



## Anti-Bullying Policy

Harleston Running Club will not accept bullying. Everybody involved with running, whatever their role, has a responsibility to work to stop bullying and to recognize that bullying does not just occur amongst younger people. This policy will be reviewed before HRC expands to accept junior members under the age of 18.

### Action to help the victim and prevent bullying

#### An individual should:

1. Take all signs of bullying very seriously
2. Encourage all club members to speak and share their concerns, help the victim to speak out and tell the person in charge or somebody in authority. Create an open environment.
3. Investigate all allegations and take action to ensure the victim is safe. Speak with the victim and bully/ies separately.
4. Reassure the victim that you can be trusted and will help them, although do not promise that you will not report what has been said.
5. Keep a record of what is said (what happened, by whom and when).
6. Report any concerns to the Club Welfare Officers [hrcwelfare@harlestonrunningclub.co.uk](mailto:hrcwelfare@harlestonrunningclub.co.uk)
7. The Club Welfare Officers will help signpost the victim to the appropriate support. In cases of serious bullying the Club Welfare Officers will seek advice from England Athletics.

### Action toward the bully/ies

1. Talk through the incident with the bully/ies, explain the situation and try to get the bully/ies to understand the consequences of his/her/their behaviour. Seek an apology to the victim/s.
2. Insist on the return of borrowed items and the bully/ies compensate the victim.
3. Encourage and support the bully/ies to change behaviour
4. Keep a written record of action taken