

 <b>YOUTH SPORT TRUST</b>	<b>POLICY</b>	Document Number: SGPo04
	<b>ANTI-BULLYING POLICY</b>	Version number:1 Updated: October 2023 Next Review Date: October 2025

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1	Policy created	Assistant Director - HR

**Policy Statement**

This anti-bullying policy applies to children and young people at Youth Sport Trust (YST) activities and events. The charity is committed to providing a friendly, inclusive, and safe environment for children, young people and adults participating in our activities and events. The purpose of this policy is:

- to prevent bullying behaviour happening between children and young people.
- provide information on bullying and further guidance.
- to ensure any concerns or allegations of bullying behaviour are acted upon swiftly to prevent escalation.
- to provide information and support to everyone involved with YST about what we can all do to prevent and deal with bullying.

This policy applies to all individuals involved with YST activities whether in a paid or voluntary capacity, parents, sport and education stakeholders, schools, or corporate partners.

Our Code of Ethics and Conduct can be located on the safeguarding pages on the Youth Sport Trust website.

**What is bullying behaviour?**

Bullying is when one person or a group of people, deliberately harm, intimidate or coerce someone perceived to be vulnerable. It can cause considerable distress and harm to an individual’s health, development, and wellbeing and in some cases cause them significant harm.

Bullying includes a range of abusive behaviour that is repeated, but can include:

**Verbal:** name-calling, unkind comments, spreading rumours, laughing at someone, forcing someone to do or say something, encouraging someone to hurt themselves.

**Physical:** hitting, kicking, shoving, spitting, burning, non-consensual touch.

**Emotional:** excluding someone from the group, forcing someone to do something they don’t want to do.

**Cyber/Online:** messages, posts, videos that are intended to hurt or cause harm, pretending to be someone else to cause them harm.

**Racist:** Where someone feels they are targeted for their race and can include name calling, physical abuse, manipulation, coercion, social exclusion. In some cases, this may also constitute a hate crime and can be reported to the police.

**LGBTQ:** Where someone feels they are targeted for their sexuality and/or gender (whether actual or perceived). It can include homophobic, biphobic and/or transphobic comments and remarks, physical abuse, manipulation, coercion, social exclusion, sexual violence, and harassment.

**Disablist:** Disabled children and young people with additional needs such as SEND are significantly more likely to experience bullying behaviour. It can include name-calling, physical abuse, sexual abuse, manipulation, coercion, and social exclusion.

**Discriminative:** bullying based on any perceived weakness or difference.

This list is not exhaustive and links to further guidance from the NSPCC and Anti-Bullying Charities can be found at the end of this policy.

### **Sign and indicators**

A child or young person may not always ask for help but there are signs to be aware of that could indicate they are being bullied:

- Becoming anxious, withdrawn, or lacking in confidence.
- Reluctant to join in with activities and appearing isolated.
- Becoming distressed during activities.
- Unexplained injuries.
- Has possessions that “go missing.”
- Is frightened to say what is wrong.
- Not spending time with their usual group of friends.
- Noticing other children and young people’s behaviour towards a child or young person has changed.

### **Why is it important to act?**

Bullying hurts and causes harm and distress affecting an individual’s health and development and, in some instances, bullying can cause significant harm. Everyone, regardless of age, disability, gender, gender identity, race, religion or belief, sex, or sexual orientation, has the right to equal protection from all types of harm or abuse including bullying.

Most bullying incidents are not crimes. However, it is important to understand that some bullying behaviour is illegal and must be reported to the police this can include:

- Violence or assault.
- Theft.
- Repeated harassment or intimidation, for example name calling, threats and abusive phone calls, emails, or text messages.
- Hate crimes.

Further information around legislation and key guidance across the UK is provided at the end of this Policy.

### **Prevention of bullying**

Everyone involved with YST has a responsibility and a role to play in preventing all forms of bullying (including online) and putting a stop to bullying. We seek to prevent bullying by:

- Ensuring our Code of Ethics and Conduct sets out how clearly how everyone involved in our charity is expected to behave, within and outside of our activities in face-to-face contact and/or online.
- Promoting and implementing our Code of Ethic and Codes of Conduct and Safeguarding Procedures and Guidelines.
- Ensuring all individuals involved with YST activities are aware of and understand their responsibilities under the Dignity at Work / Bullying and Harassment Policy.
- Practising and promoting skills such as listening to one another, recognising that we are all different and treating everyone with respect.
- Promoting positive behaviours at all YST activities and events.
- Dealing with any concerns quickly and in a positive manner.

## **Dealing with a concern of bullying**

Report to the Event Safeguarding Lead and share your concerns so appropriate action can be taken. Actions could include but not be limited to:

- trying to reconcile the children and young people concerned by bringing them together.
- discussing with the children and young people involved their responsibilities under the Code of Conduct and the effects of their behaviour on others.
- a recognition of their behaviour and an apology may resolve the situation.
- speaking with the parents / carers or the school to advise them of the concerns and the reconciliation actions taken.
- in serious cases action under the YST's Code of Conduct may be taken. This could include a child or young person being withdrawn from the event or activity.

## **Further help and information can be found at:**

### **NSPCC**

[Protecting children from bullying and cyberbullying | NSPCC Learning](#)

This document includes key information on legislation and guidance across the UK.

### **Childline**

[Bullying and cyberbullying | Childline](#)

Childline is a charity across the UK and is there to help anyone under the age of 19 with any issues they are going through including support around bullying.

### **Anti-Bullying Alliance (ABA)**

[ABA & Our Work \(anti-bullyingalliance.org.uk\)](#)

The Anti-Bullying Alliance is a coalition of organisations and individuals that are united against bullying. Their website contains tools and guidance that can be used.

### **Bullying and the Law**

[Bullying and the Law \(anti-bullyingalliance.org.uk\)](#)

Alongside schools and other settings working with children and young people we must have regard to legislation and guidance that relates to bullying. The Anti-Bullying Alliance has brought together tools and information to help to do this.

### **Kidscape**

[Help With Bullying \(kidscape.org.uk\)](#)

Kidscape is a charity supporting children and young people to grow up in supportive communities safe from bullying and harm. They provide practical support, helplines, training, and advice to challenge bullying and protect young lives.

### **Young Minds**

[Bullying | How To Deal With Bullying and Getting Help | YoungMinds](#)

Is the UK's leading charity fighting for children and young people's mental health. They provide helplines, advice and guidance for children, young people their families and professionals working with children and young people.

### **Bullying UK**

[Bullying advice | Bullying UK | Family Lives](#)

Bullying UK is part of Family Lives a leading charity providing support, advice, and guidance around bullying for children and young people, parents, and carers and those working with children and young people.