



## **BWL Anti-Bullying Policy**

### **Introduction**

British Weight Lifting is committed to providing a caring, friendly and safe environment for all of our members so they can participate in weightlifting and disability power lifting in a relaxed and secure atmosphere in which all young people involved in weightlifting and para-powerlifting are free from bullying.

British Weight Lifting recognise our duty of care and responsibility to safeguard everyone involved in our sport from harm. We will ensure that bullying behaviour is not tolerated or condoned. We will require all our staff, members, clubs and volunteers to abide by this policy.

British Weight Lifting will take action to facilitate the investigation and response to any reports of bullying. British Weight Lifting will take any concerns relating to bullying in weightlifting and para-powerlifting very seriously and acted upon promptly and appropriately.

### **What is Bullying?**

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

#### Bullying can be:

- Emotional – persistently being unfriendly, excluding, tormenting, threatening gestures, ridicules and/or humiliates
- Physical – pushing, kicking, hitting, punching, thieving, or any form of violence
- Racist – racial taunts or language, graffiti, gestures
- Sexual – unwanted physical contact or sexually abusive comments
- Homophobic – focusing on the issue of sexuality
- Verbal – name-calling, sarcasm, spreading rumours, teasing, teasing, and/ or taunting
- Cyber – use of text, email and social media, posting rumours, posting of pictures which may cause upset

#### Bullying in weightlifting and para-powerlifting could be:

- A parent who pushes too hard
- A coach who adopts a 'win at all cost' philosophy
- A lifter who intimidates others
- An official who places unfair pressure on a person
- A spectator who shouts abuse



- A post about something on social media which causing offence or ridicules someone
- A threatening text or email to someone

The above list is not extensive and if you think you or someone else is being bullied in any way report it!

### **Indicators of Bullying**

The damage inflicted by bullying can cause considerable distress to young people, to the extent that it affects their health and development and/or in some cases, at the extreme, causes them significant harm, including self-harm which can result in suicide. There are several signs that may indicate that a young person is being bullied:

- Behavioural changes – tearful, clingy, reluctance to attend school, training sessions, camps or club, withdrawn, depressed
- Performance drops at school and/or in the sporting environment
- Physical signs – stomach aches, headaches, difficulty in sleeping, bedwetting, scratches, bruises, damaged clothes, bingeing on food
- A shortage of money or frequent loss of possessions

British Weight Lifting Staff, members, clubs and volunteers will:

- Encourage individuals to speak out about bullying behaviour
- Respect every child's need for, and right to, lift in an environment where safety, security, 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
- Show appreciation of others by acknowledging individual qualities, contributions and progress
- Ensure safety by having rules and practices carefully explained and displayed for all to see
- Report incidents of bullying behaviour that they see – by doing nothing you are condoning the behaviour

### **Supporting Children**

- British Weight Lifting clubs must let children know who will listen to and support them
- British Weight Lifting clubs must encourage an "open door" ethos where children feel confident to talk to an adult about bullying behaviour or any other issue that affects them
- Clubs must listen carefully to anyone who reports an incident of bullying and take seriously all such reports
- Any reported experience of bullying behaviour must be investigated by the clubs and this should involve listening carefully to all those involved. British Weight Lifting will support clubs with their investigations if necessary
- Children experiencing bullying behaviour must be supported and helped to uphold their



- right to lift and live in a safe environment
- Those who display bullying behaviour must be supported and encouraged to develop better relationships
- Any sanctions must be proportionate and fair

### **Support to Parents/Guardians**

- Parents or guardians must be advised of the club's bullying policy and procedures
- Any experience of bullying behaviour must be discussed with the child's parents or guardians.
- Parents must be consulted on action to be taken (for both victim and bully). All clubs must agree on these actions together with the parents
- Information and advice on coping with bullying must be made available
- Support must be offered to parents, including information from other agencies or support line

### **Good Practice Guidelines to Manage Anti-Bullying Policy at Club level**

Challenging bullying should be embedded in the culture of the club to enable young people to play sport in a safe environment. Leaders in clubs should agree with young people what is unacceptable behaviour and therefore raise their expectations of how to behave in the club setting with their peers.

#### Raise awareness

- Raise awareness with all members and lifters within the club
- Put posters on a notice board
- Ensure that all young people know that they can talk to someone if they are worried

#### Policy

- Ensure that all club members, lifters, coaches, volunteers, parents/guardians of young people have a copy of the policy or know where they can find it.
- Adopt the anti-bullying policy within the club constitution

#### Code of Conduct

- Codes of conduct should clearly states the behaviour which it expected of everyone participating in the sport
- Ensure that all codes of conduct are displayed on the notice board.

### **Anti-Cyber-bullying Code**

Being sent an abusive or threatening text message, or seeing nasty comments about you on a website, can be really upsetting. The advice below gives seven important tips to protect anyone from getting caught up in cyber-bullying, and advice on to how to report it when it does happen:



### **1) Always respect others**

Remember that when you send a message to someone, you cannot see the impact that your words or images may have on the other person. That is why it is important to always show respect to people and be careful what you say online or what images you send. What you think is a joke may really hurt someone else. Always ask permission before you take a photo of someone.

