

ANTI-BULLYING CHARTER



Updated November 2023.

Every participant in Basketball has the right to take part in an environment which is free from abuse and bullying. This charter sets out how we feel about bullying, what we will do to tackle it and how we will support victims and those who display bullying behaviour.

Everyone has a responsibility to work together to stop bullying and by creating a positive, open culture where bullying behaviour can be challenged.

Bullying can include:

- Verbal bullying: Name-calling, taunting, mocking, making offensive comments and teasing
- Physical bullying: Kicking, hitting, punching, pushing and pinching
- Emotional bullying: Producing offensive graffiti, excluding people from groups, spreading hurtful and untrue rumours, being forced to do things against own will and taking belongings or money
- Online /Cyber bullying: Offensive text messaging and e-mailing and sending degrading images by phone or the internet
- Racist bullying: Bullying another person based on their ethnic background, religion or skin colour. Racist bullying is a criminal offence under the Crime and Disorder Act 1998 and Public Order Act 1986.
- Homophobic bullying: Bullying another person because of their actual or perceived sexual orientation.
- Transphobic bullying: Bullying based on another person's gender 'variance' or for not conforming to dominant gender roles.
- Bullying motivated by prejudice or hostility against a person due to their religion/perceived religion, disability/perceived disability, sexual orientation/perceived sexual orientation,
- Sexist bullying: Bullying based on sexist attitudes expressed in a way to demean, intimidate or harm another person because of their sex or gender. Sexist bullying may sometimes be characterised by inappropriate sexual behaviours.
- Sexual bullying: Bullying behaviour that has a physical, psychological, verbal or non-verbal sexual dimension/dynamic that subordinates, humiliates or intimidates another person. This is commonly underpinned by sexist attitudes or gender stereotypes.

Bullying is generally characterised by:

- Repetition: Incidents are not one-offs; they are frequent and happen over a period of time
- Intent: The perpetrator(s) means to cause verbal, physical or emotional harm; it is not accidental
- Targeting: Bullying is generally targeted at a specific individual or group
- Power imbalance: Whether real or perceived, bullying is generally based on unequal power relations

It can impact someone's enjoyment of the sport in many ways such as,

- A person may feel pressured to over-train because of previous negative criticism
- They may be prevented from taking part because of physical harm / injury
- They may not wish to continue because of hurtful comments or bullying behaviour, for example, about body image
- They may be experiencing stress or anxiety because of being bullied either inside or outside of the sport or online

Bullying behaviour can often escalate and involve a whole team. We are committed to eliminating bullying within basketball activities.

We will:

- Listen and respond appropriately to all concerns and take appropriate action
- Take victims, parents and carers concerns seriously and respond effectively

We aim:

- To create a positive environment for all participants
- To ensure that everyone can participate in a safe, caring environment
- To make basketball accessible for all

To achieve this, we will:

- Ensure that a person-centred environment is created during all activities
- Emphasise the positive values of participation, sharing, helping and encouraging
- Promote equality in all basketball activities
- Encourage all participants to behave according to the Basketball England Code of Ethics and Conduct, which provides a framework of acceptable behaviour
- Work towards continuously improving the quality of activities

Basketball England affiliated clubs and organisations are required to:

- Recognise their duty of care and responsibility to safeguard all participants from harm
- Promote and implement this anti-bullying charter in addition to our safeguarding policy and procedures
- Ensure that bullying behaviour is not tolerated or condoned
- Require all members of the club/organisation to sign up this charter

- Investigate and respond to any reports of bullying
- Encourage and facilitate children, young people and adults at risk to play an active part in developing and adopting a code of conduct for behaviour
- Ensure that coaches are given access to information, guidance and training on bullying
- Encourage all Club Welfare Officers to promote who they are and their contact details in case anyone needs to report an incident of bullying

All participants agree to abide by the following:

- We will not tolerate bullying or harassment of any kind
- We will be accepting of others regardless of age, disability, gender reassignment, race, religion or belief, sex, sexual orientation or social status
- We will not ignore an incident of bullying and will take all signs of bullying seriously
- We will be kind to others, even if they are not our friends and we will make new participants in our activities feel welcome
- We will not join in fights or disturbances
- We will report any bullying incident to a member of staff/official immediately
- We will not judge others on the way they speak, their social behaviour, appearance, or their ability.
- We will remember that everyone matters, including ourselves
- We will encourage all people to speak and share their concerns

Supporting children and adults at risk.

