



Anti-bullying Policy

PURPOSE AND SCOPE

Brighton Stormers works with children and families as part of its activities. These include roller hockey training, roller hockey games and tournaments.

The purpose of this policy statement is:

- To prevent bullying from happening between children and young people who are part of our organisation or take part in our activities
- To make sure bullying is stopped as soon as possible if it does happen and that those involved received the support they need
- To provide information to all staff, volunteers, children and their families about what we should all do to prevent and deal with bullying

This policy statement applies to anyone working on behalf of Brighton Stormers, including board members, coaches, managers and volunteers.

Separate documents set out:

- Our code of behaviour for children, young people, parents and staff

WHAT IS BULLYING?

Bullying includes a range of abusive behaviour that is:

- Repeated
- Intended to hurt someone either physically or emotionally

LEGAL FRAMEWORK

This policy has been drawn up on the basis of legislation, policy and guidance that seeks to protect children in the UK.

WE BELIEVE THAT

- Children and young people should never experience abuse of any kind
- We have a responsibility to promote the welfare of all children and young people, to keep them safe and operate in a way that protects them

WE RECOGNISE THAT

- Bullying causes real distress and affects a person's health and development
- In some instances, bullying can cause significant harm

- All children, regardless of ages, disability, gender reassignment, race, religion or belief, sex or sexual orientation, have the right to equal protection from all types of harm or abuse
- Everyone has a role to play in preventing all forms of bullying and putting a stop to it

WE WILL SEEK TO PREVENT BULLYING BY

- Developing a code of behaviour that sets out how everyone involved in our club is expected to behave
- Holding regular discussions with staff, volunteers, children, young people and families about bullying and how to prevent it
- Providing support and training for all staff and volunteers on dealing with all forms of bullying, including racist, sexist, homophobic, transphobic and sexual bullying
- Putting clear and robust anti-bullying procedures in place

RESPONDING TO BULLYING

We will make sure our response to incidents of bullying takes into account:

- The needs of the person being bullied
- The needs of the person displaying the bullying behaviour
- Needs of any bystanders
- Our club as a whole

DIVERSITY AND INCLUSION

We recognise that bullying is closely related to how we respect and recognise the value of diversity. We will be proactive about:

- Seeking opportunities to learn about and celebrate difference
- Welcoming new members to our club