

**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 individual 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:**

<b>Designated Safeguarding Lead:</b> Name: Rachel Tremaine Email: <a href="mailto:rachel@dtcoaching.co.uk">rachel@dtcoaching.co.uk</a> Telephone Number: 07837 086852	<b>Deputy Safeguarding Lead:</b> Name: David Tremaine Email address: <a href="mailto:david@dtcoaching.co.uk">david@dtcoaching.co.uk</a> Telephone number: 07773 444632
<b>Police:</b> Emergency – 999 Non-emergency – 101	<b>NSPCC Helpline:</b> 0808 800 5000
<b>Childline:</b> 0808 1111	<b>Kidscape:</b> <a href="http://www.kidscape.org.uk">www.kidscape.org.uk</a>
<b>Anti-Bullying Alliance:</b> <a href="http://www.antibullyingalliance.org.uk">www.antibullyingalliance.org.uk</a>	

**Policy last reviewed:** August 2025

**Next review date:** August 2026