

# Yorkshire Wolds Runners



## YORKSHIRE WOLDS RUNNERS ANTI BULLYING POLICY

Yorkshire Wolds Runners will:

- recognise its duty of care and responsibility to safeguard all participants from harm
- promote and implement this anti-bullying policy in addition to our safeguarding policy and procedures
- seek to ensure that bullying behaviour is not accepted or condoned
- require all members of the club/organisation to be given information about, and sign up to, this policy
- take action to investigate and respond to any alleged incidents of bullying
- encourage all members to play an active part in developing and adopting a code of conduct to address bullying
- ensure that coaches are given access to information, guidance and/or training on bullying.

Each participant, coach, volunteer or official will:

- respect every member's need for, and rights to, an environment where safety, security, praise, recognition and opportunity for taking responsibility are available
- respect the feelings and views of others
- show appreciation of others by acknowledging individual qualities, contributions and progress
- be committed to the early identification of bullying, and prompt and collective action to deal with it
- ensure safety by having rules and practices carefully explained and displayed for all to see
- report incidents of bullying they see – by doing nothing you are condoning bullying.

### Bullying

At Yorkshire Wolds Runners all forms of bullying will be addressed.

Everybody in the club has a responsibility to work together to stop bullying.

Bullying can include:

- physical pushing, kicking, hitting, pinching etc
- name calling, sarcasm, spreading rumours, persistent teasing and emotional torment through ridicule, humiliation or the continual ignoring of individuals
- posting of derogatory or abusive comments, videos or images on social network sites
- racial taunts, graffiti, gestures, sectarianism \* sexual comments, suggestions or behaviour
- unwanted physical contact

Those with a disability, from ethnic minorities, young people, LBGTQ+, or those with learning difficulties are more vulnerable to this form of abuse and are more likely to be targeted.

Support to the member

All club members should know who will listen to and support them.

Systems are established to open the door to those members wishing to talk about bullying or any other issue that affects them.

Potential barriers to talking (including those associated with a disability or impairment) need to be identified and addressed at the outset to enable members to approach adults for help.

Anyone who reports an incident of bullying will be listened to carefully and be supported.

Any reported incident of bullying will be investigated objectively and will involve listening carefully to all those involved.

The club's Welfare Officer is Kathryn Hammond. Tel: 01377 250157 or 07817 906897

Useful contacts Anti-Bullying Alliance [www.antibullyingalliance.org](http://www.antibullyingalliance.org)

We are also committed to reviewing our policy and good practice annually.

Signed: 

Date: 08-11-2021

Name: Paul Daley

Position: Club Chair

Signed: 

Date: 08-11-2021

Name: Jane Hornby

Position: Membership Secretary