



England Squash Anti-Bullying Policy

Applicable to:	England Squash Staff and Volunteers in Squash in England
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Lead Officer:	Director of Development and Competition
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For Review (Annually):	September 2008

England Squash Anti- Bullying Policy

Principles

- Bullying of any kind is not acceptable within any Club or County providing playing opportunities for children and young people
- England Squash has a *TELLING* culture and anyone who knows that bullying is happening is expected to tell their Child Officer
- Any incident of bullying which occurs will be taken seriously, responded to promptly, and procedures followed to resolve the situation
- All concerns will be taken seriously and managed accordingly within the Safeguarding and Protecting Young People in Squash Policies and Procedures
- England Squash have a moral and legal obligation to ensure that, when given responsibility for young people, coaches and volunteers provide them with the highest possible standard of care.
- All staff and members of England Squash have a responsibility and failure to comply may lead to disciplinary action
- It is the responsibility of every adult working in squash whether professional or volunteer, to ensure that all young people can enjoy the sport in a safe enjoyable environment
- It is recognised that any procedure is only as effective as the ability and skill of those who operate it. England Squash are committed therefore to the effective recruitment, and appropriate training for all professional staff, coaches, volunteers and club members. This will enable them to work together with parents/carers and other organisations to ensure that the needs and the welfare of young people remain paramount.

What is Bullying?

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim.

Bullying can be:

- Emotional being unfriendly, excluding, tormenting (e.g. hiding kit, threatening gestures)
- Physical pushing, kicking, hitting, punching or any use of violence
- Racist racial taunts, graffiti, gestures
- Sexual unwanted physical contact or sexually abusive comments
- Homophobic because of, or focussing on the issue of sexuality
- Verbal name-calling, sarcasm, spreading rumours, teasing

Signs and Symptoms

A child may indicate by signs or behaviour that he or she is being bullied. Children and Young People have described bullying as:

- being called names
- being teased
- being hit, pushed, pulled, pinched, or kicked
- having their bag, mobile or other possessions taken
- receiving abusive text messages

- being forced to hand over money
- being forced to do things they do not want to do
- being ignored or left out
- being attacked because of religion, gender, sexuality, disability, appearance or ethnic or racial origin

Other signs and symptoms:

- doesn't want to attend training or club activities
- changes to their usual routine
- begins being disruptive during sessions
- becomes withdrawn anxious, or lacking in confidence
- comes home with clothes torn or kit damaged
- has possessions go "missing"
- becomes aggressive, disruptive or unreasonable
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- has unexplained cuts or bruises
- comes home starving (money / lunch has been stolen)
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong

These signs and behaviour may not constitute bullying and be symptoms of other problems. Club or County coaches and volunteers need to be aware of these possible signs and report any concerns to the Child Officer

Objectives of the Policy

- All club and county members, committee members, coaches, volunteers and parents should have an understanding of what bullying is.
- All club and county members, committee members, coaches and volunteers should know what England Squash, club or county policy is on bullying, and follow it when bullying is reported.
- All players and parents should know what England Squash, club or county policy is on bullying, and what they should do if bullying arises.
- Players and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

Procedures and Management of Bullying

- 1 Report bullying incidents to the Child Officer who will...
- 2 Record (using the England Squash incident form)

If the incident is an adult bullying a young person or the incident is a young person bullying a young person the Child Officer will report the incident to England Squash Designated Officer:

- A decision is made in consultation with England Squash's Case Management Group on the method and process for managing the incident
- 3 Parents may be informed and will be asked to come into a meeting to discuss the problem
 - 4 If necessary and appropriate, police will be consulted

- 5 The bullying behaviour or threats of bullying will be investigated and the bullying stopped quickly
- 6 An attempt will be made to help the bully (bullies) change their behaviour
- 7 If the situation is not or cannot be resolved through mediation, training or mentoring, refer back to England Squash's Designated Officer who will:
 - Manage the incident in line with England Squash Disciplinary Regulations

Implementing England Squash Anti – Bullying Policy

Phase 1

Raise Awareness

- Raise awareness with all members and players within the sport
 - Put/provide posters on the notice board
 - Ensure all young players know they can talk to someone if they are worried
 - Ensure that parents have access to a copy of the policy
 - Encourage clubs/organisations to adopt the policy within the club/organisation constitution
 - Ensure that the Code of Conduct clearly states that behaviour which constitutes bullying will not be accepted
 - Ensure all relevant coaches, staff and volunteers have signed up the code of conduct
 - Ensure the policy is accessible to members and players
- Set up a working party to support the ongoing development and implementation of the policy
- Identify any training needs within Squash and provide opportunities for support

Phase 2

ES will Review, Monitor and Evaluate

- Ensure that the working group meets to review how the communication of the policy has been managed, has it made a difference
- Work with England Squash to take lessons learnt from incidents and re- evaluate the policy as required
- Maintain an ongoing poster campaign
- Ensure members, players, coaches, volunteers and parents are kept up to date with any changes
- Invite feedback from players, parents, coaches, members and volunteers about the policy and it's impact

Acknowledgements

England Squash wishes to thank the RFU/RFUW, KIDSCAPE and ChildLine for their permission to adapt and modify material within the policy.

Original Source

KIDSCAPE	“Anti Bullying Policy for Schools – Some Guidelines”
ChildLine	“Bullying – Information for teachers and professionals working with young people”

If you require help or support you can contact:

KIDSCAPE **Helpline for parents/carers of bullied children 08451 205 204**
ChildLine **0800 1111**

Approved