All England Judo Federation Anti-bullying Policy

Our anti-bullying policy sets out how we feel about bullying as a federation, what we'll do to tackle it and how we'll support children and young people who experience or display bullying behaviour.

Bullying

- All forms of bullying will be acted upon.
- Everybody in the club or organisation has a responsibility to work together to stop bullying.
- Bullying can include online as well as offline behaviour.
- Bullying behaviour can include:
    - Physically pushing, kicking, hitting, pinching etc
    - Name calling, spreading rumours, persistent teasing and humiliation or the continual ignoring of others
    - Posting of derogatory or abusive comments, videos or images on social media
    - Racial, homophobic, transphobic or sexist comments, taunts or gestures
    - Sexual comments, suggestions or behaviour
    - Unwanted physical contact

Our federation will:

- Recognise its duty of care and responsibility to safeguard all players from harm.
- Promote and implement this anti-bullying policy in addition to our safeguarding policy and procedures.
- Ensure that bullying behaviour is not tolerated or condoned.
- Require all members of the club/organisation to sign up this policy.
- Take action to investigate and respond to any reports of bullying from children and young people.
- Encourage and facilitate children and young people to play an active part in developing and adopting a code of conduct for behaviour.
- Ensure that coaches are given access to information, guidance and training on bullying.

Each participant, coach, volunteer or official will:

• Encourage individuals to speak out about bullying behaviour.

• Respect every child's need for, and right 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 equal, and that our differences make each of us special and worthy of being valued.

• Show appreciation of others by acknowledging individual qualities, contributions and progress.

• Ensure safety by having rules and practices carefully explained and displayed for all to see.

• Report incidents of bullying behaviour they see.
– by doing nothing you are condoning the behaviour

Supporting children

• We'll let children know who will listen to and support them.

• We'll create an "open door" ethos where children feel confident to talk to an adult about bullying behaviour or any other issue that affects them.

• Potential barriers to talking (including those associated with a child's disability or impairment) will be acknowledged and addressed at the outset to enable children to speak out.

• We'll make sure children are aware of helpline numbers.

• Anyone who reports an incident of bullying will be listened to carefully and reports will be taken seriously.

• Any reported experience of bullying behaviour will be investigated and will involve listening carefully to all those involved.

• Children experiencing bullying behaviour will be supported and helped to uphold their right to play and live in a safe environment.

• Those who display bullying behaviour will be supported and encouraged to develop better relationships.

• We'll make sure that sanctions are proportionate and fair.

Support to the parents/guardians

- Parents or guardians will be advised on the club or organisation's bullying policy and practice.
- Any experience of bullying behaviour will be discussed with the child's parents or guardians.
- Parents will be consulted on action to be taken (for both victim and bully) and we'll agree on these actions together.
- Information and advice on coping with bullying will be made available.
- Support will be offered to parents, including information from other agencies or support lines.

Useful contacts

NSPCC Helpline: 0808 800 5000

Childline: 0800 1111 / www.childline.org.uk

Kidscape: www.kidscape.org.uk

Anti-Bullying Alliance: www.antibullyingalliance.org