

## **SG 1.5 Anti-bullying guidance for cycling clubs**

### **What is bullying?**

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim.

### **Why is it important to respond to bullying?**

This can lead to people not enjoying their cycling experience and subsequently leaving the sport. Bullying should not be tolerated in the club environment.

### **How should bullying be dealt with?**

It is advisable for any bullying behaviour to be dealt with in a similar manner to the below:

- Discuss the potential courses of action with the young person or vulnerable adult
- Report bullying incidents to the Club Welfare Officer or a member of the committee
- In cases of serious bullying, the incidents will be referred to the British Cycling SLO for advice. The individual should be made aware of this course of action
- Where appropriate parents/carers should be informed and asked to attend a meeting to discuss the problem with the rider present
- Where appropriate and the bullied rider consents, police may be consulted
- The bullying behaviour must be investigated and the bullying stopped quickly
- An attempt will be made to help the bully (bullies) change their behaviour
- If mediation fails and the bullying is seen to continue the club will initiate disciplinary action under the club constitution, or where appropriate under British Cycling's Disciplinary Procedures.

**Remember:** Vulnerable Adults have a right to self determination and must consent to any actions you take.

### **How should bullying be governed?**

Cases of bullying should be resolved with the utmost speed to avoid further distress to the victim. Clubs should adopt an anti-bullying policy to cover the following areas:

- All committee members, coaches, riders and parents should have an understanding of what bullying is and what they should do if bullying arises.
- All committee members and coaches should know what the club policy is on bullying, and follow it when bullying is reported.
- Clubs should take bullying seriously. Riders and parents should be assured that they would be supported when bullying is reported.
- Bullying will not be tolerated.

### **Model anti-bullying policy**

British Cycling advises cycling clubs to adopt an anti-bullying policy. A model anti-bullying policy designed by Kidscape is available at <http://www.kidscape.org.uk> . This policy is provided to schools and can be applied in the club environment.

For information on bullying Kidscape can be contacted on 0207 730 3300.

Kidscape's anti-bullying help line for parents and children is 08451 205 204