- controlling or manipulative behaviour
- making silent, hoax or abusive calls.

Additionally, bullying someone because of race, sex or gender or disability constitutes a hate crime.

**Cyberbullying:** is bullying that takes place online. Unlike bullying offline, online bullying can follow the child wherever they go, via social networks, gaming and mobile phone. A person can be bullied online and offline at the same time.



## Identifying Bullying

Bullying may be reported by a child but may only become apparent through a child's behaviour and demeanour. Adults should be aware of these possible signs and that they should investigate if a child:

- Says that he/she is being bullied
- Is unwilling or unusually reluctant to attend training sessions
- Becomes withdrawn, anxious or underconfident
- Feels ill before training sessions
- Is hesitant/ afraid to say what's wrong

## Preventing bullying:

Unity Artistic RSC has a Conduct Standards policy that outlines our expectations of members' behaviour – foremost that we expect everyone to be friendly, kind and respectful towards each other. We are a team and expect everyone to contribute to making our club a supportive, positive environment for all. As such, any evidence of bullying is unacceptable.

In addition, Unity Artistic:

- Ensures all Coaches, committee members, skaters, parents and guardians understand what bullying is
- Ensures all Coaches and committee members are familiar with this Anti-Bullying policy and what to do when bullying is reported
- Requires members to sign their acceptance of this policy on joining the Club. Any updates to this policy shall be circulated with annual membership renewals.
- Ensures everyone within and outside of the Club is aware that we take bullying seriously and are committed to ensuring a kind & positive (bullying-free) culture.

## Responding to bullying

We will take every report of bullying seriously. Procedure for raising bullying concerns:

- Contact the Club Safeguarding Lead outlining the issue
- Parents/ guardians of all parties involved will be contacted to discuss
- The bullying behaviours will be investigated by the Safeguarding Lead and a course of action recommended depending on the severity of the issue:

**No further action:** if on investigation no evidence of bullying is found, the matter may be closed with all parties asked to revisit the Conduct Standards.



**Mediation:** Seeking to reconcile/ resolve the issue by getting all parties together. It may be that a genuine apology is sufficient to move past the issue. The Safeguarding Lead will mediate this meeting.

**Formal Investigation:** a panel should be convened to include the Safeguarding Lead, a representative of the Committee and from the Coaching Team. This panel should meet with the child and parent alleging bullying to fully understand the details of the issue. The same panel should also meet with the individual(s) alleged to be bullying to give their view of the issue. Minutes of both meetings should be taken and signed by the attendees to confirm an accurate record of events.

If bullying is deemed to have taken place, the individual(s) should be given a formal warning and placed on notice of further action. All bullying behaviour should stop immediately. The situation will be monitored for an agreed period. Any further instances will result in temporary or permanent suspension from the Club at the discretion of the Committee.

In some instances, parents of the parties involved may be asked to stay for the duration of training sessions for an agreed period, until such times as the panel is confident the issue has been resolved.

It may be appropriate as investigations are concluded to also mediate a reconciliation meeting between parties, to be facilitated by the Safeguarding Lead.

All members of the Coaching Team should be kept updated throughout this process (where relevant to delivery of training sessions) and notified of the outcomes.

**Serious accusations:** In cases of serious bullying, incidents will be referred to GBSA for investigation and/or advice. If allegations are criminal in nature, the relevant Police guidance will be sought as necessary.