

Badminton England Safeguarding Anti - Bullying Guidance

Principles

- Bullying of any kind is not acceptable within Badminton England or any of our clubs, leagues or County Badminton Associations providing playing opportunities for young people
- Badminton England asks that anyone who knows that bullying is happening will tell their Welfare Officer.
- Any incident of bullying which occurs will be taken seriously, responded to promptly, and procedures followed to resolve the situation
- All concerns will be managed accordingly with reference to the Safeguarding and Protecting Young People in Badminton Policy and Procedures and, where appropriate, considered with reference to the Badminton England Equality & Diversity Policy.
- Badminton England has a moral and legal obligation to ensure that, when given responsibility for young people, adults provide them with the highest possible standard of care.
- It is the responsibility of every adult working within badminton, whether professional or volunteer, to ensure that all young people can enjoy the sport in a safe enjoyable environment
- Badminton England is committed to the effective recruitment, and appropriate training of all professional staff, coaches, and volunteers. This will enable us to work together with parents/carers and other organisations to ensure that the needs and the welfare of young people remain paramount.

What is Bullying?

Bullying is deliberate hurtful behaviour, usually repeated over a period of time, where it is difficult for those being bullied to defend themselves. Bullying results in pain and distress to the victim.

Broadly bullying can be:

- Emotional - being unfriendly, excluding, tormenting (e.g. hiding kit, threatening gestures)
- Physical -pushing, kicking, hitting, punching or any use of violence
- Racist - racial taunts, graffiti, gestures
- Sexual - unwanted physical contact or sexually abusive comments
- Homophobic¹ - because of, or focussing on the issue of sexuality
- Verbal - name-calling, sarcasm, spreading rumours, teasing

Cyber Bullying

A common form of bullying that many young people experience is that which takes place electronically or online. This can be in the form of malicious text messages and inappropriate photos being sent to a young person. Websites or social media sites can also be set up to make personal attacks on a young person or individuals own private pages can be used by a bully to make comments or post untruths. In addition fake online profiles can be created where a great deal of damage can be done to a young person apparently in their 'own' name.

Young people are also at risk owing to the distribution of photographs that is increasingly easy via the advance in smart phones, mobile devices and apps. These photographs may be private photos

¹ Homophobic or transphobic bullying in sport is gaining increasing awareness as an issue putting more young people off sport, for more information see resources at the end of this document or contact the safeguarding team at Badminton England.

that the young person may have thought would stay private or they could be heavily doctored, either way they can cause a great deal of embarrassment and harm to a young person.

The Badminton Bully

The competitive nature of sport makes it an ideal environment for the bully. The bully in badminton can be:

- a parent who pushes too hard
- a coach or club official who adopts a win at all costs philosophy
- a player who intimidates his or her opposition in an aggressive manner
- a spectator who shouts abuse

Signs and Symptoms

A child may indicate by signs or behaviour that he or she is being bullied. Children and Young People have described bullying as:

- being called names or teased
- being hit, pushed, pulled, pinched, or kicked
- having their bag, mobile or other possessions taken
- being forced to hand over money
- being forced to do things they do not want to do
- being ignored or left out
- being attacked because of religion, gender, sexuality, disability, appearance or other perceived difference
- receiving abusive text messages or inappropriate photographs
- being under pressure owing to untruths, unkind comments or inappropriate photographs being shared electronically or online

Other signs and symptoms may be a young person:

- doesn't want to attend training or club activities
- makes changes to their usual routine
- becomes withdrawn, anxious or lacking in confidence
- has possessions or kit go missing or damaged
- becomes aggressive, disruptive or unreasonable
- attempts or threatens suicide or runs away
- has unexplained cuts or bruises
- is bullying other children or siblings
- stops eating or rapidly loses weight

These signs and behaviour may not constitute bullying and could instead be symptoms of other problems. Coaches and volunteers need to be aware of these possible signs and report any concerns to the appropriate Welfare Officer.

Procedures and Management of Bullying

Report bullying incidents to the Welfare Officer who will action the following:

1. Record (if possible using the Badminton England incident form)

2. If the incident is an adult bullying a young person the Welfare Officer will report the incident to the Badminton England Lead Child Protection Officer and a decision will be made on the method and process for managing the incident.
3. If the incident is a young person bullying another young person, the parents of the alleged bully and the victim may be informed.
4. The bullying behaviour or threats of bullying will be investigated in a fair and transparent manner by talking and listening to those involved.
5. Parents of the bully and the victim and may be asked to come into a meeting to discuss the problem
6. An attempt will be made to help the bully change their behaviour
7. If the situation is not or cannot be resolved through mediation, training or mentoring, refer back to Badminton England's Lead Child Protection Officer who will manage the incident in line with Badminton England Child Protection Disciplinary Procedures.
8. Support will be provided to all parties involved

Resources for Young People

Visit the Badminton England Website safeguarding pages and click on 'Advice for young people'
Useful websites include:

ThinkUknow - CEOP's website to educate regarding safe use of the internet and what to do when things go wrong, there are sections for children of various ages and resources for adults working with young people.

www.thinkuknow.co.uk

Childline is the one stop website for young people and deals with many issues, with resources and guidance on a range of topics.

www.childline.org.uk

Beat – a website dedicated to offering young people guidance on eating disorders.

www.b-eat.co.uk

Implementing Badminton England Anti – Bullying Guidance in your Badminton Club.

- Raise awareness with all individuals involved within the club:
 - Put awareness posters on the notice board and / or add links to anti-bullying advice in your club newsletters and on the club’s social media
 - Ensure all young players know they can talk to someone if they are concerned about anything
 - Ensure that parents and young people have access to a copy of this guidance
 - Ensure that your Code of Conduct clearly states that behaviour which constitutes bullying will not be accepted and include a reference to social media as in the Badminton England Codes of Conduct
- Involve young people in promoting positive anti-bullying messages and creating a positive inclusive environment in your club.
- Ensure all staff, coaches and volunteers lead by example by following Badminton England Codes of Conduct.
- Invite feedback on your anti-bullying guidance from young people and parents particularly after any incidents have occurred and ensure you act on the feedback!

Useful Further Contacts & Support:

KIDSCAPE www.kidscape.org.uk.

Helpline for parents/carers of bullied children 08451 205 204

Bullying UK www.bullying.co.uk

0808 800 2222

Read Badminton England Social Media Guidance available on the safeguarding pages of the Badminton England website:

www.badmintonengland.co.uk/safeguarding