

Anti-Bullying Policy

Huntly Nordic Ski Club understands that both children, young people and adults' wellbeing can be seriously impacted upon by bullying behaviour and therefore recognises the information provided by "[respect me](#)", Scotland's Anti-Bullying Service:

'Bullying is never acceptable; it doesn't make a person better or stronger to get through it and it should never be seen as a normal part of growing up/life.'

Bullying is any behaviour that can make a person feel frightened, threatened, left out and hurt. Something only has to happen once to make a person feel worried or scared to go to the swimming club or other places they enjoy going. For the purposes of this policy, a child is recognised as someone under the age of 18 years and adult is someone over 18 years. This policy applies to all children and adults regardless of age, gender, sexual orientation, disability, race, religion, socio-economic status or family circumstance.

Bullying is between peers e.g. child to child, there are times when adults behaviour towards children can be described as "bullying" such as a parent who pushes too hard, or a coach with a 'win at all costs' mentality. Huntly Nordic Ski Club believes that adults who behave in a manner that causes distress, hurt or upset to a member are behaving on a spectrum that runs from poor practice to abuse and that behaviour is more appropriately dealt with via the Huntly Nordic Ski Club Wellbeing & Protection policy.

It should be recognised that bullying can take place both in person and in the virtual world of social networking sites, emails or text messages.

Bullying a definition:

Bullying is deliberately hurtful behaviour, usually repeated over a period of time, in situations where it's difficult for those being bullied to defend themselves. It can take many forms, including:

- Physical - hitting, kicking, theft, punching, shoving, any use of violence
- Verbal - threats, name-calling, spreading rumours, teasing
- Emotional - isolating an individual from the activities and social acceptance of the peer group, being unfriendly, excluding, tormenting (e.g. hiding belongings, threatening gestures)
- Harassment e.g. using abusive or insulting behaviour in a manner intended to cause alarm or distress
- Cyber - vindictive posts on all areas of the internet such as social media sites e.g. Facebook or Instagram, nasty messages, emails, mobile threats by text messaging and calls, misuse of connected technology, i.e. camera and videos
- Prejudiced based - e.g. racist, homophobic or sectarian using abusive or insulting behaviour in a manner intended to cause alarm or distress

Bullying takes many forms but ultimately it is the perception of the victim that determines whether they are being bullied rather than the intention of the bully.

Cyber Bullying

Cyber Bullying refers to bullying and harassment through the use of electronic devices such as personal computers and mobile phones - using email, texting and social networking websites.

Cyber Bullying is wilful and involves recurring or repeated harm inflicted through the medium of electronic devices and is meant to cause emotional distress.

Cyber Bullying might include:

- A peer who intimidates through the use of a social networking website.
- A ski coach who sends negative feedback about a participant via personal text message.
- A club member who posts negative comments about a fellow member on a club forum.

Cyber Bullying may also include threats, sexual remarks and hate speech. E-Bullies may publish personal contact information of their victims at websites. They may attempt to act as the victim for the purpose of publishing material in their name that would defame or ridicule them.

Cyber Bullying is particularly serious due to the nature in which the abuse occurs. It can be very personal and take place in a closed private format where the victim may feel isolated and the content will not be viewed by parents, friends or siblings. Alternatively, it could take place in a public format. It may lead to the victim rereading any material in private perhaps leading to feelings of paranoia, depression or loneliness.

Huntly Nordic Ski Club will take all cases of Cyber Bullying seriously and deal with them in line with the standard bullying procedures.

Potential signs of Bullying

The person may:

- Become withdrawn
- Hesitation or reluctance to come to attend training or activity
- Reluctance to work with a certain individual
- Often last one picked for a team or group activity for no apparent reason, or being picked on when they think your back is turned
- Clothing or personal possessions go missing or get damaged
- Act out and bully others
- Believe that there is something wrong with them
- Suffer from depression / develop feelings of worthlessness
- Exhibit self-harm behaviours such as cutting, an eating disorder, taking of drugs/alcohol
- In extreme cases, lead to suicide

Indicators of bullying

A member may indicate by their behaviour that he/she is being bullied, it is the responsibility of all members to be vigilant of the following signs:

- Does not want to attend training or other club activities
- Changes in their usual routine
- Begins to be disruptive during sessions
- Becomes withdrawn, anxious or appears to lack confidence
- Becomes aggressive towards others, disruptive or unreasonable
- Starts to stammer
- Has unexplained cuts or bruises
- Start to bully others
- Stops eating
- Is frightened to say what is wrong

Bullying should not be ignored and the victim should be supported through what can be a traumatic experience. Bullying will not just go away. Bullies can be very cunning and develop strategies to avoid it being seen by anyone but the victim.

Responding to Bullying:

When talking about bullying, it's never helpful to label children or adults as 'bullies' or 'victims'. Labels can stick and can isolate a person and others involved such as friends/ parents/carers whose support will be required to help address the situation. It is preferable to talk about someone displaying bullying behaviour rather than label them a 'bully' – behaviour can be changed with help and support.

Huntly Nordic Ski Club encourages all children and adults to report any suspected instances of bullying to one of the club coaches/helpers or to the club Wellbeing & Protection Officer. Children in particular need to be assured not to keep worries to themselves, but to tell their parent and/or coach. The club should ensure that all instances of bullying are taken very seriously and will be investigated thoroughly.

- Listen carefully
- Discuss the potential courses of action with the child, young person or adult
- Record the information on an Incident / Wellbeing Child Protection Form.
- Report bullying incidents to the Club Wellbeing & Protection Officer or a member of the committee
- Where appropriate, parents/carers should be informed and asked to attend a meeting to discuss the problem with the child present
- Where appropriate and the bullied member consents, police may be consulted
- The bullying behaviour 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 is seen to continue the club will initiate disciplinary action under the club constitution, or where appropriate under Huntly Nordic Ski Club Disciplinary Procedures

Management of bullying

In order to prevent, reduce and respond effectively to bullying behaviour Huntly Nordic Ski Club will implement this policy through:

- Respecting the rights of the person reporting bullying is paramount
- Working together to develop positive relationships amongst club members (children and adults that are mutually respectful, responsible and trusting; and promote their emotional health and wellbeing.
- Training, supporting and supervising parents, coaches and volunteers to adopt best practice to prevent, reduce and respond to bullying.
- Addressing the needs of those who are bullied as well as those who bully within a framework of respect, responsibility, resolution and support.
- Responding to any concerns raised either in the experiences of the child/adult of poor practice/misconduct or abuse caused by an other's bullying behaviour
- Highlighting bullying based on prejudice and perceived differences, to ensure our practices are effective in dealing with these issues
- Regularly monitoring and evaluating the implementation of this policy and guidelines and include children's & adults views in this process
- It is essential that all committee members, coaches, volunteer, parents and children are aware of this policy.

Review

This Policy and guidelines will be regularly reviewed:

- In accordance with changes in guidance on anti-bullying or following any changes within Huntly Nordic Ski Club.
- Following any issue or concern raised about bullying within Huntly Nordic Ski Club.
- In all other circumstances, at least every three years.