



ANTI-BULLYING POLICY

Reviewed September 2024

Foreword

As an Archery GB affiliated club, Reigate Priory Bowmen must adopt the Archery GB Policies and Guidelines for Safeguarding Children, Young People and Vulnerable Adults.

The following policy outlines Reigate Priory Bowmen's (RPB) view on bullying, what we will do to deal with it, and how we will support children, young people and adults who experience or display bullying behaviours. At RPB we do not condone and will take action on all forms of bullying. It is everyone in the Club's responsibility to work together to stop bullying.

Our Safeguarding Policy can be found at www.reigatepriorybowmen.org.uk/safeguarding and on our Club Notice Board.

Archery GB's Policies for Safeguarding Children, Young People and Adults can be found at <https://archerygb.org/about/safeguarding/safeguarding-policies-and-guides> along with the associated guidelines.

Policy

Introduction

Bullying can cause pain and distress to individuals, with bullies often thinking that their victims deserve this treatment. Bullies can be persons of any age, stage of life and social background, and therefore are not always easily recognisable. In cases of bullying, the bully is as much in need of help as the victim is.

Bullying can include (though not limited to):

- Name-calling and abusive language
- Spreading rumours or persistent teasing and humiliation
- Continual ignoring of individuals
- Physically pushing, kicking, hitting, pinching, etc.
- Racial, homophobic, transphobic or sexist comments or gestures
- Posting of derogatory or abusive comments, videos or images on social media
- Disparaging references or remarks made to or about disability, religious beliefs or impairments
- Sexual comments, suggestions or behaviour
- Any unwanted physical contact

Signs someone may be suffering from bullying:

- Unexpected changes in their mood or behaviour
- Lack of interest and concentration in their usual activities
- Notable distress and anxiety
- A reluctance to discuss the issue for fear of consequences
- Damage to possessions

These are just some signs that may present themselves when a person is a victim of bullying.

Procedure

Reigate Priory Bowmen will:

1. Understand and recognise that it is our duty of care and responsibility to keep each other safe from all harm, including bullying
2. Promote and implement this anti-bullying policy, as well as our safeguarding policy and procedures
3. Ensure that bullying is not tolerated among RPB members and encourage members to speak out about bullying behaviour
4. Respect the views and feelings of others
5. Take the appropriate action in response to any reports of bullying made to the Club Safeguarding Officer

Support to Parents, Guardians & Carers:

If a child or young person experiences bullying at Reigate Priory Bowmen, it is important that their parents/guardians know the Club's Anti-Bullying Policy.

Any experiences of bullying behaviour involving a child or young person must be discussed with the child or young person's parent/guardian. The parent/guardian will also be consulted on any action to be taken (for both the victim and the bully). The Club must agree on these actions in union with the relevant parents/guardians.

Reasonable support must be offered to parents/guardians - this includes information from other agencies or support lines.

Supporting Adults:

The Club encourages an 'open door' ethos where adults feel confident to talk about bullying behaviour or other issues that may be affecting their enjoyment of the Club.

Once something is reported to the Club Safeguarding Officer, support and information from external agencies will be offered to the individual concerned.

All reported experiences of bullying behaviour will be treated seriously and investigated accordingly. All reports of bullying will be dealt with in accordance with the Club's complaints procedure.

Useful Links:

For adults and children:

<https://www.bullying.co.uk/>

<https://www.nationalbullyinghelpline.co.uk/>

For children:

<https://www.childline.org.uk/info-advice/bullying-abuse-safety/types-bullying/>

<https://youngminds.org.uk/find-help/feelings-and-symptoms/bullying/>

For children and their parents: <http://www.kidscape.org.uk/>

Archery GB's Safeguarding Policies: <https://archerygb.org/about/safeguarding/safeguarding-policies-and-guides>

Our Safeguarding Officer is Bea Taylor

Email: safeguarding@reigatepriorybowmen.org.uk

Mobile: 07538 479 457

DO NOT DELAY IN REPORTING A CONCERN