



SPORTS ELITE LIMITED

ANTI-BULLYING POLICY

Effective from: 1 September 2026

Approved by: Sports Elite Limited Director

Review date: 1 September 2027

1. Purpose and Commitment

Sports Elite Limited is committed to providing a safe, positive, respectful and inclusive environment for all children and young people who take part in our coaching programmes, clubs and activities.

Bullying is not tolerated at Sports Elite Limited.

This policy explains how Sports Elite Limited defines bullying, the standards of behaviour expected, how concerns are responded to, and how children, parents, carers and staff are supported.

This policy should be read alongside the Sports Elite Limited Safeguarding and Child Protection Policy and relevant school or venue procedures.

For the purposes of this policy, “child” and “young person” refer to anyone under the age of 18. References to “parents” include parents and carers.

2. What is Bullying?

Bullying is behaviour that is:

- intentional or harmful;
- repeated, or forms part of a pattern of behaviour;
- directed towards another person; and
- involves a real or perceived imbalance of power.

Bullying can cause physical, emotional, psychological or social harm.

A single incident may not meet the definition of bullying, but it may still be unacceptable behaviour and should be addressed appropriately.

Bullying can happen:

- face to face;
- during coaching sessions or activities;
- before or after sessions;
- through group activities or team environments;
- online or through digital communication;
- through social media, messaging, gaming or other platforms.

3. Types of Bullying

Bullying can take different forms and may involve more than one type.

Physical Bullying

Examples include:

- hitting, kicking, pushing or pinching;
- deliberately causing injury;
- damaging or taking someone's belongings;
- threatening physical harm;
- intimidating behaviour.

Verbal and Emotional Bullying

Examples include:

- name-calling;
- mocking or humiliating someone;
- persistent teasing;
- threatening or abusive language;
- spreading rumours;
- deliberately excluding or isolating someone;
- repeatedly making comments intended to cause distress.

Online or Cyberbullying

Examples include:

- sending abusive or threatening messages;
- posting harmful, humiliating or embarrassing content;
- sharing images or videos intended to cause distress;
- excluding someone from online groups;
- harassment through social media, messaging, gaming or other digital platforms;
- encouraging others to participate in online abuse.

Discriminatory Bullying

Bullying may target a person's identity, characteristics or background.

Examples include:

- racist comments or exclusion;
- homophobic, biphobic or transphobic behaviour;
- sexist comments or behaviour;
- comments or behaviour relating to disability or additional needs;
- religious or cultural discrimination;
- offensive gestures, taunts or slurs;
- sexualised comments or behaviour.

Any behaviour involving sexual harassment, sexual violence, abuse or exploitation will be treated as a safeguarding matter and managed in accordance with the Safeguarding and Child Protection Policy and relevant safeguarding procedures.

4. Expected Behaviour

Everyone involved in Sports Elite activities has a responsibility to contribute to a respectful environment.

Children and young people are expected to:

- treat others with respect;
- follow reasonable instructions and behaviour expectations;
- avoid behaviour intended to hurt, intimidate, humiliate or exclude others;
- respect differences between individuals;
- report bullying or concerning behaviour;
- support others who may be experiencing difficulties.

Coaches and staff are expected to:

- model respectful behaviour;
- establish clear and consistent behaviour expectations;
- challenge inappropriate behaviour;
- create an environment where children feel able to speak up;
- take concerns seriously;
- respond appropriately and proportionately.

Doing nothing when bullying is witnessed can allow the behaviour to continue. Anyone who becomes aware of bullying should report it to an appropriate member of staff.

5. Preventing Bullying

Sports Elite Limited will take reasonable steps to reduce the risk of bullying by:

- promoting respect, inclusion and positive relationships;
- communicating clear behaviour expectations;
- encouraging children to speak openly about concerns;
- ensuring coaches understand their responsibilities;

- monitoring behaviour and relationships during activities;
- working with schools and venues where appropriate;
- considering the needs and vulnerabilities of individual children;
- challenging discriminatory or harmful behaviour.

Children will be encouraged, where appropriate, to contribute to positive behaviour expectations and understand how they can help create an inclusive environment.

6. Reporting a Bullying Concern

A child, parent, carer, employee or any other person can report a bullying concern.

Concerns should be reported to a Sports Elite coach or appropriate member of staff as soon as possible.

Reports can be made verbally or in writing.

A person reporting a concern does not need to establish whether the behaviour meets the formal definition of bullying before reporting it.

Employees must respond to concerns in accordance with this policy and the Safeguarding and Child Protection Policy where safeguarding concerns arise.

7. Responding to Bullying

Sports Elite Limited will respond to concerns fairly, consistently and proportionately.

Depending on the circumstances, this may include:

- listening to those involved;
- establishing what has happened;
- speaking separately with relevant children;
- considering information from staff, parents, carers or schools;
- identifying whether there is an ongoing pattern of behaviour;
- taking reasonable steps to stop the behaviour;
- supporting the child affected;
- addressing the behaviour of the child responsible;
- agreeing appropriate actions or consequences;
- monitoring the situation;
- involving parents, carers, schools or other appropriate organisations where necessary.

