



Anti-Bullying Policy

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V 0.1	Head of Safeguarding Linda Medicott	13/05/2020		
This policy will be reviewed annually or when there is a legislative change or review due to lessons learnt or best practice guidance.				

THE ROYAL AUTOMOBILE CLUB MOTOR SPORTS ASSOCIATION LIMITED

Trading as Motorsport UK

Registered in England and Wales

Company Number 01344859

Registered Office

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1. Introduction

Motorsport UK is committed to providing a caring, friendly and safe environment for everyone in motorsport. Bullying of any kind is unacceptable and therefore prohibited by Regulation.

Motorsport UK's Anti-bullying Policy sets out how we as the governing body for four-wheel motorsport feel about bullying; what we will do to tackle this issue and how we will support children and young people who experience or display bullying behaviour. This policy aims to contribute to Motorsport UK's mission, *to inspire and enable more people to participate in our sport in a safe, fair, fun, inclusive and progressive environment*. To achieve this, we will seek to promote and provide an environment where every child can feel:

- safe
- valued
- healthy
- able to enjoy and achieve their potential
- able to make a positive contribution

To protect the rights of all children to have a safe and secure environment, Motorsport UK will continuously work towards preventing acts of bullying, harassment, and other forms of

aggression and violence as these behaviours are unacceptable. If concerns in relation to bullying arise, Motorsport UK's Head of Safeguarding and the Compliance Officer will work closely with Club Safeguarding Officers and participants to ensure the anti-bullying guidelines laid out in this policy are followed. All forms of bullying will be acted upon. Everybody in motorsport has a responsibility to work together to stop bullying and all participants must seek to:

- Identify children/adults displaying unacceptable or harmful behaviour
- Identify indicators of concern in relation to children who may be impacted by these behaviours
- Intervene and respond effectively to concerns in line with Motorsport UK policy and practice guidance to support young people who are the subject of concerns to participate in motorsport effectively and positively
- Promote an environment where participants feel safe, included, happy and confident

2. Clarification of terms

Definition of bullying

Bullying is behaviour that hurts someone else. It includes name calling, hitting, pushing, spreading rumours, threatening, or undermining someone.

It can happen anywhere – at school, at home or online. It is usually repeated over a long period of time and can hurt a child both physically and emotionally.

A bully is defined as someone who deliberately sets out to hurt another person on more than one occasion. All children have upsets and squabbles; these are not classed as bullying and are dealt with through the Club's Codes of Conduct.

Definition of cyber-bullying

Cyber-bullying is the use of technology such as mobile phones, email, chat rooms or social media sites such as Facebook and Twitter to harass, threaten, embarrass, intimidate, or target a child/adult. Unlike physical bullying, cyber-bullying can often be difficult to identify and evidence as the cyber-bully (the person responsible for the acts of cyber-bullying) can remain anonymous when threatening or causing distress to others online. This may encourage them to behave more inappropriately or aggressively than they might face-to-face.

Types of bullying

- Physical: Deliberately hurting children on a regular basis e.g. physically pushing, kicking, hitting, pinching or unwanted physical contact
- Verbal: Deliberately hurting feelings through name-calling etc.
- Ostracising: Making someone feel left out and different by deliberately setting out to exclude them e.g. spreading rumours; persistent teasing and humiliation; 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

Types of cyber-bullying

- Flaming: Online fights usually through emails, instant messaging or chat rooms where angry and rude comments are exchanged
- Denigration: Putting hurtful online messages through email, instant messaging, chat rooms, or websites set up to make fun of someone
- Exclusion: Intentionally leaving someone out of a group such as instant messaging, friend sites, or other online group activities
- Outing: Sharing secrets about someone online including private information, pictures, and videos
- Trickery: Tricking someone into revealing personal information then sharing it with others
- Impersonation: Pretending to be someone else when sending or posting mean or false messages online
- Harassment: Repeatedly sending malicious messages to someone online
- Cyber-stalking: Continuously harassing and denigration including threats of physical harm

Actions NOT considered to be bullying

- Not liking someone
- Being excluded
- Accidentally bumping into someone
- A single act of telling a joke about someone
- Arguments
- Expression of unpleasant thoughts or feelings regarding others
- Isolated acts of harassment, aggressive behaviour, intimidation, or meanness

Reasons for bullying

Some reasons why children might bully someone include:

- They think it's fun, or that it makes them popular or cool
- They feel more powerful or important, or they want to get their own way all the time
- They feel insecure or lack confidence or are trying to fit in with a group
- They are fearful of other children's differences
- They are jealous of another child
- They are unhappy
- They are copying what they have seen others do before, or what has been done to them.

