



**English Federation
of Disability Sport**

Making **active lives** possible

English Federation of Disability Sport

Anti-bullying policy



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We recognise that:

- Bullying is “behaviour, usually repeated over time, that intentionally hurts another individual or group, physically or emotionally”
- One person or a group can bully others;
- Bullying can occur either face to face between individuals or groups or online, using information technology, such as computers, tablets or mobile phones;
- Bullying can include:
 - Verbal teasing or making fun of someone
 - Excluding children from games and conversations
 - Pressurising other children not to be friends with the person who is being bullied;
 - Spreading hurtful rumours or passing round inappropriate photograph/images/drawings;
 - Shouting at or verbally abusing someone’s belongings;
 - Stealing or damaging peoples belongings;
 - Making threats;
 - Forcing someone to do something embarrassing, harmful or dangerous
 - Harassment on basis of race, gender, sexuality or disability
 - Physical or sexual assault (although all sexual incidents and all but very minor physical incidents constitute abuse and must be dealt with in accordance with child protection procedures).
- Bullying causes real distress. It can affect a person’s health and development and, at the extreme, can cause significant harm;
- People are often targeted by bullies because they appear different from others;
- We all have a role to play in preventing bullying and putting a stop to bullying

The purpose of this policy is:

- To prevent bullying from happening in our organisation, as much as possible
- When bullying does happen, to make sure it is stopped as soon as possible and that those involved receive the support they need
- To provide information to all staff, volunteers, children and their families about what we should all do to prevent and deal with bullying.

We will seek to prevent bullying by:

- Developing a code of behaviour that sets out the “dos and don’ts” in terms of how everyone at EFDS is expected to behave, both in face-to-face contact and online
- Holding regular discussions with staff, volunteers, partners, children, young people and families who are involved with EFDS to ensure that they understand our anti-bullying policy. These discussions will focus on:
 - Everyone has responsibilities to look after one another and uphold the code of conduct
 - Practice skills such as listening to each other
 - Respecting the fact that we are all different
 - Making sure that no one is without friends
 - Dealing with problems in a positive way
 - Checking that the anti-bullying measures are working well
- Following the EFDS complaints procedure
- Making sure that staff, volunteers, partners, children, young people and families who are involved with EFDS have clear information about our anti-bullying policy, complaints procedure, code of conduct, behaviour promise and anti-bullying procedures.

When bullying occurs, we will respond to it by:

- Having a clear anti-bullying policy in place;
- Providing support and training for all staff and volunteers on dealing with all forms of bullying, including racial, sexist, homophobic and sexual bullying;
- Addressing the issue from the point of view of the person being bullied, the bully, any bystanders and EFDS as a whole.
- Reviewing the plan developed to address the bullying, in order to ensure that the problem has been resolved;
- Avoiding any punishments that make the individuals concerned seem small, or look or feel foolish in front of others;

Monitoring and review

The Safeguarding officer at EFDS is responsible for monitoring the effectiveness of this policy. This policy will be reviewed every two years. The next review is due on: 01 February 2018

For more information, please contact federation@efds.co.uk or call 01509 227750

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