

Bullying Policy

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 this and know it will be dealt with promptly, fairly, and efficiently.

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, results in the victim self-harming and even committing suicide.

It may be physical, online, or cyber, involve damage or theft of property, be based on someone's gender, ethnicity, sexuality, or disability; or be about their sporting ability.

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

Bullying can include:

- 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 bullying unless it is so significant as to cause long-term effects. Arguments or disagreements between peers happen and are not bullying if they have equally participated and there is no imbalance of power. Children can sometimes be hurtful to each other because of thoughtlessness, annoyance, poor boundaries etc without realising the impact.

Everyone at the club has a responsibility to work together to stop bullying. All forms of bullying should be reported to the CWO, they may be aware of other incidents.

All club members will:

- Sign up to the club athletes Code of Conduct which includes a commitment not to bully others.
- Treat others as you would like to be treated.
- Report bullying to the Club Welfare Officer if you experience it or witness it.
- Acknowledge that bullies may be subject to the club Disciplinary Procedure.

The club will:

- Ensure our Anti-bullying Policy is advertised.
- Ensure all our staff recognise bullying and respond to allegations 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 to do so)
- Recognise that anyone can be bullied including children and adults.
- Invoke disciplinary measures if appropriate.
- Acknowledge that children with a disability, or from ethnic minorities, or who are lesbian, gay, bisexual, or transsexual, or who are talented, or with learning difficulties are more vulnerable to abuse and are more likely to be targeted.
- Provide useful contact numbers of support services if requested.

Kidscape - <https://www.kidscape.org.uk/advice/facts-about-bullying/what-is-bullying/> 020

7730 3300 e mail info@kidscape.org.uk Or Parent Advice Line 020 7823 5430

Anti-bullying Alliance - <http://ww38.antibullyingalliance.org/>

ChildLine – (for children to use) 0800 1111 www.childline.org.uk

NSPCC Helpline - (for children or adults) 0808 800 5000