

SNOWSPORT ENGLAND

Anti-Bullying and Harassment Policy

Purpose Of This Policy:

Every person, in every role in Snowsport England, has the right to participate in an environment that is fun, safe and healthy and be treated fairly with dignity and respect. Bullying or harassment of any kind is unacceptable.

Our Anti-bullying and Harassment Policy describes what bullying and harassment is, and how Snowsport England will respond to allegations.

Scope of the Policy:

This Policy applies to all paid employees¹ and volunteers, athletes and officials taking part in Snowsport England activities.

What is bullying?

Bullying is the repetitive, intentional hurting of one person or group, by another person or group, where the relationship involves an imbalance of power. It can happen face-to-face or online. It results in pain and distress to the victim. Research has shown that victims are much more likely to develop depressive illnesses and in some cases, results in the victim self-harming and even ending their own life. It can be emotional, physical, racist, sexual, homophobic, verbal and cyber bullying.

- All forms of bullying should be reported – we encourage you to do so
- Snowsport England is committed to investigate and respond to any alleged incidents of bullying
- Everyone within Snowsport England has a responsibility to work together to stop bullying.

Bullying can include:

- being deliberately unfriendly, excluding or ignoring someone, tormenting, hiding kit, stealing, name calling, spreading rumours, persistent teasing
- pushing, kicking, hitting, pinching
- racial taunts, graffiti, gestures, homophobic comments, jokes about people with disabilities
- sexual comments, unwanted physical contact, suggestions or behaviour
- hurtful or unkind e mails, posting comments or pictures on social media

Bullying can be a one-off incident, but usually involves repeated incidences or actions. Arguments or disagreements between peers happen and are not bullying if they have equally participated and there is no imbalance of power. Children can sometimes be hurtful to each other because of thoughtlessness, annoyance, poor boundaries etc without realising the impact.

If bullying does occur, children and adults should report this and know it will be dealt with promptly, fairly and efficiently. **Snowsport England** is committed to providing a caring, friendly and safe

¹ Staff should also refer to the Personal Harassment Policy and Procedures in the Staff Handbook

environment for our members. Please read this in conjunction with **SnowSafe Children and Young People**.

Signs and symptoms of bullying may include:

- Reluctance to go to school, work or sport
- Changes in their usual routine
- Becomes withdrawn, anxious or lacking in confidence
- Feels ill in the morning
- Keeps “losing” things (that may have been stolen)
- Becomes aggressive, moody or disruptive
- Children may be frightened to use the school bus
- Comes home with items damaged or torn
- Asks for money or starts stealing (to pay a bully).

What is Harassment?

We tend to think of bullies as people at school but unfortunately, bullying does not stop in the playground for everyone. For some, the bullying continues into adult life.

Harassment may include bullying behaviour and refers to bad treatment that is related to a protected characteristic such as age, ability or disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, socioeconomic status, sex or sexual orientation. The law defines it as ‘unwanted conduct related to a relevant protected characteristic, which has the purpose or effect of violating an individual’s dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that individual’. It can include behaviour that individuals find offensive even if it is not directed at them, and even if they do not have the relevant protected characteristics themselves.

All Snowsport England staff, volunteers, officials and members will:

- Sign up to the relevant club Code of Conduct which includes a commitment not to bully or harass others
- Treat others as you would like to be treated
- Report bullying and harassment you experience, or witness, to the Event Welfare Officer or Snowsport England Safeguarding Lead
- Acknowledge that bullies may be subject to Disciplinary Procedures.

Reporting Bullying and Harassment:

- Tell someone. Your parents, carer, a partner. Don’t keep it to yourself – AND
- If it occurs at your club, report it to the Club Welfare officer
- If it occurs at a Snowsport England event/s, report it to the Event Welfare Officer
- You can also report it to the Snowsport England [Safeguarding Lead](#) who will take your concerns seriously. Sometimes, the concerns will be passed to the club to deal with (where applicable).

Snowsport England will:

- Ensure our Anti-bullying and Harassment Policy is advertised
- Ensure all our staff recognise bullying and harassment and respond to allegations appropriately
- Recognise that anyone can be bullied including children and adults
- Acknowledge that adults and children with a disability, or from ethnic minorities, or who are lesbian, gay, bisexual or transgender, or who are talented, or who have a learning difficulty are more vulnerable to abuse and are more likely to be targeted
- Deal with all allegations promptly, fairly and efficiently
- Listen carefully to the person reporting the bullying or harassment and support them
- Listen carefully to the person being bullied or harassed and support them
- Endeavour to support the bully and encourage them to stop
- Where children are involved: Talk to the parents of the bully (if a child)
- Where children are involved: Talk to the parents of the person being bullied (unless it is not in the interests of the child to do so)
- Try to obtain an apology from the bully(ies) to the victim
- Where appropriate, ask for the return of items 'borrowed' or stolen
- Where appropriate, ask the bully(ies) to compensate the victim
- Provide support for the coach of the victim if appropriate
- Provide Useful Contact numbers of support services, if requested
- If necessary and appropriate and where it meets the threshold, report the bullying or harassment to police
- Where appropriate, invoke the Snowsport England Disciplinary Procedure.

An adult "bullying" a child is likely to be emotional abuse and should be dealt with in accordance with emotional abuse.

Help Organisations

- [National Bullying Helpline](#) – 0300 323 0169 – help and advice for adults (bullying in workplace) and children about bullying. [E mail for support](#)
- [Bullying UK](#) – 0808 800 2222 - helpline, online chat, advice and courses for adults and children about bullying
- [Kidscape](#) – advice for parents and children about bullying. **020 7730 3300 e mail info@kidscape.org.uk Or Parent Advice Line 020 7823 5430**
- [CPSU Advice](#) and further resources
- [ChildLine](#) – information and advice for children = 0800 1111
- NSPCC Helpline – for adults concerned about a child - 0808 800 5000
- [Victim Support](#) – if you are subjected to sexual harassment – 0808 1689111
- [ACAS](#) – if you are suffering from harassment at work

Communication of Policy

This policy and other associated Policies will be communicated to staff, volunteers, members and affiliated clubs annually by the CEO of Snowsport England and are available on our website.

Approved December 2021

Next Review Date: December 2023

A decorative graphic consisting of a red and blue arrow-like shape pointing to the right.

E: info@snowsportengland.org.uk
T: 01509 232323
W: snowsportengland.org.uk

Snowsport England, SportPark, Loughborough University,
3 Oakwood Drive, Loughborough, Leicestershire, LE11 3QF
Company number: 01517634