



Anti -Bullying and Harassment Policy

Statement of Intent

Pentathlon GB is committed to providing a supportive, friendly, safe and positive environment free from offensive and bullying behaviour. We have a TELLING culture and anyone who knows that bullying is happening is expected to tell the Safeguarding and Child Protection Lead Officer.

Principles

Bullying and harassment of any kind is not acceptable. Any incident of bullying or harassment which occurs will be taken seriously, responded to promptly, and procedures followed to resolve the situation.

- Pentathlon GB has a moral and legal obligation to ensure that, when given responsibility for young people; coaches and volunteers provide them with the highest possible standard of care.
- It is the responsibility of every adult working in MP whether professional or volunteer, to ensure that all young people can enjoy the sport in a safe enjoyable environment.
- Pentathlon GB is committed to the effective recruitment of, and appropriate training for all professional staff, coaches, volunteers and club members. This will enable them to work together with parents/carers and other organisations to ensure that the needs and the welfare of young people remain paramount.

What is Bullying and Harassment?

Pentathlon GB define bullying as behaviour by an individual or group that makes another individual or group feel victimised. This can be physical, emotional, verbal or via electronic communication. Anyone within MP can be a bully or be bullied (athletes, coaches, parents, spectators, officials and volunteers)

Bullying and Harassment can be:

- Emotional being unfriendly, excluding, tormenting (e.g. hiding kit, threatening gestures)
- Physical pushing, kicking, hitting, punching or any use of violence
- Racist racial taunts, comments about culture, graffiti, gestures
- Sexual unwanted physical contact or sexually abusive comments

- Homophobic because of, or focussing on the issue of sexuality verbal name-calling, sarcasm, spreading rumours, teasing, Cyber Bullying. Cyber Bullying is a growing issue for young people and is where the internet (or other electronic means) is used inappropriately to cause harm or distress to a young person.

This can be in any number of ways, for example:

- Through the distribution of an embarrassing photo that the young person wanted to be kept private
- By posting, emailing or texting abusive comments either directly to, or about a young person
- By the creation of an email address in another person's name and sending messages as if from that person
- By the creation of a personal webpage which encourages users to post negative comments about a young person.
- By logging onto a person's Facebook or other social media profile and pretending to be them.

Signs and Symptoms

- A child may indicate by signs or behaviour that he or she is being bullied. Bullying within a MP context as:
- Unwanted physical contact
- Slander or spreading rumours about someone
- 'Ganging up' on someone
- Doing something to someone that you wouldn't want done to yourself
- Inappropriate 'banter'
- Making a player feel isolated or uncomfortable
- Ridiculing or making fun of someone
- Putting players under undue pressure
- Leaking confidential or personal information
- Inter club rivalries that lead to unhealthy competition

Signs and symptoms that may indicate a person is being bullied or harassed within MP may include:

- doesn't want to attend training or club activities
- changes to their usual routine
- begins being disruptive during sessions
- becomes withdrawn, anxious, or lacking in confidence
- comes home with clothes torn or kit damaged
- has possessions go "missing"
- has unexplained cuts or bruises
- is bullying other children or siblings
- stops eating

These signs are not exhaustive and may not constitute bullying but could be symptoms of other problems. Members, coaches and volunteers need

to be aware of these possible signs and report any concerns to the Safeguarding Officer.

Objectives of the Policy

- All involved with MP should have an understanding of what bullying is.
- All should adopt the Pentathlon GB policy on bullying, and follow it when bullying is reported.
- All athletes and parents should know what the Pentathlon GB policy is on bullying, and what they should do if bullying arises.
- Athletes and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated within MP.

How to deal with Bullying and Harassment

- Report bullying incidents to the Welfare Officer who will take the appropriate action in line with the Pentathlon GB Safeguarding Policy and Procedures.
- Record using the Pentathlon GB incident form.
- If the incident is an adult bullying a young person the Safeguarding Officer will report the incident to Pentathlon GB's Lead Child Protection Officer.
- A decision is made in consultation with Pentathlon GB's Case Management Group on the method and process for managing the incident.
- Parents may be informed and will be asked to come into a meeting to discuss the problem.
- If necessary and appropriate, police will be consulted.
- The bullying or harassing behaviour or threats of bullying or harassment will be investigated and the bullying stopped quickly.
- An attempt will be made to help the bully (bullies) change their behaviour.
- If the situation is not or cannot be resolved through mediation, training or mentoring, refer back to Pentathlon GB's Lead Child Protection Officer who will manage the incident in line with Pentathlon GB Disciplinary Regulations or the Safeguarding Procedures.

If you require further help or support you can contact:

KIDSCAPE:

www.kidscape.org.uk

Helpline for parents/carers of bullied children: 08451 205 204

For children who are victims of bullying:

Childline: www.childline.org.uk

Helpline: 0800 1111