

# Spectrum Roller Skating Club (Academy)

## Anti-Bullying Policy

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### 1. Introduction

1.1 **Spectrum Roller Skating Club** ("Academy") is committed to providing a safe, inclusive, and respectful environment for all members, participants, staff, and volunteers. Bullying of any kind is unacceptable and will not be tolerated at the Academy.

1.2 The Academy recognises the detrimental impact that bullying can have on individuals' mental, emotional, and physical well-being, as well as on team dynamics and overall performance.

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### 2. Definition of Bullying

2.1 Bullying is defined as repeated behaviour, whether intentional or unintentional, that causes harm, distress, or fear to another person. It can be:

- **Physical:** Hitting, kicking, pushing, or any use of physical force.
- **Verbal:** Name-calling, insults, threats, or making offensive remarks.
- **Emotional:** Spreading rumours, exclusion from activities, humiliation, or manipulation.
- **Cyberbullying:** Using electronic communication (e.g., social media, messaging) to intimidate, harass, or harm others.

2.2 Bullying may be related to an individual's race, gender, sexual orientation, disability, religion, or any other characteristic. It may occur between participants, staff, coaches, parents, or anyone associated with the Academy.

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### 3. Aims of the Policy

3.1 The aims of this policy are to:

- Ensure that all members of the Academy community understand what bullying is and how to report it.
  - Promote a safe and inclusive environment free from bullying.
  - Ensure that all allegations of bullying are taken seriously, investigated promptly, and addressed appropriately.
  - Provide support for individuals affected by bullying.
  - Foster a culture of respect, kindness, and teamwork throughout the Academy.
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## 4. Prevention of Bullying

4.1 The Academy is committed to preventing bullying by:

- Promoting a **Code of Conduct** for all participants, staff, and volunteers that emphasises respect, inclusion, and sportsmanship.
  - Ensuring that all members are aware of the Academy's anti-bullying stance and the importance of reporting bullying incidents.
  - Encouraging open communication between participants, staff, and parents.
  - Actively monitoring and supervising all Academy activities, both in-person and online, to ensure a positive environment.
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## 5. Reporting Bullying

5.1 Any participant, coach, staff member, or parent who witnesses or experiences bullying is encouraged to report it as soon as possible. Bullying can be reported to:

- **Coaches.**
- The Academy's **Welfare Officer.**

5.2 Reports can be made verbally or in writing and will be treated confidentially, to the extent possible.

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## 6. Responding to Bullying

6.1 When a report of bullying is made, the following steps will be taken:

- The incident will be investigated promptly and fairly by the relevant staff or management.
- All parties involved will be given an opportunity to share their perspective on the incident.
- A decision will be made based on the findings of the investigation.

6.2 If bullying is confirmed, appropriate action will be taken, which may include:

- A **verbal or written warning** to the perpetrator.
  - Temporary or permanent **suspension** from the Academy's activities.
  - **Exclusion** from the Academy, in severe cases.
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## 7. Monitoring and Review

7.1 The Academy will monitor the effectiveness of this policy by reviewing any incidents of bullying, how they were addressed, and any feedback received from members, staff, or parents.

7.2 This policy will be reviewed annually to ensure that it remains effective and in line with current best practices and legal requirements.

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## **8. Conclusion**

The Academy is dedicated to maintaining a culture where bullying is actively challenged, and all participants, staff, and volunteers feel safe, respected, and supported. Everyone has a responsibility to work together to prevent and address bullying, ensuring that the Academy is a positive place for everyone involved.

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## **Useful Contacts**

Childline 0800 1111 - [www.childline.org.uk](http://www.childline.org.uk)

NSPCC Helpline 0808 800 5000 - [www.nspcc.org.uk](http://www.nspcc.org.uk)

Child Protection in Sport Unit - [www.thecpsu.org.uk](http://www.thecpsu.org.uk)

Kidscape - 020 7730 3300 - [www.kidscape.org.uk](http://www.kidscape.org.uk)

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## **Approved**

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**Tracy Stevens**