



Bullying Policy

Definition:

“Bullying may take the form of physical attacks, such as hitting, kicking, taking or damaging belongings, verbal assault, including name-calling, insults, repeat teasing, racist assaults, or it may take more indirect forms, such as spreading malicious gossip, rumours or excluding someone from a social group. Bullying is a more serious problem than is sometimes realised. It is widespread and there is increasing evidence of immense distress caused by bullying.”

Bullying is not an accepted behaviour towards anyone at Shetland AAC, be they child, coach, volunteer or parent. This policy and procedure is designed to prevent bullying of all types, including the use of online/Social Media platforms. Shetland AAC's coaches and volunteers will endeavour to provide support, supervision and an environment where children and young people are encouraged to participate and enjoy their athletics.

Incidents of bullying, both initial and continued, will be dealt with through the Club's Disciplinary procedure.

We will:

- take all signs of bullying very seriously
- encourage all athletes, especially children, to speak and share their concerns
- help victims of bullying to speak out and tell the person in charge or someone in authority
- create an open environment
- investigate all allegations and take action to ensure the victim is safe
- speak with the victim and bully(ies) separately
- provide support for the victim and reassure them that we can be trusted and will help, although we cannot promise not to tell others what is said v report any concerns to the Club Welfare Officer/ Chairperson
- keep a written record of action taken
- review policy and practice on a regular basis

Where bullying involves children as perpetrators the Welfare Officer/Chairperson or their designated deputy will also:

- talk with the bully(ies), explain the situation, try to get the bully(ies) to understand the consequences of their actions
- inform the bully/bullies` parents/persons with parental responsibility
- encourage and support the bully(ies) to change their behaviour
- be aware that bullies are frequently themselves victims of bullying.