



**TAVERN MOTOR
CLUB LTD**

Anti-Bullying Policy



Version	Author	Date of Review	Review Points	Endorsed By:
V0.1	D Desbois Secretary	2021		Committee

This policy will be reviewed annually or when there is a legislative change or review to lessons learned or best practice guidance

TAVERN MOTOR CLUB LIMITED

Registered in England and Wales

Company Number 1186810

Registered Office:

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1. Introduction

Tavern Motor Club is committed to providing a caring, friendly and safe environment for everyone in motorsport. Bullying of any kind is unacceptable and therefore prohibited by Regulation.

Tavern Motor Club's Anti-bullying Policy sets out how we as a club feel about bullying; what we will do to tackle this issue and how we will support children and adults who experience or display bullying behaviour. This policy aims to inspire and enable more people to participate in our sport in a safe, fair, fun, inclusive and progressive environment. To achieve this, we will seek to promote and provide an environment where every child/adult can feel:

- safe
- valued
- healthy
- able to enjoy and achieve their potential
- able to make a positive contribution

To protect the rights of all children/adults to have a safe and secure environment, Tavern Motor Club will continuously work towards preventing acts of bullying, harassment, and other forms of aggression and violence as these behaviours are unacceptable. If concerns in relation to bullying arise, our Governing Body, Motorsport UK's Head of Safeguarding and the Compliance Officer will work closely with Club Safeguarding Officers and participants to ensure the anti-bullying guidelines laid out in this policy are followed. All forms of bullying will be acted upon. Everybody in motorsport has a responsibility to work together to stop bullying and all participants must seek to:

- Identify children/adults displaying unacceptable or harmful behaviour
- Identify indicators of concern in relation to children/adults who may be impacted by these behaviours
- Intervene and respond effectively to concerns in line with Tavern Motor Club's policy and practice guidance to support children/adults who are the subject of concerns to participate in motorsport effectively and positively
- Promote an environment where participants feel safe, included, happy and confident

2. Clarification of terms

Definition of bullying

Bullying is behaviour that hurts someone else. It includes name calling, hitting, pushing, spreading rumours, threatening, or undermining someone. It is usually repeated over a long period of time and can hurt a child/adult both physically and emotionally.

A bully is defined as someone who deliberately sets out to hurt another person on more than one occasion. All children/adults have upsets and disagreements; these are not classed as bullying.

Definition of cyber-bullying

Cyber-bullying is the use of technology such as mobile phones, email, chat rooms or social media sites such as Facebook and Twitter to harass, threaten, embarrass, intimidate, or target a child/adult. Unlike physical bullying, cyber-bullying can often be difficult to identify and evidence as the cyber-bully (the person responsible for the acts of cyber-bullying) can remain anonymous when



threatening or causing distress to others online. This may encourage them to behave more inappropriately or aggressively than they might face-to-face.

Types of bullying

- Physical: Deliberately hurting children/adults on a regular basis e.g. physically pushing, kicking, hitting, pinching or unwanted physical contact
- Verbal: Deliberately hurting feelings through name-calling etc.
- Ostracising: Making someone feel left out and different by deliberately setting out to exclude them

Types of cyber-bullying

- Flaming: Online fights usually through emails, instant messaging or chat rooms where angry and rude comments are exchanged
- Denigration: Putting hurtful online messages through email, instant messaging, chat rooms, or websites set up to make fun of someone
- Exclusion: Intentionally leaving someone out of a group such as instant messaging, friend sites, or other online group activities
- Outing: Sharing secrets about someone online including private information, pictures, and videos
- Trickery: Tricking someone into revealing personal information then sharing it with others
- Impersonation: Pretending to be someone else when sending or posting mean or false messages online
- Harassment: Repeatedly sending malicious messages to someone online
- Cyber-stalking: Continuously harassing and denigration including threats of physical harm

Actions NOT considered to be bullying

- Not liking someone
- Being excluded
- Accidentally bumping into someone
- A single act of telling a joke about someone
- Arguments
- Expression of unpleasant thoughts or feelings regarding others
- Isolated acts of harassment, aggressive behaviour, intimidation, or meanness

Reasons for bullying

Some reasons why children/adults might bully someone include:

- They think it's fun, or that it makes them popular or cool
- They feel more powerful or important, or they want to get their own way all the time
- They feel insecure or lack confidence or are trying to fit in with a group
- They are jealous of another child/adult
- They are unhappy
- They are copying what they have seen others do before, or what has been done to them.

The effects of bullying



All forms of bullying cause psychological, emotional and physical stress. Each child/adult's response to being bullied is unique and the impact upon a child/adult should not be minimised or their expressed experience dismissed. Some signs that may indicate a bullying problem are:

- depression and anxiety
- increased feelings of sadness, helplessness, decreased self-esteem and loneliness
- withdrawal and loss of interest in activities they used to enjoy
- unexplained injuries
- frequent headaches or stomach aches, feeling sick or faking illness
- sudden loss of friends or avoidance of social situations
- self-destructive behaviours such as running away from home, harming themselves, or talking about suicide.

