

TEK ANTI-BULLYING POLICY

TEAM ELITE KICKBOXING LIMITED T/A TEK KICKBOXING IS A COMPANY LIMITED BY SHARES, REGISTERED IN ENGLAND & WALES UNDER NUMBER 13693213; ITS REGISTERED ADDRESS IS 71 STATION ROAD, BEESTON, NOTTINGHAM, UNITED KINGDOM, NG9 2AW; ITS TRADING ADDRESS IS 71 STATION ROAD, BEESTON, NOTTINGHAM, UNITED KINGDOM NG9 2AW ITS VAT NUMBER IS 402159925; ITS EMAIL ADDRESS IS INFO@TEAMELITEKICKBOXING.ORG AND TELEPHONE NUMBER IS +44 (0) 7766836153.

STATEMENT OF INTENT

WE ARE COMMITTED TO PROVIDING A CARING, FRIENDLY AND SAFE ENVIRONMENT FOR ALL OUR MEMBERS SO THAT THEY CAN PARTICIPATE IN KICKBOXING IN A RELAXED AND SECURE ATMOSPHERE. BULLYING OF ANY KIND IS UNACCEPTABLE IN TEL. IF BULLYING DOES OCCUR, ALL MEMBERS SHOULD BE ABLE TO TELL AND KNOW THAT INCIDENTS WILL BE DEALT WITH PROMPTLY AND EFFECTIVELY. THIS MEANS THAT ANYONE WHO KNOWS THAT BULLYING IS HAPPENING IS EXPECTED TO TELL THE WELFARE OFFICER AS SOON AS THEY HAVE CONCERNS.

WHAT IS BULLYING?

THERE IS NO LEGAL DEFINITION OF BULLYING. HOWEVER, IT IS USUALLY DEFINED AS BEHAVIOUR THAT IS:

- REPEATED
- INTENDED TO HURT SOMEONE EITHER PHYSICALLY OR EMOTIONALLY
- OFTEN AIMED AT CERTAIN GROUPS, E.G. BECAUSE OF RACE, RELIGION, GENDER OR SEXUAL ORIENTATION.

IT TAKES MANY FORMS AND CAN INCLUDE:

- PHYSICAL ASSAULT
- TEASING
- MAKING THREATS
- NAME CALLING
- CYBER-BULLYING - BULLYING VIA MOBILE PHONE OR ONLINE

WHY IS IT IMPORTANT TO RESPOND TO BULLYING?

BULLYING HURTS. NO ONE DESERVES TO BE A VICTIM OF BULLYING. EVERYBODY HAS THE RIGHT TO BE TREATED WITH RESPECT. THE SPORT HAS A RESPONSIBILITY TO RESPOND PROMPTLY AND EFFECTIVELY TO ISSUES OF BULLYING.

OBJECTIVE OF THIS POLICY

ALL MEMBERS, COACHES, VOLUNTEERS AND PARENTS SHOULD HAVE AN UNDERSTANDING OF WHAT BULLYING IS.

ALL MEMBERS, COACHES AND VOLUNTEERS SHOULD KNOW WHAT THE POLICY IS ON BULLYING, AND FOLLOW IT WHEN BULLYING IS REPORTED.

ALL PLAYERS AND PARENTS SHOULD KNOW WHAT THE POLICY IS ON BULLYING, AND WHAT THEY SHOULD DO IF BULLYING ARISES.

AS A SPORT, WE TAKE BULLYING SERIOUSLY. ANYONE INVOLVED IN TAEKWONDO SHOULD BE ASSURED THAT THEY WILL BE SUPPORTED WHEN BULLYING IS REPORTED.

VERY SIMPLY, BULLYING WILL NOT BE TOLERATED.

PROCEDURES

REPORT BULLYING INCIDENTS TO THE CLUB WELFARE OFFICER, MEMBER OF THE CLUB COMMITTEE OR AN ADULT YOU CAN TRUST.

IN CASES OF SERIOUS BULLYING, THE INCIDENTS WILL BE REFERRED TO TEK'S LEAD SAFEGUARDING OFFICER.

IN SERIOUS CASES PARENTS SHOULD BE INFORMED AND ASKED TO COME INTO A MEETING TO DISCUSS THE PROBLEM.

