



THE BRITISH ATHLETE COMMISSION ANTI-BULLYING POLICY



Introduction.

The British Athletes Commission (BAC) is committed to creating and maintaining an environment in which all children and young people involved in sport are free from bullying.

The British Athletes Commission's obligations.

Everyone within the BAC must act in accordance with the general principles in the BAC's Policy on Safeguarding Children and Young People in Sport and the principles set out in the BAC's Policy on Anti-Bullying.

How the BAC can help

All BAC staff, volunteers and members have a duty of care to respond to inappropriate behaviour, abuse or bullying. The BAC is committed to supporting its staff, volunteers and members to implement policies through the provision of appropriate access to education, training, and supporting documentation.

The BAC is also committed to ensuring that concerns relating to bullying of children and young people in sport are taken seriously and acted upon swiftly and appropriately. To achieve this, the BAC has developed procedures for reporting concerns, set out in our Safeguarding Children and Young People Policy. The BAC may refer concerns to the relevant statutory agencies, or instigate proceedings internally.

Bullying

Bullying is anything that is done with the intention of hurting or intimidating, frightening or upsetting another person. Bullying is not always physical but it results in distress to the victim. Instances of bullying can occur not only between children and young people but also by adults to children and young people.

Bullying can be:

- **Emotional**
Persistently being unfriendly, excluding, tormenting, and giving threatening gestures;
- **Physical**
Pushing, kicking, hitting, punching or any use of violence, racist / racial taunts or language or use of graffiti or gestures;



- **Sexual**
Unwanted physical contact or sexually abusive comments;
- **Homophobic**
Because of, or focusing on the issue of sexuality;
- **Verbal**
Name-calling, sarcasm, spreading rumours, teasing;

It should be noted that bullying may not only occur through face to face contact. Increasingly, bullying may occur through other forms of communication i.e. online, e-mail text messaging and other social media.

Principles

- Everyone within the BAC should have an understanding of what bullying is and the BAC's policy on anti-bullying.
- Bullying of any kind is not acceptable in sport or the workplace and should not be tolerated by anyone within the BAC, in particular, or any organisation providing sporting opportunities for children and young people.
- The BAC wishes to promote a "telling" culture and anyone who knows, or suspects that bullying is happening must take the matter seriously, and report it in line with the BAC's reporting procedures highlighted in the BAC's Whistle Blowing policy.
- Any incident or concern of bullying must be acted upon swiftly in the appropriate manner.

Adopted by the BAC Board March 2014

Reviewed April 2015