

Hunts Kart Racing Club Anti Bullying Policy



Hunts Kart Racing Club recognises our responsibility to providing a caring, friendly and safe environment for everyone in motorsport. This policy supplement those provided by our sports governing body, Motorsport UK.

Bullying of any kind is unacceptable and therefore prohibited by Regulation from the sport's governing body, Motorsport UK and the club will also take a zero tolerance approach if instances of bullying are reported. This 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 members who experience or display bullying behaviour.

This policy aims to contribute to the club's and Motorsport UK's mission, 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 everyone can feel:

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

Terms

Bullying is defined as behaviour that hurts someone else. It includes name calling, hitting, pushing, spreading rumours, threatening, or undermining someone.

It can happen anywhere – at school, at home or online. It is usually repeated over a long period of time and can hurt a child 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 have upsets and squabbles; these are not classed as bullying and are dealt with through the Club's Codes of Conduct.

Cyber-bullying is defined as the use of technology such as mobile phones, email, chat rooms or social media site 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 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
e.g. spreading rumours; persistent teasing and humiliation; continual ignoring of others; posting of derogatory or abusive comments; videos or images on social media; racial, homophobic, transphobic or sexist comments; taunts or gestures; sexual comments, suggestions or behaviour

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

Objectives of this policy

- Ensure that all involved in our sport understand the different types of bullying; know how to report any issues.
- To show Hunts Kart Racing Club take bullying seriously.
- To assure anyone that they will be supported if bullying is reported.
- To make it clear that bullying will not be tolerated at the club or in the wider motorsport community.

- To make it clear that in relevant cases it will lead to proceedings before the National Court which may result in the person convicted being excluded from participation in all FIA based Motorsport

What to do if you have been a victim of bullying or suspect bullying is taking place

- Report the issue to the Club Safeguarding Officer or if you do not feel comfortable approaching them, please contact the safeguarding team at Motorsport UK.

Club Safeguarding Officer

Jamie Roe

Email:- jamie@hkrc.co.uk

Phone :- 07766294717

Process following a report to the Club Safeguarding Officer

- The club safeguarding officer will arrange a meeting with the Victim or person reporting to discuss the nature of the concern/complaint.
- The club safeguarding officer will arrange a separate meeting with the alleged bully. If the alleged is a child, then this meeting will take place in the presence of the child's parent or guardian.
- In the first instance the club safeguarding officer will attempt to facilitate reconciliation between the parties. It may be that a genuine apology is adequate to resolve the issues.
- The club will help the bully to realise their behaviour that has led to the issues being raised and assist where practically possible to help them change their behaviour.
- After this if the bullying continues then the matter will be referred to the club committee who will consider sanctions in line with the club's standards and using the Motorsport UK race with respect guidance.
- In the case of serious bullying or an adult bullying a child the Motorsport UK Safeguarding team will be informed. Cases of this nature will be dealt with under the Safeguarding Case Management procedure or may be referred to Police and/or Children's Social Care if appropriate.

How we can prevent bullying from occurring

At Hunts Kart Racing Club bullying in all forms, will not be tolerated. The club is an inclusive and diverse community and as such the Club is clear that language deemed to be discriminatory will not be tolerated at any time in order to create an atmosphere where everyone involved in motorsport knows that it is inappropriate and feel comfortable to report incidents.

Any physical bullying will be dealt with swiftly and if necessary, will involve Motorsport UK and the police or other relevant statutory agency.

Cyber Bullying

- Reminding all members that the club's and Motorsport UK's Social Media Policy should be followed at all times.
- Children's use of technology should be monitored to prevent inappropriate usage.
- Everyone should be made aware of the repercussions their actions may have – what may be seen as joke or 'banter' at one end may not be received that way.
- 'Blocking' the bully or removing from so that the bully cannot send messages to the individual concerned.
- Advising the individual being bullied not to reply or retaliate.
- Advising the victim to set their profiles on social networks to 'Private' so only their approved friends have access and to periodically check these settings.

Useful Contacts

Club Safeguarding Officer – Jamie Roe

Email – jamie@hkrc.co.uk

Phone – 07766294717

KIDSCAPE – a voluntary organisation committed to help prevent bullying

www.kidscape.org.uk

Anti-Bullying Alliance – an organisation aiming to reduce bullying and create safer environments in which children and young people can live, grow, play and learn. www.anti-bullyingalliance.org.uk

NSPCC <https://www.nspcc.org.uk/preventing-abuse/child-abuse-and-neglect/bullying-and-cyberbullying/>

National Bullying Helpline <https://www.nationalbullyinghelpline.co.uk/help-guides.html>

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