- As a sport, we will let victims know who they can speak to and who will support them
- We'll create an "open door" ethos where children and adults at risk feel confident to talk to someone about bullying behaviour or any other issue that affects them
- Potential barriers to talking (including those associated with a person's disability or impairment) will be acknowledged and addressed at the outset to enable participants to speak out
- We'll make sure participants are aware of helpline numbers
- 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
- Participants experiencing bullying behaviour will be supported and helped to uphold their right to play and live in a safe environment
- Those who display bullying behaviour will be supported and encouraged to develop better relationships
- We'll make sure that sanctions are proportionate and fair

Support to the parents/carers

- Parents or carers will be advised on the club or organisations bullying policy and practice
- Any experience of bullying behaviour will be discussed with a child's parents or guardians. We will listen to the wishes of adults at risk in terms of how we proceed with their concern.
- Parents of children will be consulted on action to be taken (for both victim and bully) and we'll agree on these actions together

- Information and advice on coping with bullying will be made available support will be offered to parents/carers, including information from other agencies or supportlines

Some incidents of bullying can be resolved locally, however guidance can also be sought from the Basketball England Safeguarding Team. Where there are concerns specifically in relation to adults in a position of trust displaying bullying behaviours then this should always be reported to the Safeguarding Team at Basketball England. In addition where there are concerns about child on child abuse then the guidance held within the Child on Child Abuse Policy should be followed. In other cases of bullying then staff, coaches, volunteers and officials will respond by following the procedures set out in the Basketball England Safeguarding Policy, Code of Conduct & Ethics which are available for download on the dedicated safeguarding pages on Basketball England's website at <http://www.basketballengland.co.uk/inclusion/>

Any person who has a concern about bullying can report it to us here: [Report It | Basketball England](#) Additional information and support will be provided for those who request to remain anonymous.

For further information please contact our Safeguarding Manager at safeguardingbasketball@basketballengland.co.uk

Useful contacts

NSPCC Helpline 0808 800 5000

Childline 0800 1111 / www.childline.org.uk Kidscape www.kidscape.org.uk

Anti-Bullying Alliance www.antibullyingalliance.org

Ann Craft Trust [Ann Craft Trust: Safeguarding Adults and Young People at Risk](#)

APPENDIX 1

GUIDANCE FOR YOUNG PEOPLE/PARENTS-CARERS/CLUBS AND ORGANISATIONS

Guidance for young people/adults if you are being bullied

Remember it is not your fault

- If possible, tell them to stop and tell them how you feel after you have been bullied
- All bullying is wrong and you do not have to stay silent about it
- Tell somebody you trust about what has happened straight away. They have a responsibility to give you help and support around bullying
- If you are scared to tell someone on your own, ask a friend to go with you
- Keep on speaking until someone listens and does something to stop the bullying. When you are talking think carefully about:
 - What has happened to you
 - How often it has happened
 - Who was involved
 - Who saw what was happening
 - Where it happened.
 - Has anything been done about it previously? This will help them to understand how to support you with this issue

Please don't be worried about speaking to someone, they will listen and give you time to talk to them. Don't worry if you are not sure what words to use to describe the bullying, they will be able to use your description of the incident to help you

Developments in technology have resulted in new opportunities and new ways to bully others; this is particularly evident with the rise of Cyber bullying. Cyberbullying is driven by the same intention as any other form of bullying and can include harmful messages being sent via social media platforms. It can also include the exclusion of others from social networking, posting videos on social media platforms, and can even involve impersonating others online in order to cause harm. If you experience bullying by mobile phone, text messages, any social networking site or e-mail;

