



Anti Bullying Policy

Herts Phoenix Athletics Club believe that we have a responsibility to promote the welfare of all children and young people, as well as our adult members, to keep them safe and operate in a way that protects them. Our code of behaviour sets out how everyone involved in our organisation is expected to behave, in face-to-face contact and online, and within and outside of our activities

The club operates an anti-bullying policy that applies to all coaches, volunteers, and athletes. We aim to promote tolerance and respect, including respect for differences and diversity. We aim to listen and respect each member of the club.

If there is a reported instance of bullying or a coach is made aware of bullying, or suspected bullying, the clubs welfare officer should be informed or advice sought from the local or national governing body for sport. This needs to be dealt with as soon as possible and dealt with quickly to prevent further occurrences.

We will make sure our response to incidents of bullying takes into account

- the needs of the person being bullied
- the needs of the person displaying bullying behaviour
- needs of any bystanders

Any case of bullying whether it is physical, verbal or online will be dealt with sensitively and discreetly.

Coaches and volunteers should be aware that bullying can take many forms and could be physical, verbal, or emotional. They need to always use appropriate language to encourage and support athletes or engage with fellow coaches, parents or volunteers without aggression or sarcasm.

With the extended use of emails and social media it is suggested that coaches use sites that are private and not open to all. For athletes under 18 the parents contact details should be used.

Herts Phoenix club induction procedure will make athletes and parents aware of the anti-bullying policy and codes of conduct policies that we adopt about respecting and valuing everyone.

Further advice may be sought from NSPCC child protection helpline

help@nspcc.org.uk or 0808 800 5000.