The response will take account of the age, understanding, needs and circumstances of the children involved.

Sports Elite Limited will avoid labelling a child as a “bully” and will focus on the behaviour and its impact.

Where appropriate, restorative approaches may be considered, provided they are safe and suitable for the circumstances.

8. When Bullying is a Safeguarding Concern

Some bullying behaviour may indicate or involve a wider safeguarding concern.

This may include:

- serious physical violence;
- threats of significant harm;
- sexual harassment or sexual violence;
- harmful sexual behaviour;
- exploitation;
- abuse;
- discriminatory abuse;
- coercion or intimidation;
- online abuse;
- behaviour causing significant emotional or psychological harm.

Where a concern may involve abuse, significant harm or another safeguarding issue, it will be managed in accordance with the Sports Elite Limited Safeguarding and Child Protection Policy and the relevant school or venue safeguarding arrangements.

Employees must not attempt to investigate safeguarding concerns themselves.

Where there is an immediate risk of harm, emergency procedures must be followed.

9. Supporting Children Experiencing Bullying

Sports Elite Limited will:

- listen to children and take their concerns seriously;
- provide a safe and supportive environment to discuss what has happened;
- consider barriers that may make it difficult for a child to communicate, including disability, language or communication needs;
- take reasonable steps to prevent further bullying;
- provide appropriate reassurance and support;
- monitor the situation where necessary;
- work with parents, carers and schools where appropriate;
- signpost children and families to additional support where beneficial.

Children will not be blamed for experiencing bullying.

10. Supporting Children Displaying Bullying Behaviour

Sports Elite recognises that children who display bullying behaviour may also need support.

The organisation will seek to understand the circumstances contributing to the behaviour and, where appropriate:

- explain the impact of the behaviour;
- set clear expectations;
- help the child understand appropriate ways to manage conflict;
- encourage positive relationships;
- provide appropriate guidance and support;
- involve parents, carers or schools where appropriate;
- monitor behaviour and progress.

Support does not remove accountability. Where consequences are appropriate, these will be fair, proportionate and consistent with the relevant behaviour arrangements.

11. Parents and Carers

Sports Elite Limited recognises the importance of working with parents and carers when bullying concerns arise.

Where appropriate, Sports Elite may:

- discuss concerns with parents or carers;
- explain the action being taken;
- agree appropriate support;
- provide guidance on how parents and carers can support their child;
- work with the relevant school or venue;
- signpost to external support services.

Information will be shared appropriately and in accordance with safeguarding and data protection requirements.

Where sharing information with a parent or carer could increase risk to a child or interfere with a safeguarding response, the organisation will follow the relevant safeguarding procedure.

12. Confidentiality and Information Sharing

Concerns will be handled sensitively.

Information will only be shared with those who need it to respond appropriately, support the children involved or safeguard a child.

Employees must follow the information-sharing requirements set out in the Safeguarding and Child Protection Policy.

Children should not be promised complete confidentiality where information may need to be shared to protect them or another person.

13. Records and Monitoring

Where bullying concerns are raised, appropriate records will be maintained in accordance with Sports Elite's safeguarding and record-keeping arrangements.

Records may include:

- the nature of the concern;
- relevant dates and locations;
- the behaviour reported or observed;
- actions taken;
- people involved in responding;
- agreed actions or consequences;
- follow-up or monitoring.

Records should be factual and avoid unnecessary assumptions or speculation.

Where a concern becomes a safeguarding matter, it must be recorded and managed in accordance with the Safeguarding and Child Protection Policy.

14. Training and Awareness

Sports Elite Limited will ensure that employees receive appropriate guidance and training to help them:

- recognise bullying;
- prevent and challenge inappropriate behaviour;
- respond appropriately to concerns;
- understand when behaviour may indicate a safeguarding concern;
- promote inclusion and respectful relationships.

Employees are expected to keep their safeguarding and professional knowledge up to date.

15. Useful Support

Children and families may wish to access independent support where appropriate.

Childline

Telephone: 0800 1111

[Childline](#)

NSPCC Helpline

Telephone: 0808 800 5000

[NSPCC](#)

Kidscape

[Kidscape](#)

Anti-Bullying Alliance

[Anti-Bullying Alliance](#)

16. Related Policies

This policy should be read alongside:

- Sports Elite Limited Safeguarding and Child Protection Policy;
- Staff Code of Conduct;
- Behaviour expectations;
- Online and Digital Communication procedures;
- relevant school or venue safeguarding and behaviour policies;
- relevant complaints procedures.

Where there is a conflict between this policy and a safeguarding requirement, the Safeguarding and Child Protection Policy and relevant safeguarding procedures will take precedence.

17. Policy Review

This policy will be reviewed at least annually and sooner where required due to:

- changes in legislation or guidance;
- changes to Sports Elite activities;
- safeguarding incidents or learning;
- changes to school or venue requirements;
- identified risks or emerging forms of bullying.

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Signed: 

Date: 01/09/2026