



Gosport Darts Academy

Anti-Bullying and Harassment Policy

We are committed to providing a caring, friendly and safe environment for all our members, so they can participate in darts in a relaxed and secure atmosphere.

Bullying or harassment of any kind is unacceptable in our Academy.

If bullying or harassment does occur, all Academy members should be able to tell and know that incidents will be dealt with promptly and effectively. We are a TELLING Academy. This means that anyone who knows that bullying is happening is expected to tell the Academy child welfare officer or an Academy coach. This policy does not cover:

- Safeguarding concerns – this is dealt with under Gosport Darts Academy's Child Welfare and Safeguarding policy.

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Members who are bullying need to learn different ways of behaving. We take all reports of bullying seriously; members and parents/guardians should be assured that they will be supported when bullying is reported.

The ethos and working philosophy of Gosport Darts Academy means that all coaches actively encourage children to have respect for each other and for other people's property. Good and kind/polite behaviour is regularly acknowledged and rewarded.

This policy is based on guidance provided by KIDSCAPE. KIDSCAPE is a voluntary organisation committed to help prevent child bullying. KIDSCAPE can be contacted on 0207 730 3300 or you can access their website via www.kidscape.org.uk.

Scope

All coaches and volunteers of Gosport Darts Academy, parents/guardians and members should;

- Understand what bullying is
- Know what the Academy policy is on bullying
- Know how to report a bullying concern
- Know what will happen following a report of bullying

What is bullying? What is harassment?

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim. It can result from a power imbalance between two individuals, or a group vs an individual.

Harassment is unwanted behaviour which is found offensive or which makes a victim feel intimidated or humiliated. It can happen on its own or alongside other forms of discrimination.



Both can be singular incidents, or continuous unwanted attention or actions.

Bullying or Harassment behaviours can include;

Emotional	Being unfriendly, excluding, tormenting e.g. threatening gestures
Physical	Pushing, kicking, hitting, punching or any use of violence
Racial	Racial taunts, graffiti, gestures
Sexual	Unwanted physical contact or sexually inappropriate or abusive comments
Homophobic	Because of, or focusing on the issue of actual or perceived sexuality
Verbal	Name called, excessive sarcasm, spreading rumour, excessive teasing
Cyber	Misuse in all areas of the internet e.g. over Facebook, mobile abuse e.g. threat via messenger, Whatsapp, Snapchat etc. Misuse of technology e.g. filming or photographing someone without consent, sharing images, messages with intent to embarrass

This is not an exhaustive list by any means, but rather a broad definition.

It is important to note that bullying or harassment may not just be between Academy members but could include an adult that a member meets in conjunction with their membership of Gosport Darts Academy. This is also covered by the scope of this policy, and subject to the same procedure.

Bullying and/or harassment could take place in the Academy play area, the venue, or to and from sessions. The bully may be known to the victim or may be anonymous. Even if the bully is anonymous, we still encourage all members to tell us at Gosport Darts Academy.

Coaches must remain vigilant about bullying behaviours and approach this in the same way as any other category of Child Abuse; that is, do not wait to be told before you raise concerns or deal directly with the matter. Children may not be aware that they are being bullied; because they may be too young or have a level of Special Educational Needs which means that they may be unable to realise what others may be doing to them.

Coaches must also be aware of those children who may be vulnerable students; those coming from troubled families, or those responding to emotional problems or mental health issues which may bring about a propensity to be unkind to others or may make them more likely to fall victim to the behaviour of others. Although this does not condone the behaviour, it is a consideration and the reason all alleged incidents will be investigated before any kind of outcome proposed.

Signs and symptoms that may be displayed by a child being bullied are noted at the end of this policy.

Gosport Darts Academy responsibilities

Gosport Darts Academy will:

- Recognise its duty of care and responsibility to safeguard all participants from harm
- Ensure all coaches have access to, are familiar with, and know their responsibilities within this policy
- Ensure coaches receive training on responding to bullying, dealing with bullying and supporting the victims of bullying



- Follow up on reports of bullying concerns promptly and according to due process
- Enable any member accused of bullying to explain their behaviour

In addition, Gosport Darts Academy and all members, parents/guardians will;

- Respect every child's need for, and rights 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 that our differences make each of us special and should be valued
- Show appreciation of others by acknowledging individual qualities, contributions and progress
- Be committed to the early identification of bullying, and prompt and collective action to deal with it
- Ensure safety by having rules and practices carefully explained and displayed for all to see
- Report incidents of bullying they see

Further information about what parents/guardians should do in cases of bullying and/or harassment are detailed at the end of this policy.

Reporting

Gosport Darts Academy will ensure that safe, appropriate, accessible means of reporting bullying or harassment concerns are made available to coaches and those we work with.

Anyone reporting concerns or complaints through formal channels will be treated with the strictest confidence.

How to report a bullying concern

Coaches who have a complaint or concern relating to bullying or harassment should report it immediately to the Child Welfare Officer or Academy Director, as appropriate.

Parents/Guardians or members may report a bullying or harassment concern either in person, by speaking to a Gosport Darts Academy coach, the Child Welfare Officer, or the Academy Director. Alternatively, forms are available from the registration desk to complete

Anyone who reports an incident of bullying will be listened to carefully and be supported

Response

Gosport Darts Academy will follow up bullying or harassment reports and concerns according to policy and procedure, and legal and statutory obligations.

Any reported incident of bullying will be investigated objectively and will involve listening carefully to all those involved.



