



## **Anti-Bullying Policy**

### **1. Purpose**

Allstar Passion Cheerleading (also referred to as the “club” in this document) is committed to providing a safe, positive, and supportive environment for all members. Bullying of any kind is unacceptable and will not be tolerated within our club. This policy aims to outline how the club will address and prevent bullying behaviours to ensure the well-being and safety of all participants.

### **2. Definition of Bullying**

Bullying is defined as repeated, intentional behaviour that causes harm, intimidation, humiliation, or distress to another person. This can take various forms, including:

- **Physical bullying:** hitting, pushing, or other forms of physical aggression.
- **Verbal bullying:** name-calling, insults, threats, or offensive remarks.
- **Social bullying:** exclusion from a group, spreading rumours, or damaging someone’s reputation.
- **Cyberbullying:** using digital platforms (social media, messaging apps, etc.) to harass, threaten, or demean others.

### **3. Scope**

This policy applies to all members of Allstar Passion Cheerleading, including athletes, coaches, volunteers, and parents. It covers behaviour within club premises, during training, at competitions, and any online interactions related to the club.

### **4. Reporting Bullying**

All members are encouraged to report any incidents of bullying they experience or witness. Reports can be made in person or anonymously through the following channels:

- Directly to a coach or staff member.
- Through a designated safeguarding officer - Leisha Bailey [Pbailey\\_house@yahoo.com](mailto:Pbailey_house@yahoo.com) or Mel Banks [melbanks02@gmail.com](mailto:melbanks02@gmail.com)
- Via email to the programme owner [pk@allstarpassion.co.uk](mailto:pk@allstarpassion.co.uk)

## 5. Procedures for Handling Bullying

When a bullying report is received, the club will take the following steps:

- **Initial Assessment:** The club will conduct an immediate, confidential investigation of the reported incident.
- **Intervention:** If bullying is confirmed, appropriate action will be taken, which may include:
  - Speaking to the individuals involved.
  - Mediation between the parties.
  - Parental involvement (if necessary).
- **Consequences:** Disciplinary action may range from warnings to suspension or expulsion from the club, depending on the severity of the bullying.
- **Follow-up:** Regular check-ins will be made to ensure the issue has been resolved and that there is no recurrence of bullying.

## 6. Preventative Measures

To foster a positive, inclusive environment, Allstar Passion Cheerleading will:

- Provide education on the importance of respect, kindness, and teamwork during training sessions.
- Hold regular workshops or discussions on identifying and preventing bullying.
- Ensure that coaches and staff are trained to recognize the signs of bullying and how to intervene appropriately.

## 7. Support for Victims

The club is committed to supporting any member who has been affected by bullying. This may include:

- One-on-one meetings with the safeguarding officer, and/or coach
- Emotional support and referrals to professional counselling if needed.
- Ensuring that the victim feels safe and supported during their participation in club activities.

## **8. Responsibilities**

- **Club Officials and Coaches:** Ensure that the policy is implemented and enforced, and act as role models for respectful behaviour.
- **Athletes and Members:** Treat others with respect and report any incidents of bullying or harassment.
- **Parents/Guardians:** Support their children in understanding the importance of respectful behaviour and encourage open communication with club staff.

## **9. Monitoring and Review**

The club will review this anti-bullying policy annually to ensure its effectiveness. Feedback from athletes, parents, and coaches will be considered to make necessary updates and improvements.

## **10. Conclusion**

Allstar Passion Cheerleading is dedicated to creating a positive, safe, and welcoming environment for all members. Bullying in any form will not be tolerated, and every effort will be made to prevent and address it swiftly.