

# Anti-Bullying Statement and Policy

## **Statement**

The MI Racing Academy is completely opposed to bullying and will not tolerate it. It is entirely contrary to the values and principles of this club and the sport that we enjoy. All members of the club have a right to coach and ride in a secure and caring environment. They also have the responsibility to contribute, in whatever way they can, to the protection and maintenance of such an environment.

- Members have the right to feel free from intimidation and fear
- The needs of the victim are paramount
- The club will not tolerate bullying behaviour
- Bullied members will be listened to
- Reported incidents will be listened to, thoroughly investigated, and acted upon appropriately.

## **Definition of bullying**

Bullying is an act of aggression, causing embarrassment, pain or discomfort to someone. It can take a number of forms, Physical, Verbal, making gestures, extortion and exclusion. It can be planned and organised, or it may be unintentional. It may be perpetrated by individuals or by groups.

## **Forms of bullying**

- Physical violence such as hitting, pushing or spitting at another.
- Interfering with another's property by stealing, hiding or damaging.
- Using offensive names when addressing one another.
- Teasing or spreading rumours about another or their family
- Belittling others abilities and achievements
- Writing offensive notes or graffiti.
- Excluding a member from a group or activity.
- Ridiculing another's appearance way of speaking or personal mannerisms.
- Misusing technology to hurt or humiliate another.

## **Responsibilities of all stakeholders (Committee members, Coaches, Volunteers)**

- Foster self-respect and self-esteem for others.
- Demonstrate by example the high standards of personal and social behaviour that we expect from our members.
- Be alert to signs of distress and other possible indications of bullying.
- Listen to members who have been bullied, take what they say seriously and act to support and protect them.
- Report suspected cases of bullying to the Club Welfare Officer or Head coach.
- Follow up any complaint by a parent or member about bullying and report back promptly and fully on the action which has been taken.
- Deal with observed instances of bullying promptly and effectively

### **Participation and consultation process**

The policy requires consultation with coaches and agreement from members of the Committee on an annual basis as part of the Safeguarding self-check as required by British Cycling with amendments as necessary. The policy is a working document that requires ongoing review and amendment.

### **Procedures for dealing with incidents of bullying behaviour**

Steps will be taken to support and respond to the needs of both bullied and bullying member.

Coaches are the first point of contact for most members. Minor incidents of bullying may be dealt with by group discussions as to what is expected in terms of behaviour and conduct between members or in any other way deemed appropriate by the coach in line with BC training and experience.

In the event of a formal complaint a report will need to be submitted to the Club Welfare Officer or Head Coach (this will then be passed to club welfare officer) to including dates, actions and any steps taken to correct the incident.

Consultation with the British Cycling safeguarding team may be required and will be undertaken, as necessary, by the Club Welfare Officer.

The club reserves the right to take any action deemed appropriate under the club discipline rules/constitution to combat any incidents of bullying