



British Ski and Snowboard Anti-Bullying Policy

British Ski and Snowboard is committed to safeguarding all children and young people involved in our activities.

British Ski and Snowboard will:

- recognise our duty of care and responsibility to safeguard all our athletes from harm
- promote and implement this anti-bullying policy in addition to our safeguarding policy and procedures
- seek to ensure that bullying behaviour is not accepted or condoned
- require all members to be given information about, and sign up to, this policy:
 - Coaches, Officials, Directors agree to abide by this policy in their Code of Conduct
 - Athletes agree to abide by this policy in their Code of Conduct
- take action to investigate and respond to any alleged incidents of bullying
- ensure coaches are given access to information and guidance on bullying during their induction

Each participant, coach, volunteer or official will:

- respect every child's need for, and rights to participate 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 that our differences make each of us special and should be valued
- show appreciation of others by acknowledging individual qualities, contributions and progress
- be committed to the early identification of bullying, and prompt and collective action to deal with it
- report incidents of bullying they see – by doing nothing you are condoning bullying.

Bullying

- all forms of bullying will be addressed
- everybody in British Ski and Snowboard has a responsibility to work together to stop bullying
- bullying can include online as well as offline behaviour
- bullying can include:
 - physical pushing, kicking, hitting, pinching etc.
 - name calling, sarcasm, spreading rumours, persistent teasing and emotional torment through ridicule, humiliation or the continual ignoring of individuals
 - posting of derogatory or abusive comments, videos or images on social network sites
 - racial taunts, graffiti, gestures, sectarianism
 - sexual comments, suggestions or behaviour
 - unwanted physical contact
- elite athletes, children with a disability, from ethnic minorities, young people who are gay or lesbian, or those with learning difficulties are more vulnerable to this form of abuse and are more likely to be targeted.





Support to the child

- children should know who will listen to and support them
- systems should be established to open the door to children wishing to talk about bullying or any other issue that affects them
- potential barriers to talking need to be identified and addressed at the outset to enable children to approach adults for help
- children should have access to Helpline numbers
- anyone who reports an incident of bullying will be listened to carefully and be supported
- any reported incident of bullying will be investigated objectively and will involve listening carefully to all those involved
- children being bullied will be supported and assistance given to uphold their right to participate and live in a safe environment which allows their healthy development
- those who bully will be supported and encouraged to stop bullying
- sanctions for those bullying others that involve long periods of isolation, or which diminish and make individuals look or feel foolish in front of others, will be avoided.

Support to the parents/guardians

- parents/guardians should be advised on British Ski and Snowboard's bullying policy and practice
- incidents of bullying will usually be discussed with the child's parent(s)/guardians. Due to the nature of our events, with parents not present at activities, this will not always be the recommended course of action
- parents will be informed of action taken (for both victim and bully)
- information and advice on coping with bullying will be made available
- support will be available for parent(s) including information on other agencies or support lines.

Useful contacts

BSS Lead Welfare Officer – bridget.owen@teambss.org – +44 (0) 7807 026247

NSPCC Helpline +44 (0) 808 800 5000

ChildLine +44 (0) 800 1111 / www.childline.org.uk

Kidscape www.kidscape.org.uk

Anti-Bullying Alliance www.antibullyingalliance.org

