TORQUAY ALPINE SKI CLUB

Anti-bullying Policy

Torquay Alpine Ski Club is committed to providing a caring, friendly and safe environment for our members and visitors.

Bullying of any kind is unacceptable at our club. If bullying does occur, children and adults should report this and know it will be dealt with promptly, fairly and efficiently.

Bullying is the repetitive, harmful or intimidating behaviour of one person or group, by another person or group, where the relationship often (but not always) involves an imbalance of power. It can happen face-to-face or online. It results in pain and distress to the person being bullied and in some cases bullying can cause emotional and/or physical harm and can have serious and lasting effects on a person's well being.

• All forms of bullying should be reported – we encourage you to do so.

• The club is committed to investigate and respond to any alleged incidents of

bullying

• Everyone at the club has a responsibility to work together to stop bullying

Bullying can include:

• being deliberately unfriendly, excluding or ignoring someone, tormenting,

hiding kit, name calling, spreading rumours, persistent teasing

• pushing, kicking, hitting, pinching

•behaviour that relates to a persons' age, disability, race, religion or belief, sex or sexual orientation, gender reassignment, appearance, family circumstance or any other perceived difference

• sexual comments, unwanted physical contact, suggestions or behaviour

• hurtful or unkind e mails, posting comments or pictures on social media (including messaging apps, gaming platforms, sharing images without consent and fake accounts)

One-off incidents are not usually bullying, unless it is so significant as to cause long

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term effects. Arguments or disagreements between peers happen and are not bullying if they have equally participated and there is no imbalance of power. Children can sometimes be hurtful to each other because of thoughtlessness, annoyance, poor boundaries etc without realising the impact.

All club members will:

• Abide by the terms of the relevant club Code of Conduct which includes a commitment not to bully others

• Treat others with dignity, courtesy and respect

• Report bullying to the Club Welfare Officer, or any other member of the Committee if they are not available, or direct to Snowsport England, if you experience it, or witness it

• Acknowledge that bullies may be subject to the club Disciplinary Procedure

Torquay Alpine Ski Club will:

• Ensure our Anti-bullying Policy is advertised

• Ensure all our staff and other individuals working on behalf of the club recognise bullying and respond to allegations appropriately

• Deal with all allegations promptly, fairly and efficiently and maintain confidential records of bullying conversations and actions taken, and any patterns or commonalities between allegations will be taken into consideration when considering appropriate action (in the event that there are multiple allegations about any one individual or group).

• Reports will be treated sensitively and confidentially where possible. Information will only be shared where necessary to safeguard those involved or to investigate the concern.

Listen carefully to the person reporting the bullying and support them

• Listen carefully to the person being bullied and support them

• Endeavour to support the person displaying bullying behaviour to understand the impact of their actions and encourage positive behaviour change, while taking appropriate disciplinary action where necessary

• Talk to the parents of the bully

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Commented [5]: Will the club welfare officer maintain confidential records of bullying concerns and actions taken?
How will they monitor reports to ensure there are not numerous against the same individual? Whilst they might be able to remember - what if they leave or are poorly?

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Commented [7]: Support the person displaying bullying behaviour to understand the impact of their actions and encourage positive behaviour change, while taking appropriate disciplinary action where necessary

Deleted: support the bully and encourage them to stop

• Talk to the parents of the person being bullied (unless it is not in the interests of the child to do so)

• Recognise that anyone can be bullied including children and adults

• Acknowledge that children with a disability, or from ethnic minorities, or who are lesbian, gay, bisexual or transgender, or who are talented, or with learning difficulties are more vulnerable to abuse and are more likely to be targeted

• Provide Useful Contact details of support services, if requested

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Anti-bullying Alliance https://anti-bullyingalliance.org.uk/

Kidscape – 020 7730 3300 e mail info@kidscape.org.uk

Or Parent Advice Line 020 7823 5430

ChildLine – (for children to use) 0800 1111 www.childline.org.uk

NSPCC Helpline - (for children or adults) 0808 800 5000

Monitoring and review

This policy will be reviewed by the committee and updated where appropriate.

Policy written: Summer 2026

Committee Approved: Summer 2026

Policy to be reviewed Summer 2029