The effects of bullying

All forms of bullying cause psychological, emotional and physical stress. Each child's response to being bullied is unique and the impact upon a child should not be minimised or their expressed experience dismissed. Some signs that may indicate a bullying problem are:

- depression and anxiety
- increased feelings of sadness, helplessness, decreased self-esteem and loneliness
- withdrawal and loss of interest in activities they used to enjoy
- unexplained injuries
- lost or destroyed clothing, books, electronics, or jewellery
- frequent headaches or stomach aches, feeling sick or faking illness
- changes in eating habits / disordered eating e.g. skipping meals or binge eating. Children may come home feeling hungry because they did not eat lunch
- difficulty sleeping or frequent nightmares
- declining grades, loss of interest in schoolwork, or not wanting to go to football
- sudden loss of friends or avoidance of social situations
- self-destructive behaviours such as running away from home, harming themselves, or talking about suicide.

3. Roles and responsibilities

Motorsport UK accepts responsibility for preventing and tackling bullying. This means staff and participants must act to prevent discrimination, harassment, and victimisation within the sport. Additionally, Motorsport UK has developed this anti-bullying policy which will be promoted to all Clubs and participants and via the Motorsport UK website.

Motorsport UK will encourage and support each Club, participant, member of staff, volunteer and official to:

- encourage individuals to speak out about bullying behaviour
- respect every child's need for, and right to, take part in our sport in an 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
- report incidents of bullying behaviour they see - **by doing nothing you are condoning the behaviour**

The role of Clubs, Staff and Volunteers

Motorsport UK will support participants and the Club Safeguarding Officer (CSO) in all attempts to eliminate bullying from motorsport activities. Motorsport UK will not condone any bullying at all, and any incidents of bullying that do occur will be taken very seriously and dealt with appropriately.

Motorsport UK has adopted a range of strategies to prevent and reduce bullying, to raise awareness of bullying and support victims and those displaying bullying behaviour. We will:

- recognise our duty of care and responsibility to safeguard all participants 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 Clubs to implement this policy or develop their own policy that is reflective of this policy
- take action to investigate and respond to any reports of bullying from children and young people
- consistently promote the 'participants' code of conduct of behaviour which requires all participants to respect the rights of others
- ensure that Clubs/participants who work directly with children are given access to information, guidance and training on bullying
- reinforce the clear message that violence has no place in motorsport
- raise awareness of cyber bullying
- ensure that all concerns and incidents and the management of these concerns are effectively recorded
- contact, and seek to work in partnership with, the parents of both the child being bullied and the bully
- challenge sexual content within verbal abuse especially challenging the word 'gay' and other homophobic language.

Motorsport UK monitors incidents of bullying that do occur and reviews the effectiveness of this policy regularly. Motorsport UK requires the Head of Safeguarding to keep accurate records of all incidents of bullying and to report to the Board representative on request about the effectiveness of the organisations anti-bullying strategies.

A parent/carer who is dissatisfied with the way Motorsport UK has dealt with a bullying incident can make a complaint through the Complaints policy which can be accessed from Motorsport UK's website.

The role of the Club Safeguarding Officer (CSO)

It is the responsibility of the CSO to promote and implement Motorsport UK's anti-bullying strategy, to ensure that all members are aware of the Club policy, and that they know how to identify and respond to incidents of bullying. The CSO will ensure that Codes of Conduct, appropriate to the age of participants and activities in which they are engaged, are in place, promoted and signed up to by children and young people.

Members of staff will keep a vigilant watch on suspected 'bullies'; any incidents will be handled carefully. It is important that the child responsible for initiating the bullying is dealt with appropriately. The person dealing with the incident will need to collect all the relevant information and then provide the CSO with a copy in order that he/she can decide on a course of action. All cases are individual and various strategies will be employed by the CSO to address the issue.

