

**Anti-Bullying Policy**

**Principles**

Bullying of any kind is not acceptable within Innov8 Sportz C.I.C programmes. Innov8 Sportz C.I.C staff must promote a “telling” culture and anyone who knows that bullying is happening is encouraged to tell coaches or carers. Any incident of bullying which occurs will be taken seriously, responded to promptly, and procedures followed to resolve the situation.

All concerns must be taken seriously and managed accordingly. All staff and volunteers working for or on behalf of Innov8 Sportz C.I.C have a responsibility to respond to incidents of bullying in line with this Policy, and failure to comply may lead to disciplinary action.

It is recognised that any procedure is only as effective as the ability and skill of those who operate it. Innov8 Sportz C.I.C commits, therefore, to the effective recruitment, and appropriate training for all staff and regular volunteers. This will enable them to work together with parents/carers and other organisations to ensure the needs and the welfare of participants remain paramount.

**Objectives of the Policy**

Bullying will not be tolerated!

All staff and volunteers should have an awareness of what bullying is.

All staff should read and be familiar with Innov8 Sportz Signs and Symptoms of Bullying information.

All staff and volunteers should know what Innov8 Sportz C.I.C’s policy is on bullying, and follow it when bullying is reported.

All participants and parents/carers should be able to gain access to Innov8 Sportz C.I.C’s policy on bullying, and know how to report an instance of bullying.

Participants and parents/carers should be assured that they will be supported when bullying is reported.

**Procedures and Management of Bullying**

Staff, coaches and volunteers should intervene, wherever possible, to prevent incidents. Head Coaches and other staff members in leading positions should ensure participants are fully aware of the expectations regarding behaviour during a session and the consequences of displays of unwanted behaviour. Any incidents of bullying should be recorded, in full, using the Innov8 Sportz CIC’s Child Welfare and Child Protection Concerns Sheet and given to Innov8 Sport CIC’s **Designated Safeguarding Lead.**  **This is currently Jan Loughlin.**

The DSL will…

* Collate records to form a picture of events and a pattern of behaviour
* A decision is made, if necessary in consultation with Innov8 Sportz C.I.C Management Team and/or appropriate others, such as school staff or event management teams on the method and process for managing an incident or incidents
* Parents/carers may be informed and asked to come into a meeting to discuss the problem
* If necessary and appropriate, Police will be consulted
* The bullying behaviour or threats of bullying 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, those suspected of bullying will be barred from future participation.

If you require help or support you can contact:

Innov8 Sportz C.I.C 07810 508 597

KIDSCAPE, Helpline for parents/carers of bullied children 08451 205 204

Child Line 0800 1111

This policy was adopted by: Innov8 Sportz CIC in September 2016 and was last reviewed in May 2022