



## Anti-Bullying Policy

Version 3 | January 2026

### Statement of Intent

Totton Running Club are committed to providing a caring, friendly, and safe environment for our members to feel they can flourish and belong.

**Bullying** can be defined as repeated behaviour which is intended to hurt someone either emotionally or physically and is often aimed at certain people because of their race, religion, gender, or sexual orientation or any other aspect such as appearance or disability.

This could be online or in person. Any of which within the club is **NOT** acceptable.

If bullying does occur, PLEASE ensure you talk to a member of the club who can help you. Welfare team is available via email or face to face contact, as are most of the rest of the club committee.

### What is bullying?

Physical bullying, hitting, slapping, or pushing someone.

- Verbal; name calling, gossiping, or threatening someone.
- Non – verbal abuse; hand signs or text messages
- Emotional abuse; threatening, intimidating, or humiliating someone.
- Undermining, constant criticism or spreading rumours.
- Controlling or manipulating someone
- Making silent, hoax or abuse calls
- The following types of bullying are also hate crimes:
- Racial, sexual, transphobic, or homophobic bullying
- Bullying someone because they have a disability.

### What is cyber bullying?

Bullying which is carried out over the internet/social media, such as:

- A peer who intimidates using a social networking website such as
- A coach who sends negative feedback about a participant via personal text message
- A club member who posts negative comments about a fellow member on a club forum. Cyber Bullying may also include threats, sexual remarks and hate speech.

E-Bullies may publish personal contact information of their victims at websites. They may attempt to act as the victim for the purpose of publishing material in their name that would defame or ridicule them.

Cyber Bullying is particularly serious due to the nature in which the abuse occurs. It can be very personal and take place in a closed private format where the victim may feel isolated, and the content will not be viewed by parents, friends or siblings. Alternatively, it could take place in a

public format. It may lead to the victim rereading any material in private perhaps leading to feelings of paranoia, depression, or loneliness.

#### Procedures

- Report bullying incidents to the club welfare officer or a member of the committee.
- **Adult to adult bullying** should be treated as an internal complaint of misconduct. A written complaint should be obtained from the victim by the club secretary and if considered valid the alleged bully should be asked for a written response.
- Mediation and an early resolution with agreement to cease the behaviour may be possible.
- If mediation does not work or is not appropriate, the complaint will then be investigated as a breach of the Code of Conduct as per the club Disciplinary Policy.
- More serious cases may be referred to England Athletics/Police.
  
- **Child to child bullying** there should be reconciliation by getting the parties together. It may be a genuine apology solves the problem.
- If this fails/not appropriate a small panel (Made up from chair, Welfare Officer, Secretary, committee members) should meet with the parent and child alleging bullying to get details of the allegation. Minutes should be taken for clarity, which should be agreed by all as a true account
- The same 3 persons should meet with the alleged child who has instigated bullying and parent/s and put the incident raised to them to answer and give their view of the allegation. Minutes should again be taken and agreed
- If bullying has in their view taken place the athletes should be warned and put on notice of further action i.e. temporary or permanent suspension if the bullying continues. Consideration should be given as to whether a reconciliation meeting between parties is appropriate at this time
- In some cases the parent of the child who has instigated bullying or bullied athlete scan be asked to attend training sessions, if they are able to do so, and if appropriate. The club committee should monitor the situation for a given period to ensure the bullying is not being repeated
- All coaches involved with both athletes should be made aware of the concerns and outcome of the process i.e. the warning

#### **Adult to Child bullying**

- This should be treated as a Safeguarding matter and UK Athletics be informed and will advise on action to be taken where appropriate. This may include action by The UK Athletics Safeguarding Team.
- It is likely that this will be investigated as a breach of the Code of Conduct as per the club Disciplinary Policy.

**More serious cases may be referred to the Police and/or Children's Social Care.**

#### Prevention

- The club will have a written constitution, which includes what is acceptable and proper behaviour for all members of which the anti-bullying policy is one part.
- All club members, parents and carers will sign to accept the constitution of the club and relevant codes of conduct upon joining the club.
- The club welfare officer will raise awareness about bullying and why it matters, and if issues of bullying arise in the club, will consider meeting with athletes to discuss the issue openly and constructively.

## Related policies and procedures

- Club Constitution
- Child Safeguarding Policy
- Adult Safeguarding Policy
- Codes of Conduct
- Club Grievance and Disciplinary Policy
- Club Inclusion Policy
- Club Social Media Policy

## Useful contact

- Sarah Gordon, Caroline Orchard, Scoot Linton – Welfare Team
- UKA 07920 532552/ [safeguarding@uka.org.uk](mailto:safeguarding@uka.org.uk)
- EA [welfare@englandathletics.org](mailto:welfare@englandathletics.org)
- NSPCC Helpline 0808 800 5000
- Childline 0800 1111 / [www.childline.org.uk](http://www.childline.org.uk)
- Kidscape [www.kidscape.org.uk](http://www.kidscape.org.uk)
- Anti-Bullying Alliance [www.antibullyingalliance.org](http://www.antibullyingalliance.org)

## Version History

Version	Date	Author	Changes
1.0	September 2022	UKA	Initial Policy
2.0	January 2025	UKA	Review. No change – Neil Cameron (Chair)
3.0	January 2026	UKA	