



RLSS UK Safeguarding

RLSS UK Anti Bullying Policy

“Safeguarding is everyone’s business”.

RLSS UK is committed to safeguarding and promoting the welfare of children, and adults at risk and expects everyone involved in RLSS UK activity to share this commitment.

Children and Young People - What to do if you feel unsafe or want to report a safeguarding concern

Within RLSS UK we want to ensure that we provide you with a safe and welcoming environment where you feel you are respected and valued. If you feel unsafe or have any concerns then you should contact one of the Designated Safeguarding Leads (DSL) in the organisation or confide in a person that you trust (parent, coach or friend). These individuals can contact the DSL on your behalf. We are here to support you.

[Click here to ‘Report a Safeguarding Concern’](#)

All information regarding RLSS UK safeguarding can be found on the [RLSS UK Website](#)

Author: Lee Heard and Richard Flavell supported by Safe LTD

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Control Sheet

Document Review

Name	Title
Representatives of	S.E.D.A.G

Document Approval

Name	Title	Department	Signature	Date
Lee Heard	Charity Director	Charity		12/04/2023

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Associated Documents

Document	Version
RLSS UK Adult at Risk Safeguarding Policy and Procedures	V1.0
RLSS UK Child Safeguarding Policy and Procedures	V1.0

Review dates

This document should be reviewed in line with the details in section 8 and updated to reflect relevant changes.



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1.0 Policy statement

- 1.1 RLSS UK is committed to ensuring that children and adults at risk who participate in its activities including lifesaving, lifeguarding, community awards, education, sports, competitions and any other events have a safe, positive and enjoyable experience. All groups of people whatever their age, gender, language, disability, race, religion or belief, sexual orientation, socio-economic status and culture have the right to protection from abuse and to be treated fairly. Everyone involved with a child or an adult who may be at risk is uniquely placed to recognise and respond to abuse and poor practice across RLSS UK.
- 1.2 This policy clearly sets out the RLSS UK zero tolerance stance in relation to bullying. The policy also details how we will tackle such behaviour and how we will support children, young people and adults at risk who experience or display bullying behaviour.
- 1.3 The RLSS UK will continuously work towards preventing acts of bullying, harassment, and other forms of aggression and violence as these behaviours are unacceptable. Everybody working with or volunteering for RLSS UK has a responsibility to work together to stop bullying and will seek to:
- Identify children displaying unacceptable or harmful behaviour
 - Identify indicators of concern in relation to children or adults at risk who may be impacted by these behaviours
 - Intervene and respond effectively to concerns in line with club policy and practice guidance to support young people and adults at risk who are the subject of concerns to participate in the club effectively and positively
 - Promote an environment where participants feel safe, included, happy and confident.
- 1.4 RLSS UK will monitor all complaints and allegations made in respect of bullying and ensure that they are dealt with promptly and in line with safeguarding practice. RLSS UK will ensure that staff who work directly with children or adults at risk are given access to information, guidance and training on bullying.



2.0 Definitions

Bullying - 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 RLSS's Codes of Conduct. Bullying behaviour includes;

Physical: Deliberately hurting particular children or an adult at risk 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

Cyber-bullying - the use of technology such as mobile phones, email, chat rooms or social media sites such as Facebook and Twitter to harass, threaten, embarrass, intimidate or target a child or adult at risk.

Unlike physical bullying, cyber-bullying can often be difficult to identify. The cyberbully (the person responsible for the acts of cyber-bullying) can remain anonymous when threatening or causing distress to others online. This anonymity may encourage them to behave more inappropriately or aggressively than they might face-to-face. Cyber bullying behaviour includes;

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.



3.0 Actions NOT considered to be bullying

- Not liking someone
- Being excluded from a particular group of friends
- Accidentally bumping into someone
- A single act of telling a joke about someone (unless racist, sexist etc)
- Arguments
- Expression of unpleasant thoughts or feelings regarding others
- Isolated acts of aggressive behaviour, intimidation, or meanness

4.0 The effects of bullying

4.1 All forms of bullying cause psychological, emotional and physical stress. Each child's or adults at risk response to being bullied is unique and the impact upon a child or an adult at risk should not be minimised or their experiences dismissed. Some signs that may indicate a bullying problem are:

- depression and anxiety
- increased feelings of sadness, helplessness, decreased self-esteem and loneliness
- withdrawal and loss of interest in activities they used to enjoy
- unexplained injuries
- lost or destroyed clothing, books, electronics, or jewellery
- frequent headaches or stomach aches, feeling sick or faking illness
- changes in eating habits / disordered eating. For example, skipping meals or binge eating. Children may come home feeling hungry because they did not eat lunch
- difficulty sleeping or frequent nightmares
- declining grades, loss of interest in schoolwork, or not wanting to go to football.
- sudden loss of friends or avoidance of social situations
- self-destructive behaviours such as running away from home, harming themselves, or talking about suicide.