If you receive a rude or nasty message or picture about someone else, do not forward it. You could be assisting a bully and even be accused of cyber-bullying yourself. You could also be breaking the law

### **2) Think before you send**

It is important to think before you send any images or text messages about yourself or someone else by email or mobile phone, or before you post information on a website or social media. Remember that what you send can be made public very quickly and could stay online forever. Do you really want your teacher or future employer to see that photo?

### **3) Don't let anyone know your passwords**

It is a good idea to change passwords on a regular basis. Choosing hard-to-guess passwords with symbols or numbers will help stop people hacking into your accounts and pretending to be you. Remember – only give your mobile number or website or social media addresses to trusted friends.

### **4) Block the Bully**

Most responsible websites and services allow you to block or report someone who is behaving badly. Make use of these features, they are there for a reason!

### **5) Don't retaliate or reply**

Replying to bullying messages, particularly in anger, is just what the bully wants.

### **6) Save the evidence**

Learn how to keep records of offending messages, pictures or online conversations. These will help you demonstrate to others what is happening and can be used by your school, internet service provider, mobile phone company, or even the police to investigate the cyber-bullying.

### **6) Make sure you tell**

You have a right not to be harassed and bullied online. There are people that can help:



- Tell an adult you trust who can help you to report it to the right place or call a helpline like Child Line on 0800 1111 in confidence.
- Tell the provider of the service you have been bullied on (eg your mobile phone operator or social network provider). Check their websites to see where to report.
- Tell your school/Club Welfare Officer. Your teacher or the anti-bullying coordinator at your school or the Club Welfare Officer can support you and can discipline the person bullying you.

When a child is the target of cyberbullying, they can feel alone and very misunderstood. It is therefore vital that a parent or guardian knows how to support a child if they are caught up in cyberbullying. The short guide below may help:

### **Preventing Cyber-bullying**

The best way to deal with cyberbullying is to prevent it happening in the first place. Although it may be uncomfortable to accept, you should be aware that your child may as likely cyberbully as be a target of cyberbullying, and that sometimes children get caught up in cyberbullying simply by not thinking about the consequences of what they are doing. It is therefore crucial that you talk with children and understand the ways in which they are using the internet and their mobile phone. In this policy there is an anti-cyber-bullying code which contains seven key messages for children and young people, which you may find a helpful starting point for a discussion with them about issues, such as being careful about posting images on personal websites and where to go to get help.

#### Use the tools

Most software and services on the internet have in-built safety features. Knowing how to use them can prevent unwanted contact. Most Apps or phones have features which allow users to block others. Social-networking sites such as Facebook and Twitter also have tools available. Young people should keep their profile set to 'private' so that only approved friends can see it.

#### Keep the evidence

Keep any evidence of bullying or cyber-bullying as it's helpful when reporting an incident and may help in identifying the bully. This means keeping copies of offending emails, text messages or online conversations.

#### Reporting cyber-bullying:

There are several organisations that can help you if you need to report incidents of cyber-bullying:

- The school – if the incident involves a pupil, or pupils at a child's school, then it is important to let the school know. All schools have a legal duty to have measures in place



to support the person being bullied and to apply disciplinary sanctions to the pupil doing the bullying. Schools are increasingly updating these policies to include cyberbullying.

- The provider of the service – most service providers have complaints and abuse policies, and it is important to report the incident to the provider of the service, i.e. the mobile-phone operator (eg O2 or Vodafone), the IM provider (eg Instagram and WhatsApp), or the social-network provider (eg Facebook and Twitter). Most responsible service providers will have a 'Report Abuse' or a nuisance call bureau, and these can provide information and advice on how to help your child.
- The police – if the cyberbullying is serious and a potential criminal offence has been committed you should consider contacting the police. Relevant criminal offences could include harassment and stalking, threats of harm or violence to a person or property, and any evidence of sexual exploitation, eg grooming, distribution of sexual images, or inappropriate sexual contact or behaviour.

### **Reporting a concern**

Any incidents or reports of bullying of any kind in a Club should be reported to the Club Welfare Officer who will:

- Investigate and take action. If the incident cannot be resolved at club level it should be referred to the British Weight Lifting Lead Safeguarding Office who will:
  - Agree on the method and process the incident
  - Manage the situation with the support of the Club Welfare Officer.

All reported incidents of bullying behaviour or threats of bullying should be investigated, and efforts made to stop the bullying quickly.

### **The following action may be taken:**

- Parent/legal guardians will be informed and be asked to come to a meeting and discuss the problem
- If necessary and appropriate, the police may be consulted
- An attempt will be made to the bully(bullies) to change their behaviour
- If the situation is not or cannot be resolved through mediation, training or mentoring, the perpetrators will be asked to leave the club.



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**Useful contacts:**



You can call the NSPCC 24hrs a day on this number to speak to an advisor and get some help and advice



[A website especially for 11-16 year olds](#)



[This site has lots of advice for children about dealing with bullying](#)

**KIDSCAPE**

[www.kidscape.org.uk](http://www.kidscape.org.uk) or ring 0207 730 3300

[www.bullying.co.uk](http://www.bullying.co.uk)

The British Weight Lifting Lead Safeguarding Officer can be contacted in confidence either by phone or email:

Landline: 0113 224 9402

Mobile: 07834 520747

Email: [sue.ward@britishweightlifting.org](mailto:sue.ward@britishweightlifting.org)

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