

## [INSERT TEAM NAME] Anti-Bullying Policy

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### Introduction

This policy is aimed at Staff and members of [INSERT TEAM NAME] and highlights our commitment to Safeguarding children, young people and adults at risk, with a particular focus on recognising, preventing and addressing signs of bullying.

This policy will define the foundational principles shaping [INSERT TEAM NAME]'s method for preventing and dealing with incidences of bullying. It will ensure that [INSERT TEAM NAME] have the appropriate processes and practices in place for dealing with reports of bullying, in line with the Motorsport UK Anti-Bullying [Policy](#).

This policy is relevant and binding for all staff and members of [INSERT CLUB NAME].

As a Team, we acknowledge that:

- Motorsport can have a highly positive impact on the self-confidence and mental well-being of children, young people and adults at risk and allows them to develop relationships.
- There are a small number of occasions that you may hear of bullying, unfair practices or prolonged mistreatment of a group or individual and these must be dealt with appropriately.
- The safety and welfare of young participants and adults at risk is always of the utmost priority.

### Introduction to Anti-Bullying

[INSERT TEAM NAME] is committed to providing a safe, fair, fun and inclusive environment for everyone involved in motorsport. Bullying of any kind is unacceptable and will not be tolerated by our Team.



Our Anti-Bullying policy sets out our stance on bullying, what we will do to tackle the issue and the ways in which we will support those involved in reports of bullying.

This commitment aims to contribute to Motorsport UK's mission to inspire and enable more people to participate in our sport in a fair, fun and inclusive manor. Our beliefs and actions align with those of Motorsport UK and we endeavour to uphold their mission and values in our own practices.

[INSERT TEAM NAME] seek to promote and provide an environment where everyone can:

- Feel safe and supported
- Feel valued
- Find passion and enjoyment in the sport
- Achieve their potential
- Make a positive contribution to the sport

[INSERT TEAM NAME] will provide a safe environment for all our participants and will work continuously to prevent and deal with acts of bullying, harassment and other forms of aggression and violence.

## **Introduction to Anti-Bullying & Cyber-Bullying**

Bullying is the repetitive, intentional harm of one person or a group. This can include name calling, spreading rumours, undermining someone or acts of physical violence.

Bullying can happen anywhere; this includes online. It takes place over a prolonged period and had the potential and intent to cause physical and/or emotional harm.

### **Cyber-Bullying**

Cyber-Bullying involves the use of technology, such as mobile phones or social media, to harass, threaten or target a person. This is especially prevalent in children and young people with access to social media.

Cyber-Bullying can often be more difficult to evidence and deal with as the bully may remain anonymous when threatening others online. Cyber-Bullying can cause high levels of emotional distress, rather than physical.

### **Signs and Symptoms of Bullying:**

Knowing the signs to look out for can empower those affected to speak out against their bully.

Children, young people and adults at risk can be bullied for many reasons. They may also be seen as an 'easy target' due to any differences they have, for example:



- Disability
- Race or Ethnicity
- Gender
- Sexual Orientation
- Background or Home Life
- Hobbies and Interests
- Low Self Esteem
- Mental Health Issues

[INSERT TEAM NAME] has a duty of care to our members and we endeavour to be vigilant in looking for signs and symptoms of bullying. These can include:

- Belongings or sporting equipment being 'lost' or damaged
- Physical injuries (e.g. bruises, pinch marks or cuts)
- Unwillingness to attend training or competitions
- Doing less well at practice or competitions
- Losing confidence
- Becoming quiet or withdrawn
- Problems eating or sleeping
- Bullying other children or young people

## Roles and Responsibilities of [INSERT TEAM NAME]

### The Role of the Team

[INSERT TEAM NAME] has a responsibility to prevent and deal with reports of bullying appropriately and with urgency. We will always take the appropriate steps to ensure that our members are happy, included and supported within the Team environment. [INSERT TEAM NAME] takes all acts of discrimination, harassment and victimisation extremely seriously and will deal with all incidences in a timely and appropriate manner. [INSERT TEAM NAME] will review any reports of bullying in order to understand and learn from them, with the aim to prevent future incidences from occurring.