5.0 Roles and responsibilities

5.1 All RLSS UK staff, members and volunteers must act to prevent discrimination, harassment and victimisation and should;

- encourage individuals to speak out about bullying behaviour
- respect every child's or adult at risk's need for, and right to, an environment where safety, security, praise, recognition and opportunity for taking responsibility are available
- respect the feelings and views of others
- recognise that everyone is important and equal, and that our differences make each of us special and worthy of being valued
- show appreciation of others by acknowledging individual qualities, contributions and progress
- ensure safety by having rules and practices carefully explained and displayed for all to see
- report incidents of bullying behaviour they see - by doing nothing you are condoning the behaviour
- recognise that they have a duty of care and responsibility to safeguard all participants and participants from harm
- promote and implement this anti-bullying policy in addition to our safeguarding policy and procedures
- ensure that bullying behaviour is not tolerated or condoned
- take immediate action to investigate and respond to any reports of bullying from anyone
- consistently promote the staff and participants' code of conduct
- reinforce the clear message that violence has no place in RLSS UK activity
- implement a clear policy of mobile phones not permitted to be in use during Club activities
- raise awareness of cyber bullying
- ensure that all concerns and incidents and the management of these concerns are effectively recorded
- contact, and seek to work in partnership with, the parents of both the child being bullied and the bully
- challenge all forms of verbal abuse



- 5.2 RLSS UK DSL's are required to keep accurate records of all incidents of bullying on safeguarding systems and clubs may be required to report back to the HQ safeguarding team about the effectiveness of the club anti-bullying strategies.
- 5.3 A parent/carer or child who is dissatisfied with the way that a club/or provider has dealt with a bullying incident can make a complaint through the Complaints Policy which can be accessed from the Club's website.

6.0 The role of the Designated Safeguarding Lead

- 6.1 It is the responsibility of the Club/Branch Designated Safeguarding Leads and the RLSS UK Safeguarding Team to promote and implement anti-bullying good practice, to ensure that all stakeholders are aware of the expected standards, and that they know how to identify and respond to incidents of bullying. The DSL will ensure that Codes of Conduct, appropriate to the age of participants and activities in which they are engaged, are in place, promoted and signed up to by children, young people and adults at risk.
- 6.2 Members of staff will keep a vigilant watch on suspected 'bullies' and any incidents will be handled carefully. It is important that if a child's responsible for initiating the bullying then it is dealt with appropriately. The person dealing with the incident will need to collect all the relevant information and then provide the Club/ Branch DSL with a copy in order that he/she can decide on the most appropriate action.
- 6.3 The Club/ Branch DSL and appropriate staff will do all they can to support a child who is being bullied in partnership with parents, carers and the child's school where appropriate.

7.0 Bullying in the workplace

- 7.1 Incidents, where it has been deemed that a member of staff has been bullying, particularly against children or adults at risk, will be taken very seriously. There will be a zero-tolerance approach. The appropriate Club/ Branch DSL will respond to this in accordance with the club's safeguarding policy and procedures, with the instigation of disciplinary action where appropriate. **Sanctions around this type of behaviour will include a decision around dismissal.**
- 7.2 Such action will also be taken if it is deemed that a member of staff/volunteer/member is bullying other members of staff.
- 7.3 In the event of the DSL being involved in such incidents, reports will be given immediately to the HQ safeguarding team (for incidents involving club or Branch DSL's) or the Executive Trustee Lead who will take formal action where necessary.



8.0 The role of parents/carers

8.1 Parents/carers, who are concerned that their child might be being bullied or who suspect that their child may be the perpetrator of bullying, should contact a member of the RLSS UK Safeguarding Team immediately. If they are not satisfied with the action taken, they should contact the Designated Safeguarding Lead at either Branch or HQ level who will make enquiries into the matter. If they remain dissatisfied, they can escalate the matter up to the Executive Trustee Lead.

8.2 Parents/carers have a responsibility to support the clubs anti-bullying approach by actively encouraging their child to be a positive member of the club.

9.0 The role of participants

9.1 All participants in RLSS UK activities are encouraged to tell somebody they trust if they are being bullied, and if the bullying continues, they must keep on letting people know.

10.0 Supporting Children or Adults at Risk

- we'll let children and adults at risk know who will listen to and support them
- we'll create an "open door" ethos where children feel confident to talk to an adult about bullying behaviour or any other issue that affects them
- potential barriers to talking (including those associated with a child's disability or impairment) will be acknowledged and addressed at the outset to enable children and adults at risk to speak out
- we'll make sure children and adults at risk are aware of helpline numbers including ChildLine (Tel: 0800 1111)
- 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
- children and adults at risk 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 try to make sure that sanctions are proportionate and fair



11.0 Reporting

Reporting bullying should be in line with RLSS UK's Safeguarding Policies and Low Level Compliant Policy.

12.0 Procedural implementation and review

These procedures were implemented on 1st May 2023 and will be reviewed on an annual basis or in response to changes in safeguarding legislation and/or best practice.