



ANTI-BULLYING CHARTER

This Charter has been adopted in accordance with the guidance provided by Basketball England.

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;

- Physically pushing, kicking, hitting, pinching etc.
- Name calling, spreading rumours, persistent teasing and humiliation or the 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
- Unwanted physical contact

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 in 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

Athlete Evolution (and all Basketball 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

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.

- 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 organisation's 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 support lines

We will encourage our staff, coaches, volunteers & officials to be vigilant & observant always.

If incidents of bullying are witnessed, our staff, coaches, volunteers and officials will respond by following the procedures set out in the Basketball England Safeguarding Policy, Code of Conduct & Ethics and Safeguarding Regulations which are available for download on the dedicated safeguarding pages on Basketball England's website at <https://www.basketballengland.co.uk/inclusion/>.

Any person who has a concern about bullying can report it to us. Additional information and support will be provided for those who request to remain anonymous.

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](#)