

APPENDIX 2 - SAFEGUARDING



ANTI-BULLYING POLICY

To be read in conjunction with the GB Taekwondo Safeguarding Children Policy and Procedures

GB Taekwondo is committed to the prevention and effective management of bullying behaviour relating to anyone, but in particular children and young persons (U18), taking part in the practice of Taekwondo and its programme of activities.

This policy and guidance is/aims to:

- Sit alongside GB Taekwondo's Safeguarding Policy.
- Provide staff, coaches, volunteers and officials with information about bullying.
- Provide children (U18s) and parents/carers with information about what steps are being taken to safeguard against bullying.
- Set clear and consistent standards of behaviour.
- Establish an operational framework and suggest actions to take if there are concerns about bullying behaviour.
- Assure all children (U18s) that they will be part of a safe and friendly environment and that their well-being is our priority.
- Ensure that the rights of children and young people to protection from abuse are upheld. (UN Convention on the Rights of the Child: Article 19).

What is bullying?

Bullying is any persistent behaviour by an individual or group which intimidates or threatens or has a harmful and distressing impact on another individual or group. By persistent, it happens over a period of time (an hour, a day, over weeks) and has a degree of repetition. Bullying behaviour may be any of the following:

- Verbal or social.
- Material or emotional.
- Physical or sexual.
- Discriminatory (eg homophobic, racist).
- Cyber (ie via social media or mobile communication devices) – please see associated policy on e-technology which gives guidance and practical examples to protect information and ways to interact safely and create a better online community.

Bullying should always be taken seriously and where a victim feels they are being bullied then the situation should be investigated as such.

Bullying is different from fighting, which is usually a one off incident of physical conflict, as it tends to be regular or frequent in nature initiated by a perpetrator onto a victim. Some examples are listed below:

- Name calling or making hurtful personal comments.

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- The victim is ostracised or left out of peer group activities.
- Possessions are stolen or damaged or extortion takes place.
- Pressure to conform with unwanted situations.
- Harassment or aggression towards victim.
- Deliberately inflicting pain or injury.

Teasing or banter

Bullying is different from teasing or banter. Banter is the good-humoured, playful and friendly exchange of teasing remarks, often two-way. Its use amongst sports people is well-documented and can often support better team environments, and may even help improve performance. However, the dividing line between banter, bullying and abuse is a narrow one and ever-shifting. One person's teasing or banter is another person's bullying, thus the dividing line is never clear and based on how the words or actions are perceived. The acceptance of teasing or banter by the recipient can change over time – an amusing one-off tease can become hurtful if continuously repeated.

Where teasing or banter becomes bullying or abuse, this can have a detrimental effect on both individual and or team performance (see appendix 1 enclosed).

What will GB Taekwondo do?

As an organisation our staff, volunteers, athletes, parents/carers and spectators will:

- Aim to create a positive and safe environment for everyone, especially children.
- Not ignore bullying activity and always take action where it is reported.
- Listen to and take seriously the concerns of individuals, or their parents or carers, taking part in the Programme or associated activities.
- Respond proportionately and effectively to incidents of bullying.
- Ensure all staff are suitably trained to deal with any incidents.
- Raise awareness amongst targeted groups (eg elite squads, coaches, parents) on the impact of bullying and consequences of being involved.

The **Anti-Bullying Code** for participants and staff are as follows:

1. It is everyone's responsibility to prevent bullying.
2. We will encourage our staff, coaches, volunteers and officials to be vigilant and observant at all times.
3. We will not tolerate bullying or harassment of any kind.
4. We will be accepting of others regardless of age, race, religion, culture, disability, ability, or appearance.
5. We will not ignore an incident of bullying.
6. We will use 'time out' if we feel angry or under pressure, or just need time to calm down.

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7. We will be kind and respectful to others, even if they are not our friends and we will make new athletes feel welcome.
8. We will report any bullying incident to Safeguarding staff immediately.
9. We will try to remember that everyone matters, including ourselves.

Recent research

Bullying can happen anywhere at any time and for a multitude of reasons. In a recent research article, 75% of children reported incidences of bullying in sports-related environments. The 3 year study of 6,000 young sportspeople also found:

- The majority of bullying and emotional abuse came from peers.
- For some respondents their coaches were directly responsible for bullying.
- Bullying by coaches increased in elite environments.
- Many coaches were indirectly responsible as they turned a blind eye to bullying.

Centre for Learning in Child Protection/NSPCC, 2011

What can be done to stop bullying?

Bullying behaviour can be prevented or stopped. An important starting point is to realise that much bullying can occur without the knowledge of coaches or parents, and that many victims are very reluctant to tell adults or friends of their problems. They may be ashamed to be a victim, and they are afraid that adults cannot or will not help to resolve the situation. *They may have been threatened with retaliation if they tell.*

Also, adults must re-examine some of their own beliefs with regard to interpersonal behaviour before they can intervene effectively. Many adults or parents may tell children not to tell tales and to resolve their problems themselves. In a bullying situation there is a power imbalance of some kind which ensures that the victim always gets the worst of the interaction. *The victim and bully both need intervention in order to stop the pattern.*

What will GB Taekwondo staff do about Bullying?

GB Taekwondo has a zero-tolerance approach to bullying. Participants, coaches, staff and parents/carers are expected to interact in a respectful way according to clearly communicated codes of conduct.

GB Taekwondo can intervene effectively if bullying takes place by developing a safe and supportive sporting environment. A well-implemented Anti-Bullying programme with parent, coach, and participant support can reduce the chances of bullying activity in the first place.

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What GB Taekwondo will do if we discover a bullying situation

1. Intervene immediately: stop the bullying behaviour as soon as it is apparent.
2. Talk to the bully, and the victim, separately. If more than one child is involved in perpetrating the bullying, talk to each of the bullies separately, in quick succession.
3. Consult with other coaching staff, possibly school/tutor, to get a wider understanding of the problem, and to alert them to it. Agree a co-ordinated plan of action, involving parents where appropriate.
4. Expect that the perpetrator(s) will minimise or deny their actions. Refer them to codes of conduct and tell them why their behaviour was unacceptable. Remind them what behaviour you do expect of them. Inform the bully(ies) of the sanctions which will be imposed and that their parents will be involved.
5. Reassure the victim that all possible steps will be taken to prevent a recurrence.
6. Inform the parents of the bully and of the victim as soon as possible. A quick call to the home the same day is preferable, followed by an appointment at the Academy for the parents, if it is deemed necessary. Better results are obtained when parents are involved early in a bullying situation, before behaviour patterns are entrenched and extremely serious.
7. For the bully(ies) specific re-education in respect of their behaviour in addition to sanctions such as removal of privileges. GB Taekwondo may consider the use a psychologist or counselling service.
8. Sensitively monitor the behaviour of the bully and the safety of the victim on an organisation-wide basis.
9. If the bully(ies) will not change their behaviour, despite concerted efforts by staff, they, and not the victim, should be the ones who are removed from activity. Consequences for the perpetrators will be of considerable interest to all athletes, and will set the tone for future situations.

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