- Don't retaliate or reply
- Save the evidence, do not delete anything
- Make sure you tell someone who you trust
- Contact your service provider or look at their website to see where to report incidents
- Be careful who you give your mobile phone number or e-mail address to
- Make a note of exactly when a threatening message was sent

Guidance for parents/carers If your child has been bullied:

- Calmly talk with your child about his/her experiences
- Make a note of what your child says including who was involved, how often the bullying

has occurred, where it happened and what happened

- Reassure your child that he/she has done the right thing to tell you about the bullying
- Make an appointment to see your child's club welfare officer

Explain to the club welfare officer the problems your child is experiencing. When talking with the club welfare officer about bullying:

- Bear in mind that they may have no idea that your child is being bullied or may have heard conflicting accounts of an incident
- Be as specific as possible about what your child says has happened, give dates, places and names of other children involved
- Make a note of what action the club/organisation intends to take
- Ask if there is anything you can do to help your child or the club/organisation
- Stay in touch with the club/organisation and let them know if things improve as well as if problems continue

If your child is displaying bullying behaviour towards others:

- Talk with your child and explain that what he/she is doing is unacceptable and makes other children unhappy
- Show your child how he/she can join in with other children without bullying
- Make an appointment to see your child's club/organisation welfare officer and explain the problems your child is experiencing as well as discussing how you can work together to stop him/ her bullying others
- Regularly check with your child how things are going
- Give your child lots of praise and encouragement when he/she is co-operative or kind to other people

If your child is experiencing any form of cyber bullying:

- Ensure your child is careful whom they give their mobile phone number and e-mail address to
- Check exactly when a threatening message was sent and keep evidence of offending e-mails, text messages or online conversations. Do not delete messages
- If the bullying involves a young person from a club/organisation contact the club/organisation to report this
- Contact the service provider to report the incidents
- If the cyberbullying is serious and a potential criminal offence has been committed, you should consider contacting the police

Guidance for Clubs/Organisations

- Upon seeing bullying or receiving a report of bullying it is imperative that action is taken
- In the first instance, information should be taken from the alleged victim of the bullying. This should be undertaken sensitively allowing the person plenty of time to describe what has been happening
- If the incident or incidents relates to an adult in a position of trust or child on child abuse then a referral to the Safeguarding Team at Basketball England should be immediately be made. This team will act as lead and direct on actions to be taken next

- If the above is not the case, then once the alleged victim has provided as much information as is possible, parents should be notified, where appropriate - the only exception to this is where doing so would put a young person at risk of harm. In this case guidance should be sought from the Safeguarding Team at Basketball England
- An investigation should then be opened which takes information from all relevant parties, this should involve the alleged perpetrator(s). All parents of children involved should be informed that their child is involved in an internal investigation. The exception to this is where it might put a child at risk of harm, in this case, guidance should be sought from the Basketball England Safeguarding Team
- If during the course of the investigation any information comes to light that might indicate a case of child-on-child abuse or an incident involving an adult in a position of trust then contact the Safeguarding Team at Basketball England
- During the course of the investigation steps should be taken to protect the alleged victim from any further bullying activity. This may include temporarily removing the alleged perpetrator(s) from attending activity where the alleged victim is present
- Upon the conclusion of any investigation, findings should be discussed with the victim (and parents if appropriate). This should include any steps going forward to ensure that no further bullying activity takes place
- Findings should also be communicated to the alleged perpetrator(s) (and parents if appropriate). This should also include any steps going forward to ensure that no bullying activity takes place. It is important to communicate at this point the consequences of the perpetrator engaging in bullying activity again. It is important to remember that sometimes people bully others as a result of their own trauma and this should also be explored and supported where appropriate
- The Basketball England Disciplinary Code is in place to ensure that serious misconduct is dealt with appropriately, including all matter relating to aggravated offences. Clubs should keep Basketball England informed of any incidents defined as 'serious' in accordance with the Code, and the team will work with organisations to ensure correct processes are followed locally.