**All England Judo Federation**

**anti-bullying policy**

Our anti-bullying policy sets out how we feel about bullying as a federation, what we’ll do to tackle it and how we’ll support children and young people who experience or display bullying behaviour.

**Bullying**

* all forms of bullying will be acted upon
* everybody in the club or organisation has a responsibility to work together to stop bullying
* bullying can include online as well as offline behaviour
* 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
	+ racial, homophobic, transphobic or sexist comments, taunts or gestures
	+ sexual comments, suggestions or behaviour
	+ unwanted physical contact

**Our federation will:**

* recognise its duty of care and responsibility to safeguard all players from harm
* promote and implement this anti-bullying policy in addition to our safeguarding policy and procedures
* ensure that bullying behaviour is not tolerated or condoned
* require all members of the club/organisation to sign up this policy
* take action to investigate and respond to any reports of bullying from children and young people
* encourage and facilitate children and young people to play an active part in developing and adopting a code of conduct for behaviour
* ensure that coaches are given access to information, guidance and training on bullying

**Each participant, coach, volunteer or official will:**

* encourage individuals to speak out about bullying behaviour
* respect every child’s need for, and right to, a play 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 they see

– by doing nothing you are condoning the behaviour

**Supporting children**

* we’ll let children know who will listen to and support them
* we’ll create an “open door” ethos where children feel confident to talk to an adult about bullying behaviour or any other issue that affects them
* 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
* we’ll make sure children are aware of helpline numbers
* anyone who reports an incident of bullying will be listened to carefully and reports will be taken seriously
* any reported experience of bullying behaviour will be investigated and will involve listening carefully to all those involved
* children experiencing bullying behaviour will be supported and helped to uphold their right to play and live in a safe environment
* those who display bullying behaviour will be supported and encouraged to develop better relationships
* we’ll make sure that sanctions are proportionate and fair

**Support to the parents/guardians**

* parents or guardians will be advised on the club or organisation’s bullying policy and practice
* any experience of bullying behaviour will be discussed with the child’s parents or guardians

* parents will be consulted on action to be taken (for both victim and bully) and we’ll agree on these actions together
* information and advice on coping with bullying will be made available
* support will be offered to parents, including information from other agencies or support lines

Useful contacts

NSPCC Helpline 0808 800 5000

Childline 0800 1111 / www.childline.org.uk

Kidscape www.kidscape.org.uk

Anti-Bullying Alliance www.antibullyingalliance.org