

ANTI – BULLYING POLICY

DT COACHING SERVICES LIMITED



1 Purpose of this Policy

1.1 This policy sets out:

- how we feel about bullying behaviour in the organisation and during the club, sessions and activities DT Coaching Services Limited (“**DT Coaching**”, “**we**”) runs;
- what we'll do to tackle bullying behaviour; and
- how we'll support children and young people who experience or display bullying behaviour.

2 Definitions and Interpretations

2.1 The following definitions apply to this policy:

“child” or “young person”: as defined in The Children Act 1989, being ‘anyone who has not yet reached their 18th birthday, even if they are living independently, are a member of the armed forces or is in hospital.

“parents”: should be read as parents and carers inclusively.

3 Bullying Behaviour

3.1 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; and
- unwanted physical contact.

3.2 Bullying behaviour can include online as well as offline behaviour.

4 Responding to Bullying Behaviour

4.1 All forms of bullying behaviour will be acted upon.

4.2 DT Coaching will:

- (a) recognise its duty of care and responsibility to safeguard all children and young people from harm;
- (b) promote and implement this anti-bullying policy in addition to our safeguarding policy and procedures;
- (c) ensure that any form of bullying behaviour is not tolerated or condoned;
- (d) take action to investigate and respond to any reports of bullying behaviour from children and young people;
- (e) encourage and facilitate children and young people to play an active part in developing and adopting a code of conduct for behaviour; and
- (f) ensure that coaches are given access to information, guidance and training on bullying.

4.3 Each participant, coach, volunteer or official will:

- (a) encourage individuals to speak out about bullying behaviour;
- (b) respect every child's need for, and right to, a play environment where safety, security, praise, recognition and opportunity for taking responsibility are available;
- (c) respect the feelings and views of others;
- (d) recognise that everyone is important and equal, and that our differences make each of us special and worthy of being valued;
- (e) show appreciation of others by acknowledging individual qualities, contributions and progress;
- (f) ensure safety by having rules and practices carefully explained and displayed for all to see; and
- (g) report incidents of bullying behaviour they see – by doing nothing you can condone the behaviour.

5 Supporting Children and Young People

5.1 We will let each child or young person know who will listen to them and support them.

5.2 We will create an "open door" ethos where children feel confident to talk to an adult about bullying behaviour or any other issue that affects them.

5.3 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.

5.4 We will make children and young people more aware of helpline numbers.

5.5 Anyone who reports an incident of bullying will be listened to carefully and reports will be taken seriously.

5.6 Any reported incident of bullying will be investigated and will involve listening carefully to all those involved.

- 5.7 Children experiencing bullying will be supported and helped to uphold their right to play and live in a safe environment.
- 5.8 Those who display bullying behaviour will be supported and encouraged to develop better relationships.
- 5.9 We will ensure that any sanctions are proportionate and fair.

6 Support from Parents

- 6.1 Parents will be advised on DT Coaching's bullying policy and practice.
- 6.2 Any experience of bullying behaviour will be discussed with the child's parents.
- 6.3 Parents will be consulted on action to be taken (for both victim and the child displaying the bullying behaviour) and we will agree on these actions together.
- 6.4 Information and advice on coping with bullying behaviour will be made available.
- 6.5 Support will be offered to parents, including information from other agencies or support lines.

Important Contacts:

Designated Safeguarding Lead: Name: Rachel Tremaine Email: rachel@dtcoaching.co.uk Telephone Number: 07837 086852	Deputy Safeguarding Lead: Name: David Tremaine Email address: david@dtcoaching.co.uk Telephone number: 07773 444632
Police: Emergency – 999 Non-emergency – 101	NSPCC Helpline: 0808 800 5000
Childline: 0808 1111	Kidscape: www.kiscap.org.uk
Anti-Bullying Alliance: www.antibullyingalliance.org.uk	

Policy last reviewed: August 2025

Next review date: August 2026