3. Roles and responsibilities

Tavern Motor Club accepts responsibility for preventing and tackling bullying. This means members must act to prevent discrimination, harassment, and victimisation within the sport. Additionally, this anti-bullying policy which will be promoted to all members via the Tavern Motor Club website.

- encourage individuals to speak out about bullying behaviour
- respect every child/adult's need to take part in our sport in an environment where safety, security, and opportunity for taking responsibility are available
- respect the feelings and views of others
- show appreciation of others by acknowledging individual qualities, contributions, and progress
- report incidents of bullying behaviour they see - by doing nothing you are condoning the behaviour

The role of Clubs Members and Volunteers

Tavern Motor Club will support participants and the Club Safeguarding Officer (CSO) in all attempts to eliminate bullying from motorsport activities. Tavern Motor Club will not condone any bullying at all, and any incidents of bullying that do occur will be taken very seriously and dealt with appropriately. We will:

- recognise our duty of care and responsibility to safeguard all participants from harm
- promote and implement this anti-bullying policy in addition to our safeguarding policy and procedures
- ensure that bullying behaviour is not tolerated or condoned
- take action to investigate and respond to any reports of bullying from children/adults
- ensure that Clubs/participants who work directly with children/adults are given access to information and guidance on bullying
- reinforce the clear message that violence has no place in motorsport
- raise awareness of cyber bullying
- ensure that all concerns and incidents and the management of these concerns are effectively recorded

Tavern Motor Club requires the Head of Safeguarding to keep accurate records of all incidents of bullying and to report to the Committee on request about the effectiveness of the organisations anti-bullying strategies. A parent/carer who is dissatisfied with the way Tavern Motor Club has dealt



with a bullying incident can make a complaint through the Complaints policy which can be accessed from our governing body Motorsport UK's website.

The role of the Club Safeguarding Officer (CSO)

It is the responsibility of the CSO to promote and implement Tavern Motor Club anti-bullying strategy, to ensure that all members are aware of the Club policy, and that they know how to identify and respond to incidents of bullying. It is important that the child/adult responsible for initiating the bullying is dealt with appropriately. The person dealing with the incident will need to collect all the relevant information and then provide the CSO with a copy in order that he can decide on a course of action. All cases are individual and various strategies will be employed by the CSO to address the issue. The CSO and appropriate staff will do all they can to support a child/adult who is being bullied in partnership with parents, carers.

The role of parents/carers

Parents/carers, who are concerned that their child/adult might be being bullied or who suspect that their child/adult may be the perpetrator of bullying, should in the first instance contact their Club Safeguarding Officer immediately. If they are not satisfied with the action taken, they should contact Motorsport UK's Head of Safeguarding. Parents/carers have a responsibility to support the clubs anti-bullying policy by actively encouraging children/adult's to be a positive member of the Club.

The role of participants

All participants of motorsport activities are encouraged to tell somebody they trust if they are being bullied, and if the bullying continues they must keep on letting people know.

4. Bullying between adult participants/members

In event of an adult bullying another adult that is a participant of Tavern Motor Club activities the Head of Safeguarding will refer the issue to the Committee.

5. Reporting, sanctions, and monitoring

How to report bullying

Procedures

The following steps must be taken when dealing with incidents of bullying:

1. If bullying is suspected or reported, the incident will be dealt with immediately by the CSO
2. A clear account of the incident will be recorded in writing either by the victim or CSO recording the victim's verbal statement
3. The CSO will interview all concerned and will record the concerns
4. Parents/carers will be kept informed by the CSO
5. Action taken by the Club could include prevention of taking part in Club events or being banned from being a member of the Club.



6. Where appropriate the CSO will inform Motorsport UK's Head of Safeguarding who may inform the Police.

Monitoring, evaluation and review Tavern Motor Club's CSO and Committee will review this policy annually and assess its implementation and effectiveness.

6. Supporting children

What Tavern Motor Club will do to support children

- we'll let children/adults know who will listen and support them
- we'll create an "open door" ethos where children/adults feel confident to talk to an adult about bullying behaviour
- we'll make sure children are aware of helpline numbers including ChildLine (Tel: 0800 1111)
- anyone who reports an incident of bullying will be listened to carefully and reports will be taken seriously
- any reported experience of bullying behaviour will be investigated and will involve listening carefully to all those involved
- children/adults experiencing bullying behaviour will be supported and helped to uphold their right to live in a safe environment
- those who display bullying behaviour will be supported and encouraged to develop better relationships

7. Contact details for the Club Safeguarding Officer (CSO)

Name: Alan Desbois

Email address: alan@desbois.co.uk

Telephone number: 07778 934064

8. Head of Safeguarding within Motorsport UK

Name: Linda Medicott

Email address: linda.medlicott@motorsportuk.org

Telephone number: 07851 248672

9. Useful websites:

www.bullying.co.uk

www.anti-bullyingalliance.org

www.cyberbullying.org