



CHEPSTOW CYCLING CLUB ANTI-BULLYING POLICY



Chepstow CC aims to create an enjoyable and safe environment in which members can experience the fun, challenge and rewards of our sport.

We are committed to adopting and implementing key policies within British Cycling's code of good practice and central to that is developing a culture in which bullying is not tolerated in the Club environment.

This is obviously crucial for younger members and vulnerable adults but needs to extend to all interactions between members.

Bullying is the use of aggression in any form with the intention of hurting another person or damaging their experience. It results in pain and distress to the victim as well as creating a toxic environment in the club. It can easily lead to individuals quitting the club or sport and creating a poor image for the club.

How to deal with suspected bullying

All members should be aware of the potential for bullying and be particularly vigilant around young people or vulnerable adults:

- Discuss your concerns with the affected individual and your course of action
- Report bullying incidents to the Club Welfare Officer (CWO) or a member of the Committee
- The bullying behaviour must be investigated and attempts made to stop it quickly
- Attempts should be made to include the bullies and help them to gain insight and hopefully change their behaviour
- Where appropriate parents/carers should be informed and asked to attend a meeting to discuss the problem, preferably with the rider present
- 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
- In cases of serious bullying the case will be referred to British Cycling's SLO for advice
- In the most serious of cases the Police may need to be informed -preferably with the consent of the young person and parents/carers

Governance

- The CCC Committee will ensure that this policy is circulated to all members, coaches, riders and parents/carers to ensure understanding of bullying and what they should do if bullying arises
- All Committee members and coaches will be understand the policy and how to follow guidelines when bullying is reported. The Club Welfare Officer will take a lead in ensuring compliance with this.



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- Chepstow CCC is committed to taking bullying seriously and adopts a "no tolerance" policy with a commitment to timely and thorough investigation of concerns.
- Riders and their parents/carers will be supported when bullying becomes an issue

Further advice on the management of bullying is available at <http://www.kidscape.org.uk>

Kidscape can be contacted about bullying on 0207 730 3300

Kidscape anti-bullying helpline for parents and young people is available on 08451 205 204

Chepstow CC Welfare Officer is currently Ian Skeldon who can be contacted on welfare.officer@chepstowcyclingclub.wales or by telephone 07870876195.