

Essex Junior Squash

Anti-Bullying Policy

Version 1

September 2024

Introduction

Our anti-bullying policy sets out how we feel about bullying behaviour in Essex Junior Squash (“EJS”), what we will do to tackle it and how we will support children and young people who experience bullying behaviour.

Note: The terms “child” and “young person” describe any person under the age of 18. However, all participants of EJS – including those who have attained the age of 18 – are subject to this policy. References to “parents” should be read as parents and carers exclusively.

EJS are committed to the prevention and effective management of bullying behaviour relating to anyone who participates in EJS.

This policy adopts, incorporates, and should be read in conjunction with the England Squash anti-bullying policy, which can be found here: [LINK]

What is bullying?

The England Squash policy defines bullying as “any persistent behaviour by an individual or group which intimidates/threatens or has a harmful and distressing impact on another individual or group.”

Bullying behaviour can include:

- Physically pushing, kicking, hitting, pinching etc.
- Name calling, spreading rumours, persistent teasing and humiliation or the continual ignoring of others
- Posting of derogatory or abuse comments, videos or images on social media
- Racist behaviour – including racially aggravated remarks, name-calling, racial exclusion
- Homophobic or transphobic comments
- Sexist slurs
- Offensive comments, taunts or gestures
- Sexual comments, suggestions or behaviour
- Unwanted physical contact
- Stealing or damaging possessions

Bullying can include online as well as offline behaviour.

All forms of bullying behaviour will be acted upon.

Everyone involved in EJS has a responsibility to work together to build an anti-bullying culture and stop bullying behaviour.

EJS will:

- Recognise its duty of care and responsibility to safeguard all players from harm;
- Promote and implement this anti-bullying policy in addition to our safeguarding policy and procedures;
- Ensure that any form of bullying behaviour is not tolerated or condoned;
- Require all members, coaches, volunteers, committee members and service providers of EJS to sign up to this policy;
- Take action to investigate and respond to any reports of bullying behaviour from children and young people;
- Encourage and facilitate children and young people to play an active part in developing and adopting a code of conduct for behaviour; and
- Ensure that coaches are given access to information and guidance on bullying.

Each participant, coach, volunteer, committee member, and service provider will:

- Encourage individuals to speak out about bullying behaviour
- Respect every child's need for, and right to, a play environment where safety, security, praise, recognition and opportunity for taking responsibility are available
- Respect the feelings and views of others
- Recognise that everyone is important and equal, and that our differences make each of us special and worthy of being valued
- Show appreciation of others by acknowledging individual qualities, contributions and progress
- Ensure safety by having rules and practices carefully explained and displayed for all to see
- Report incidents of bullying behaviour they see - by doing nothing, you are condoning the behaviour.

Supporting children

- We will let children know who will listen to and support them
- We will create an "open door" ethos where children feel confident to talk to an adult about bullying behaviour or any other issue that affects them
- Potential barriers to talking (including those associated with a child's disability or impairment) will be acknowledged and addressed at the outset to enable children to speak out
- We will make sure children are aware of helpline numbers
- Anyone who reports an incident of bullying will be listened to carefully and reports will be taken seriously

- Any reported experience of bullying will be supported and helped to uphold their right to play and live in a safe environment
- Those who display bullying behaviour will be supported and encouraged to develop better relationships
- We will make sure that sanctions are proportionate and fair

Supporting parents

- We will advise parents on EJS's anti-bullying policy
- Any experience of bullying behaviour will be discussed with the child's parents
- Parents will be consulted on any action(s) to be taken (for both the victim and child displaying the bullying behaviour) and we sanctions will be agreed between the parents and the Welfare Officer, as well as England Squash (if required)
- Information and advice on coping with bullying will be made available
- Support will be offered to parents, including information from other agencies or support lines

Reporting concerns

- If you witness an incident of bullying, please complete England Squash's incident report form in Appendix A:
<https://data.englandsquash.com/files?fileName=272be03c-57dc-4215-8bc6-fb13427ef335.pdf>
- If you have any questions or require any assistance, please contact EJS's Welfare Officer.
- England Squash's guidance on reporting concerns of bullying is:
- Make a note of what the person has done and/or said using their own words as soon as practicable and complete an incident report. Submit the form to EJS's Welfare Officer who will pass the form onto England Squash.
- Describe the circumstances in which the disclosure came about.
- Take care to distinguish between fact, observation, allegation and opinion. It is important that the information provided is accurate.
- Be mindful of the need to be confidential at all times. This information must only be shared with the EJS Welfare Officer who will escalate the matter to the England Squash Case Management Group if needed.

In partnership, the Welfare officer and/or England Squash will then:

- Inform the parent/carer of the referral (if doing so does not put the child/young person at significant risk)
- Information can also be shared without consent where the 'vital interests' of the individual are affected (and the individual cannot give their consent or consent cannot reasonably be obtained), or where there is a legal duty

- Liaise with the family/carers, providing they are not implicated and the individual consents
- Decide a course of action to be taken and escalate higher if needed.

Useful contacts

NSPCC Helpline

Tel: 0808 800 5000

Website: nspcc.org.uk

Childline: 0808 1111

Website: Childline.org.uk

Kidscape

Website: kidscape.org.uk

Anti-Bullying Alliance

Website: anti-bullying-alliance.org.uk

We are committed to reviewing our policy and good practice annually.

This policy was last reviewed on 11 November 2024

Signed 

Welfare officer

Date: 11/11/2024

[APPENDIX]