IF NECESSARY AND APPROPRIATE, POLICE WILL BE CONSULTED.

THE BULLYING BEHAVIOUR, OR THREATS OF BULLYING, MUST BE INVESTIGATED AND THE BULLYING STOPPED QUICKLY.

AN ATTEMPT WILL BE MADE TO HELP THE BULLY (BULLIES) CHANGE THEIR BEHAVIOUR.

IF MEDIATION FAILS AND THE BULLYING CONTINUES FURTHER DISCIPLINARY ACTION WILL BE TAKEN.

ACTION PLAN

IF THE CLUB DECIDES IT IS APPROPRIATE FOR THEM TO DEAL WITH THE SITUATION, THEY SHOULD FOLLOW THE PROCEDURE OUTLINED BELOW:

RECONCILIATION BY GETTING THE PARTIES TOGETHER. IT MAY BE THAT A GENUINE APOLOGY SOLVES THE PROBLEM.

IF THIS FAILS OR IS NOT APPROPRIATE, A SMALL PANEL OF CLUB OFFICERS SHOULD MEET WITH THE PARENT AND CHILD MAKING THE ALLEGATION TO OBTAIN MORE INFORMATION. THIS PANEL WILL NORMALLY INCLUDE THE WELFARE OFFICER. MINUTES SHOULD BE TAKEN FOR CLARITY, WHICH SHOULD BE AGREED BY ALL AS A TRUE ACCOUNT.

THE SAME PANEL SHOULD MEET WITH THE ALLEGED BULLY AND PARENT OR CARER(S), DETAIL THE ALLEGATION AND ALLOW THEM AN OPPORTUNITY OF REPLY. MINUTES SHOULD AGAIN BE TAKEN AND AGREED.

IF IT IS CONSIDERED THAT BULLYING HAS TAKEN PLACE, THE INDIVIDUAL SHOULD BE WARNED AND PUT ON NOTICE OF FURTHER ACTION IF THE BULLYING CONTINUES, I.E. TEMPORARY OR PERMANENT SUSPENSION. CONSIDERATION SHOULD BE GIVEN AS TO WHETHER A RECONCILIATION MEETING BETWEEN PARTIES IS APPROPRIATE AT THIS TIME. THE CLUB COMMITTEE SHOULD MONITOR THE SITUATION FOR A GIVEN PERIOD TO ENSURE THE BULLYING IS NOT REPEATED.

ALL APPROPRIATE COACHES, VOLUNTEERS OR TEAM MANAGERS INVOLVED WITH BOTH INDIVIDUALS SHOULD BE MADE AWARE OF THE CONCERNS AND OUTCOME OF THE PROCESS I.E. THE WARNING.

IF THE SITUATION CANNOT BE RESOLVED, THEN MATTERS SHOULD BE REFERRED TO TEK'S LEAD SAFEGUARDING OFFICER AND WILL BE TAKEN THROUGH TEK'S DISCIPLINARY PROCESS.

OUTCOMES

THE BULLY (BULLIES) MAY BE ASKED TO APOLOGISE.

IN SERIOUS CASES, SUSPENSION OR EXCLUSION WILL BE CONSIDERED.

IF POSSIBLE, THE PEOPLE CONCERNED WILL BE RECONCILED.

MONITORING SHOULD BE PUT IN PLACE TO ENSURE REPEATED BULLYING DOES NOT TAKE PLACE.

FURTHER INFORMATION

FURTHER HELP AND GUIDANCE CAN BE OBTAINED FROM THE FOLLOWING:

- CHILDREN'S LEGAL CENTRE 0845 345 4345
- KIDSCAPE PARENTS HELPLINE (MON-FRI, 10-4) 0845 1 205 204; WWW.KIDSCAPE.ORG.UK
- PARENT LINE PLUS 0808 800 2222
- YOUTH ACCESS 020 8772 9900
- BULLYING ONLINE WWW.BULLYING.CO.UK THIS POLICY IS BASED ON GUIDANCE PROVIDED TO SCHOOLS BY KIDSCAPE. KIDSCAPE IS A VOLUNTARY ORGANISATION COMMITTED TO HELP PREVENT CHILD BULLYING.