The CSO and appropriate staff will do all they can to support a child who is being bullied in partnership with parents, carers and the child's where appropriate.

The role of parents/carers

Parents/carers, who are concerned that their child might be being bullied or who suspect that their child may be the perpetrator of bullying, should in the first instance contact their Club Safeguarding Officer immediately in a calm manner. If they are not satisfied with the action taken, they should contact Motorsport UK's Head of Safeguarding. If they remain dissatisfied, they should follow the safeguarding policy and procedures. Parents/carers have a responsibility to support the clubs anti-bullying policy by actively encouraging their child to be a positive member of the Club.

The role of participants

All participants of motorsport activities are encouraged to tell somebody they trust if they are being bullied, and if the bullying continues, they must keep on letting people know.

4. Bullying in the workplace

Incidents, where it has been deemed that an adult has been bullying a child, will be taken very seriously. The Head of Safeguarding will respond to this in accordance with Motorsport UK's Safeguarding Policy and procedures, with the instigation of disciplinary action where appropriate. Such action will also be taken if it is deemed that a member of staff is bullying other members of staff.

In the event the Head of Safeguarding is involved in such incidents, reports will be given immediately to The General Secretary who will take formal action where necessary.

5. Bullying between adult participants/members

In event of an adult bullying another adult that is a participant of Motorsport UK activities the Head of Safeguarding will refer the issue to the disciplinary officer and disciplinary action will be taken where appropriate.

6. Reporting, sanctions, and monitoring

How to report bullying

Procedures

The following steps must be taken when dealing with incidents of bullying:

1. If bullying is suspected or reported, the incident will be dealt with immediately the member of staff who has been approached, or who suspects/observed the bullying must report to the CSO immediately

2. A clear account of the incident will be recorded in writing either by the victim or the member of staff recording the victim's verbal statement
3. The CSO will interview all concerned and will record the concerns
4. Parents will be kept informed by the CSO
5. Staff will be kept informed and asked to monitor the situation
6. A range of sanctions will be used as appropriate and in consultation with all parties concerned. These sanctions could include verbal or written warnings, suspensions from activity within Motorsport UK's Permitted Events and Venues and in the event of persistent bullying, permanent bans. Where appropriate the CSO will inform Motorsport UK's Head of Safeguarding who may inform the Police.

Motorsport UK has set procedures to follow in implementing sanctions where a bullying incident has occurred. As described above, sanctions are applied in appropriate proportion to the event. In the event all other avenues have been exhausted, or in particularly serious cases that have led to suspension, Motorsport UK will examine the evidence that a wide range of strategies had been tried and failed to affect a positive change in the bullying behaviour.

Monitoring, evaluation and review Motorsport UK's Head of Safeguarding and relevant staff will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the sport.

7. Supporting children

What Motorsport UK will do to support children

- we'll let children know who will listen 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 including ChildLine (Tel: 0800 1111)
- 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 try to make sure that sanctions are proportionate and fair

8. Further relevant policies

This policy should be read in conjunction with the following policies

Motorsport UK Safeguarding Children Policy

Motorsport UK Safeguarding Adults Policy

Motorsport UK Social Media Policy

Motorsport UK GDPR Policy

Motorsport UK Complaints Policy

Motorsport UK 'Race and Respect' code of conduct

9. Contact details

Club/Team contacts

Club Safeguarding Officer (CSO)

CSO Name

Email address:

Telephone number:

Motorsport UK contacts

Motorsport UK compliance Officer

Jennifer Carty

Email address: jennifer.carty@motorsportuk.org

Telephone Numbers:

T: +44 (0) 1753 765071

M: +44 (0) 7519 801674

Head of Safeguarding

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Email address: linda.medlicott@motorsportuk.org

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10. Useful websites

www.bullying.co.uk

www.anti-bullyingalliance.org.uk

www.childline.org.uk

www.kidscape.org.uk

www.youngminds.org.uk

www.youngstonewall.org.uk

www.nspcc.org.uk

www.stoptextbully.com

www.beyondbullying.com

www.childnet-int.org

www.cyberbullying.org

www.chatdanger.com

www.thinkuknow.co.uk