

Surf Life Saving Association of Wales - Appendix 5

Anti-Bullying Policy

The Anti-Bullying Alliance and its members have a shared definition of bullying based on research from across the world over the last 30 years. ABA defines bullying as: the repetitive, intentional hurting of one person either physically or emotionally by a person or group, where the relationship involves an imbalance of power.

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

- 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

Peer on peer child abuse:

Peer-on-peer child abuse is a term used to describe children abusing other children.
Peer-on-peer child abuse can include:

- bullying (including online bullying and bullying because of someone's race, religion, sexuality, disability or trans status)
- abuse by your girlfriend, boyfriend or partner
- physical abuse
- sexual violence, such as rape and sexual assault
- sexual harassment
- sharing naked or semi-naked photos or videos without permission
- upskirting
- initiation/hazing type violence and rituals to harass, abuse and humiliate
- emotional abuse
- financial abuse
- coercive control

Spotting the signs

Things to look out for if you suspect a child is a victim of peer-on-peer child abuse:

- absence from school or lack of interest in school activities
- physical injuries which can't be explained
- mental or emotional health issues



- becoming withdrawn or showing a lack of self esteem
- lack of sleep
- alcohol or substance misuse
- sudden changes in behaviour
- inappropriate behaviour
- showing harmful behaviour towards others or self (self-harm, violent outbursts)

Report it

If you suspect or are a victim of peer-on-peer child abuse it is **always best to report it** to your parents, club safeguarding officer, coach or Lead Safeguarding Officer.

Our club or organisation will:

- recognise its duty of care and responsibility to safeguard all young members 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 for 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 parents/guardians / carers

- parents, guardians and carers will be advised on the club or organisations' bullying policy and practice.
- any experience of bullying behaviour will be discussed with the child's parents, guardians or carers.
- Parents, guardians and carers 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

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