

EMPIRE CLUB SKATING

Anti-Bullying Procedure - 2026

Anti-Bullying Procedure

1. Report all bullying incidents to the Club's Safeguarding Officer or a member of the Club committee.
2. In serious cases, if appropriate, parents should be informed and asked to attend a meeting to discuss the problem.
3. If necessary and appropriate, police may be consulted.
4. The bullying behavior or threats of bullying must be investigated and the bullying stopped.
5. If the allegation is proven, an attempt will be made to help the bully (bullies) to change their behavior.
6. If this fails and the bullying continues, the Club will initiate disciplinary proceedings.

Action within the Club

1. Reconciliation by getting both parties together, it may be that a genuine apology solves the problem.
2. If this fails or is not appropriate, the committee should meet with the people involved (child(ren), parents, coach or committee member) to get details of the allegation. Minutes should be taken for clarity, which should be agreed by all as a true account.
3. If bullying has, in everyone's view, taken place the individual(s) should be warned and put on notice of further action, i.e. temporary or permanent suspension if the bullying continues. Further meetings between both parties may be arranged to assist the reconciliation.
4. The club committee should monitor the situation for a given period to ensure the bullying is not repeated.

Outcome

1. The bully (bullies) may be asked to genuinely apologise. Other remedies may also take place.
2. In serious cases, suspension or even exclusion will be considered.
3. If possible, both parties will be reconciled.
4. After the incident(s) have been investigated and dealt with, each case will be monitored to ensure that repeated bullying does not take place.