



United Twirl England Anti Bullying Policy

United Twirl England (UTE, we, our, us) anti-bullying policy sets out how we feel about bullying behaviour in any club within our organisation, what we'll do to tackle it and how we'll support children and young people who experience or display bullying behaviour.

This policy will be reviewed annually by the Board.

Note: The term 'athlete' describes any person partaking in the sport of baton twirling. References to 'parents' should be read as parents and carers inclusively. 'Technical Members' describes coaches, judges, club directors registered with UTE.

Bullying Behaviour:

- all forms of bullying behaviour will be acted upon
- everybody in the club or organisation has a responsibility to work together to stop bullying behaviour
- bullying behaviour 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
- racist behaviour - including racially aggravated remarks, name-calling, racial exclusion
- homophobic and trans phobic comments
- sexist slurs
- offensive comments, taunts or gestures
- sexual comments, suggestions or behaviour
- unwanted physical contact

Our organisation will ...

- recognise its duty of care and responsibility to safeguard all athletes from harm
- promote and implement this anti-bullying policy in addition to our safeguarding policy and procedures
- ensure that any form of bullying behaviour is not tolerated or condoned
- require all members of the club or organisation to sign up to this policy
- take action to investigate and respond to any reports of bullying behaviour from athletes

info@unitedtwirlengland.org



- encourage and facilitate athletes to play an active part in developing and adopting a code of conduct for behaviour
- ensure coaches are given access to information, guidance and training on bullying

Each athlete, coach, volunteer or official will...

- encourage individuals to speak out about bullying behaviour
- respect every athletes need and right to an environment where safety, security and 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
- 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 athletes

- let Athletes know who will listen to and support them
- 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 Athletes to speak out
- **make sure athletes 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 will be investigated and will involve listening carefully to all those involved
- athletes experiencing bullying will be supported and helped to uphold their right to live in a safe environment
- those who display bullying behaviour will be supported and encouraged to develop better relationships
- make sure that sanctions are proportionate and fair



Support for parents

- parents will be advised on the organisations bullying policy and practice
- any experience of bullying behaviour will be discussed with the child's parents
- parents will be consulted on action to be taken (for both victim and child displaying the bullying behaviour) 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 Child protection in sport (CPSU)

<https://thecpsu.org.uk/help-advice/topics/>

Childline Tel: 080811111

Website: childline.org.uk

Anti-Bullying Alliance: Website: antibullyingalliance.org.uk