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# Birmingham BMX Club Anti-Bullying Policy

**BBMXC 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.
- Ensure that bullying is not accepted or condoned and that all members are aware of this policy.
- Take action to appropriately respond to any alleged incidents of bullying.
- Encourage and facilitate children and young people to play an active part in developing and adopting a code of conduct to address bullying.
- Ensure that staff, volunteers and coaches are given access to information, guidance and/or training on bullying.

**Each member, coach, volunteer or official will:**

- Respect everyone's rights to a safe and secure environment where praise, recognition and opportunity for taking responsibility are available.
- Respect the feelings and views of others and recognise that our differences should be valued.
- 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 explained and displayed for all to see
- Report incidents of bullying; doing nothing only condones bullying.

**Bullying**

- All forms of bullying will be addressed, whether on or offline.
- Everybody in BBMXC 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
  - derogatory or abusive comments, videos or images on social media
  - racial taunts, graffiti, gestures, sectarianism, sexual comments, suggestions or behaviour
  - unwanted physical contact

- Anyone with a disability, from ethnic minorities, who are LGBTQ+, or those with learning difficulties are more vulnerable to this form of abuse and are more likely to be targeted.

**Supporting children**

- Children should know who will listen to and support them and should know who the Club Welfare Officers are.
- Systems should be established to encourage children to come forward if they wish to talk about bullying or any other issue that affects them.
- Potential barriers to talking (including those associated with a child's disability or impairment) need to be identified and addressed at the outset to enable children to approach adults for help.
- Children should have access to helpline numbers.
- Anyone reporting an incident of bullying will be listened to and will be supported
- Any reported incident of bullying will be referred to British Cycling who will log the incident and offer relevant support.
- Victims of bullying will be supported, and assistance given to ensure their right to enjoy sport and to be in a safe environment which encourages healthy development.
- Those who bully will be supported and encouraged to stop bullying.
- Sanctions for those bullying others that involve long periods of isolation, or which diminish and make individuals look or feel foolish in front of others, will be avoided.

**Supporting parents/carers**

- Parents/carers to be advised on BBMXC bullying policy.
- Any incident of bullying will be discussed with the child's parents/carers.
- Parents/carers will be consulted on action to be taken (for both victim and bully) and agreements made as to what action should be taken.
- Information and advice on coping with bullying will be made available.
- Support should be offered to the parents/carers including information on other agencies or support lines.

**Supporting adults**

- Adults should know that they can look for support or advice from British Cycling if they are experiencing bullying.
- Anyone who reports an incident of bullying will be listened to carefully and supported.
- Adults who report incidents of bullying to another member should be asked if they give consent for the concern to be shared with British Cycling. Their decision should be upheld unless: they lack mental capacity; if it's an emergency or threat to life; if there is a risk to others including children; if the concern involves a serious crime or if the people implicated are in a position of trust or power.

**Useful contacts**

**Club Welfare Officers**: Michelle Shore and Kelly Mason - bbmxcwelfare@yahoo.com
NSPCC Helpline 0808 800 5000
ChildLine 0800 1111 / www.childline.org.uk
Kidscape www.kidscape.org.uk
Anti-Bullying Alliance www.antibullyingalliance.org.uk