[INSERT TEAM NAME] will provide education for our staff and volunteers and make them aware of the steps and protocol they must follow if incidents occur with regards to bullying or cyber-bullying.

[INSERT TEAM NAME] will promote the Race with Respect [code of conduct](#) and will always encourage Team members, Staff, parents and guardians and our drivers to be vocal about bullying behaviour. [INSERT TEAM NAME] will always follow Race with Respect [procedures](#) to investigate and respond appropriately to any reports.



## The Role of Team Staff

- Every staff member has a Duty of Care to safeguard our children, young people and adults at risk.
- [INSERT TEAM NAME] will ensure that all Team staff are educated on the signs and symptoms to be aware of and the appropriate steps to take if bullying is reported to them. Our Team staff and volunteers will ensure that bullying behaviour is not tolerated and that all reports are dealt with sensitively and appropriately, in line with the Race with Respect [guidelines](#).
- Any incidence of bullying or cyber-bullying should be reported to [INSERT TEAM MANAGER'S NAME] or another member of Team staff as soon as possible.

## The Role of the Parent/Guardian

Parents and guardians have a responsibility to support the Team's Anti-Bullying Policy by actively encouraging their child to be a positive member of [INSERT TEAM NAME].

Parents and guardians should look out for signs and symptoms that their child is being bullied or is bullying. They should report, or encourage their child to report, any incidences of bullying or cyber-bullying that occur to the Team Manager, or if this is not possible they can report directly to Motorsport UK via the Race with Respect [reporting form](#).

## The Role of Competitors

All licenced Motorsport UK competitors are governed by the Race with Respect code of conduct.

If any competitor is the victim of Bullying or Cyber-Bullying, they should report it to the Team Manager in the first instance for advice and support.

## Reporting a Concern

If you are concerned or made aware of bullying behaviour within [INSERT TEAM NAME] or at any Team events permitted by Motorsport UK, it is vital that you report it to your Team Manager as soon as possible. No matter how big or small your concern may be, the Team and Staff want to support you through it.

To help us to understand the situation clearly, where possible please provide the following details:

- A clear and concise account of the incident(s), including the names of any people involved.
- Details of where and when the incident took place (to the best of your knowledge).
- Details of any witnesses



- Evidence (e.g. screenshots) of any cyber-bullying (only if it is safe to do so).

[INSERT TEAM NAME] will respond appropriately to every concern reported. They will make the decision to deal with this within the Team or to escalate it to Motorsport UK for further investigation.

## Race with Respect

In some cases, you may not want to report concerns around Bullying or Cyber-Bullying directly at Team level; this is perfectly okay.

It is possible to report your concerns directly to Motorsport UK via:

- Race with Respect online [reporting form](#)
- Email any concerns to [safeguarding@motorsportuk.org](mailto:safeguarding@motorsportuk.org)

These reports are reviewed regularly and are actioned by the appropriate teams and sporting leads.

Motorsport UK will always follow the [Race with Respect](#) procedures and implement sanctions accordingly and proportionately depending on the level of concern.

### The 3 levels of concern



## Sanctions

Every case is different and will be handled proportionately – sanctions will vary dependent on the severity of the case.

Once all the necessary evidence has been obtained, the investigating team (local or national level) will impose a penalty that is reflective of the incident. Suspensions may also be imposed if necessary whilst there is an active investigation going on.



**Sanctions may include:**

- Apologising to necessary parties
- Further education (e.g. e-learning)
- Official warnings
- Community work
- Championship penalties
- Round suspension or disqualification
- Licence or registration suspension or cancellation

Cases can be escalated by [INSERT TEAM NAME] if we are dissatisfied with the sanctions implemented after the resolution of the case.