**Anti-Bullying Policy for Tattenhall Runners**

**Statement of Intent**

We are committed to providing a caring, friendly and safe environment for all of our members so they can participate in a relaxed and secure atmosphere.  Bullying of any kind is unacceptable at our club.  If bullying does occur, all athletes should be able to tell and know that incidents will be dealt with promptly and effectively.  We are a TELLING club.  This means that anyone who knows that bullying is happening is expected to tell the club welfare officer or any committee member.

**What Is Bullying?**

Bullying is the use of aggression with the intention of hurting another person.  Bullying results in pain and distress to the victim.

Bullying can be:

* Emotional – being unfriendly, excluding (emotionally and physically) sending hurtful text messages, tormenting, (e.g. hiding spikes/clothing, threatening gestures)
* Physical – pushing, kicking, hitting, punching or any use of violence
* Racist – racial taunts, 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

NB – these are just examples and not an exhaustive list of the various actions that can be construed as bullying.

**Why is it Important to Respond to Bullying?**

Bullying hurts.  No one deserves to be a victim of bullying.  Everybody has the right to be treated with respect.  Athletes who bully need to learn different ways of behaving. This club has a responsibility to respond promptly, and effectively, to issues of bullying.

**Objectives of this Policy**

* All committee members, coaches, athletes, and club members should have an understanding of what bullying is.
* All committee members, and coaching staff should know what the club policy is on bullying, and follow it when bullying is reported.
* All athletes should know what the club policy is on bullying, and what they should do if bullying arises.
* As a club we take bullying seriously.  Athletes should be assured that they would be supported if bullying is reported.
* Bullying will not be tolerated.

**Signs of Bullying**

If runners notice any members conducting action described in **What is Bullying?**this should be considered a sign of bullyingand reported to the club welfare officer or a member of the committee who will follow the procedures as outlined in this policy.

**Procedures**

1.      Report bullying incidents to the club welfare officer, or a member of the committee

2.      In cases of serious bullying, the incidents will be referred to UK Athletics for advice

3.      If necessary and appropriate, police will be consulted

4.      The bullying behaviour or threats of bullying must be investigated, and the bullying stopped quickly

5.      An attempt will be made to help the bully (or bullies) change their behaviour

6.      If mediation fails and the bullying is seen to continue, the club will initiate disciplinary action, under the club constitution.

**Recommended Club Action**

If Tattenhall Runners decides it is appropriate for the club to deal with the situation, then it should follow the procedure outlined below.

1.   Attempt at reconciliation, by getting the relevant parties together. It may be that a genuine apology solves the problem.

2.   If this fails, or is not appropriate, a small panel (made up from Chairman, Welfare Officer, Secretary, committee members) should meet with the member alleging bullying to get details of the allegation. Minutes should be taken for clarity, which should be agreed by all as a true account.

3.   The same club representatives should meet with the alleged bully and put the incident raised to them to answer and give their view of the allegation. Minutes should, again, be taken and agreed.

4.   If bullying has, in the view of the club officials, taken place, the athletes should be warned and put on notice of potential further action i.e. temporary or permanent suspension, if the bullying continues. Consideration should be given as to whether a reconciliation meeting between parties is appropriate at this time.

5.   All coaches, involved with both parties, should be made aware of the concerns and outcome of the process i.e. the warning.

More serious cases may be referred to the police, social services or judicial complaints procedure.