Excel Race Academy Anti-Bullying Policy

Last Reviewed: 20th October 2026
Next Review: 20th October 2027

Excel Race Academy (hereafter referred to as the 'Club') is committed to providing a caring, friendly, and safe environment for everyone. Bullying of any kind is unacceptable. If bullying does occur, children and adults should report it and know it will be dealt with promptly, fairly, and efficiently.

Definition of Bullying

Bullying is the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. Bullying can take many forms and is harmful. It results in pain and distress to the victim and in some cases may lead to self-harm or suicide.

Bullying may be:

- Physical, online, or cyber
- Damage or theft of property
- Based on someone's gender, ethnicity, sexuality, disability, or sporting ability

Bullying by peers can occur whenever children and young people come together, including in sport situations.

Examples of Bullying

- Being deliberately unfriendly, excluding or ignoring someone, tormenting, hiding kit, name-calling, spreading rumours, persistent teasing
- Pushing, kicking, hitting, pinching
- Racial taunts, graffiti, gestures, homophobic comments, jokes about disabled people
- Sexual comments, unwanted physical contact, suggestions, or behaviour
- Hurtful or unkind emails, posting comments or pictures on social media

One-off incidents are not usually considered bullying unless they are significant enough to cause long-term effects. Arguments or disagreements between peers that involve equal participation and no imbalance of power are **not bullying**.

Responsibilities

Everyone at the club has a responsibility to work together to stop bullying. All forms of bullying should be reported to the **Child Welfare Officer (CWO)**, who may be aware of other incidents.

All club members will:

- Accept and adhere to the Club's Code of Conduct
- Treat others as they would like to be treated
- Report bullying to the CWO if they experience it or witness it
- Acknowledge that bullies may be subject to the club Disciplinary Policy

The club will:

- Ensure the Anti-Bullying Policy is advertised
- Ensure all staff recognise bullying and respond appropriately
- Investigate and respond promptly, fairly, and efficiently to any alleged incidents of bullying
- Listen carefully to the person reporting the bullying and support them
- Listen carefully to the person being bullied and support them
- Endeavour to support the bully and encourage them to stop
- Talk to the parents of the bully
- Talk to the parents of the person being bullied (unless it is not in the interests of the child)
- Recognise that anyone can be bullied, including children and adults
- Invoke disciplinary measures if appropriate
- Acknowledge that children with a disability or with learning difficulties are more vulnerable to abuse and may be targeted

- Provide contact numbers of support services if requested

Support and Resources

Kidscape – https://www.kidscape.org.uk/advice/facts-about-bullying/what-is-bullying/ | 020 7730 3300 | info@kidscape.org.uk | Parent Advice Line 020 7823 5430

Anti-Bullying Alliance – http://www.antibullyingalliance.org/

ChildLine – 0800 1111 | www.childline.org.uk

Signed:



Rob Bullen, *Managing Director*

Date: 20/10/2026