Children being bullied will be supported and assistance given to uphold their right to play and live in a safe environment which allows their healthy development.

Those who bully will be supported and encouraged to stop bullying.

Confidentiality

It is essential that confidentiality is maintained at all stages of the process when dealing with bullying or harassment concerns.

Prevention

Gosport Darts Academy has a written policy, which includes what is acceptable and proper behaviour for all members of which the antibullying policy is one part.

All members and parents/guardians accept this upon joining the Academy

The Child Welfare Officer will raise awareness about bullying and why it matters, and if issues of bullying arise in the Academy, will consider meeting with members to discuss the issue openly and constructively.

Coaches will regularly discuss bullying; this will inform children that we are serious about dealing with bullying and leads to open conversations and increased confidence in children to want to discuss bullying and report any incidents and concerns about other children's behaviour.

Coaches will reinforce expectations of behaviour as a regular theme in line with our ethos and our Dart Etiquette expectations.

Coaches follow an equality policy; supporting every child in our Academy. Coaches must be careful not to highlight differences of children or an individual child, even if this is done in jest. This gives other children advocacy to use this difference to begin calling names or teasing.

Coaches must be vigilant regarding groups of friends together. Friendship groups may bring about the imbalance of power and must be led towards welcoming others to join them and not excluding others from their group.

Coaches must reinforce a general message that children do not have to be friends with everyone else, but they must be respectful of everyone else's feelings and be kind to each other.

Procedure

1. Report of bullying incident(s) occurs
2. Parents/guardians may be informed and asked to come in to a meeting to discuss the problem in further detail
3. If necessary and appropriate, the police or an external support agency may be consulted
4. The bullying behaviour or threats of bullying must be investigated, and the bullying stopped quickly.
 - a. This investigation may require the parents/guardians of the alleged bully, and the alleged bully themselves to attend a meeting to discuss the incident and put forward their view of the allegation



5. An attempt will be made to help the bully (bullies) change their behaviour. This may include sanction, mediation or other appropriate action, subject to the behaviour initially shown.
6. If the bullying continues the club will initiate disciplinary proceedings according to the Academy disciplinary policy

After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place. A log of behaviour, outcome and (if applicable) the sanction applied will be kept confidentially for PDA records.

Possible Actions available to Gosport Darts Academy

- Reconciliation by getting the parties together. It may be that a genuine apology solves the problem. (As appropriate to the child's age and level of understanding)
- A parent/guardian being informed about their child's behaviour and a request that the parents support the Academy with any sanctions that it takes.
- In some cases, outside agencies may be requested to support the Academy or family in dealing with a child continually demonstrating unacceptable behaviour towards others e.g. police, counsellor, School or Child Protective Services
- Warning and notice of further action
- In serious cases, (this is defined as children displaying an on-going lack of response to sanctions, that is, no change in behaviour of the perpetrator and an unwillingness to alter their behaviour choices) suspension or even exclusion will be considered
- The disciplinary procedure may be invoked.

In all cases, support will be provided to the parent/guardians of the bully in an attempt to change the behaviour to become acceptable.

Gosport Darts Academy will avoid sanctions for those bullying others that involve long periods of isolation, or which diminish and make individuals look or feel foolish in front of others.



Associated policies

Code of Conduct

Complaints Policy

Investigation Procedure

Unacceptable Behaviour Policy

Disciplinary Procedure

Useful contacts

NSPCC Helpline 0808 800 5000

CPSU (Child Protection in Sport Unit) www.thecpsu.org.uk

ChildLine 0800 1111 / www.childline.org.uk

Kidscape www.kidscape.org.uk

Anti-Bullying Alliance www.antibullyingalliance.org



Signs and Symptoms

A child may indicate by signs or behaviour that they are being bullied. Adults should be aware of these possible signs if a child:

- Is frightened of walking to or from the Academy
- Doesn't want to go to the Academy
- Begs to be driven to Academy
- Changes their usual routine
- Becomes withdrawn anxious, or lacking in confidence
- Starts stammering
- Attempts or threatens suicide or runs away
- Cries themselves to sleep at night or has nightmares
- Claims to feel ill before Academy session
- Begins to do poorly
- Comes home with clothes torn
- Has possessions which are damaged or "go missing"
- Asks for money or starts stealing money (to pay bully)
- Has unexplained cuts or bruises
- Becomes aggressive, disruptive or unreasonable
- Is bullying other children or siblings
- Stops eating
- Is frightened to say what's wrong
- Gives improbable excuses for any of the above
- Is afraid to use the internet or mobile phone
- Is nervous & jumpy when a cyber message is received

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be reported.



Actions for Parents/Guardians

As the parent of a child whom you suspect is being bullied

- Report bullying incidents to an Academy Coach or online
- Allow the Academy the opportunity to investigate your concerns, and to enact a sanction that will put an end to the bullying behaviour.

Do Not:

- Attempt to sort the problem out yourself by speaking to the child whom you think may be behaving inappropriately towards your child or by speaking to their parents.
- Encourage your child to be 'a bully' back.

Both will only make the problem much harder to solve.

Actions for Members

If a child feels that they are being bullied, then there are several procedures that they are encouraged to follow: (not hierarchical)

- Tell a friend
- Tell your Academy coach
- Tell an adult whom you feel you can trust
- Write your concern and leave it folded on the registration desk
- Tell a parent or adult at home whom you feel you can trust
- Ring Childline on 0800 1111 and follow the advice given
- Visit the Academy website for ideas of what to do next.