



Kimberley and District Striders Anti-bullying Policy V2 January 2024

Statement

Kimberley and District Striders (KADS) prides itself as being an inclusive club in which everyone is welcome and has the right to run in comfort. Any form of bullying is deemed as unacceptable. It is therefore important that any member notify the committee if they are uncomfortable with the behaviours of others, knowing that the issue will be taken seriously and dealt with in the strictest of confidence.

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.

Bullying can be:

- Emotional being unfriendly, excluding (emotionally and physically), sending hurtful text /WhatsApp/Messenger messages, tormenting
- Physical - pushing, kicking, punching or any use of violence
- Racist - racial taunts, graffiti, gestures
- Sexual - unwanted physical contact or sexually abusive comments
- Homophobic - because of, or focusing on the issue of sexuality
- Verbal - name-calling, sarcasm, spreading rumours, teasing

Signs and Symptoms

As an inclusive club, it is the responsibility of every member to ensure everyone is happy and comfortable with their running environment. It is therefore important for members to be aware of the signs and symptoms of bullying. These can include:

- Discloses that they are being bullied
- Is unwilling to go to club sessions
- Becomes withdrawn and anxious or lacking in confidence
- Feels ill before training sessions
- Changes their normal routine during running sessions
- Has possessions go 'missing'
- Has unexplained cuts or bruises
- Is frightened to say what is wrong
- Gives improbable excuses for any of the above

If any member displays any of these signs, it is important to notify ,even though the member may not be experiencing bullying, they may still require support for another matter.

Reporting Procedure

1. Any bullying incidents should be reported to the club welfare officer or any member of the committee
2. Bullying reports can be logged through our Welfare page. Disclosures received on here are handled confidentially by Welfare.
3. All bullying incidents will be investigated by Welfare Officers in order to consider the best course of action.
4. If the member in which the accusation is made against is unwilling to work with the committee in order to change their behaviours, the committee will initiate disciplinary action under the club constitution and EA