



CLUB WELFARE OFFICER NEWS



Welcome to the latest instalment of the Club Welfare Officer News. As a key volunteer within your Go-Ride Club, the aim of these quarterly newsletters is to keep you updated with the latest information, to assist you in your role and support you in creating a safe and fun environment for everyone involved in your club.

With Anti-Bullying Week taking place from 17 to 21 November 2014, the 10th edition of the Club Welfare Officer News focuses on preventing bullying within Go-Ride Clubs, including identifying when this may be occurring and guidance on how to deal with it.

The Child Protection in Sport Unit (CPSU) is calling on all sports organisations to take advantage of Anti-Bullying Week to promote anti-bullying initiatives with the children, young people and adults with whom you are working. The theme for the campaign is 'Let's Stop Bullying for ALL' and more information can be found [here](#).

Whilst bullying doesn't happen very often within Go-Ride Clubs, it's important to be aware of what bullying is and how to respond to it, so that you can spot the signs and support children if needed.

What is bullying?

Bullying is deliberately hurtful behaviour, usually repeated over a period of time, where it is difficult for those being bullied to defend themselves.

Bullying can be:

- **Emotional** – being unfriendly, excluding people (emotionally and physically), sending hurtful text messages, tormenting, (eg hiding kit or equipment, threatening gestures)
- **Physical** – pushing, kicking, hitting, punching or any use of violence
- **Racist** – racial taunts or gestures
- **Sexual** – unwanted physical contact or sexually abusive comments
- **Homophobic** – because of, or focussing on, the issue of sexuality
- **Verbal** – name-calling, sarcasm, spreading rumours, teasing
- **Cyber Bullying** – refers to bullying and harassment through the use of electronic devices such as personal computers and mobile phones - using email, texting and social networking websites in a way that is intended to cause emotional distress.

Why is it important to respond to bullying?

British Cycling is committed to fostering a caring, friendly and safe environment for everyone involved in cycling so that they can participate in a relaxed and secure atmosphere. No-one deserves to be the victim of bullying and it can lead to people not enjoying their cycling experience and subsequently leaving the sport. Bullying of any kind is unacceptable in cycling.

How can I tell if someone is being bullied?

The damage inflicted by bullying can frequently be underestimated. It can cause considerable distress to children. A child may indicate by signs or behaviour that he or she is being bullied. As a Club Welfare Officer be aware of these possible signs and investigate if a child:

- says they are being bullied
- becomes withdrawn, anxious or lacking in confidence
- has clothes torn or possessions damaged
- has possessions go 'missing'
- has unexplained cuts or bruises
- is frightened to say what's wrong
- gives improbable excuses for any of the above

How should bullying be dealt with?

It is advisable for any bullying behaviour to be dealt with in a similar manner to the below:

- Discuss the potential courses of action with the young person
- In cases of serious bullying, the incidents should be referred to the British Cycling Safeguarding Lead Officer (0161 274 2082) for advice. The individual should be made aware of this course of action
- Where appropriate parents/carers should be informed and asked to attend a meeting to discuss the problem with the rider present
- Where appropriate and the bullied rider consents, police may be consulted
- The bullying behaviour must be investigated and the bullying stopped quickly
- An attempt will be made to help the bully (bullies) change their behaviour
- If mediation fails and the bullying is seen to continue the club will initiate disciplinary action under the club constitution, or where appropriate under British Cycling's Disciplinary Procedures

British Cycling also takes all cases of Cyber Bullying seriously and these should be dealt with in line with the standard bullying procedures.

Club Anti-Bullying Good Practice

The following points are considered good practice for clubs to do to prevent bullying:

- Create a club anti-bullying policy. A model anti-bullying policy designed by Kidscape is available at kidscape.org.uk.
- Consult with young people on club principles, codes of conduct and standpoints for all members and particularly adults
- Make contact with your Local Authority Anti-bullying Co-ordinator who may be able to provide you with guidance, support and local information on club training and sports club forums.
- Visit the Anti-Bullying Alliance website [here](http://www.antibullyingalliance.org.uk) and the Child Protection in Sport Unit website [here](http://www.cpsu.org.uk)

Club Welfare Officer Consultation

In 2013, as part of our on-going safeguarding implementation, we consulted with Club Welfare Officers to gain an insight in to training needs, concerns received and their thoughts on safeguarding in cycling.

This provided us with some really useful information allowing us to create training for the Go-Ride conferences. We are again seeking your input so that we can establish what training you may require and to develop resources. We would be very grateful if you could complete the survey found [here](#), it should take no longer than five minutes.

Club Welfare Officer Development Opportunities

The Child Protection in Sport Unit (CPSU) is running a number of webinars that you may be interested in registering for. If you are not available to log on to these at the specified time, you can still register and watch the webinar at a later date on the CPSU website.

Title: **Empowering sport to tackle bullying**

This webinar will look at practical ways of addressing bullying behaviour in sport and how the different people involved can be empowered to create a culture where bullying cannot thrive.

Date: 17 November 2014

Time: 11.00 - 12.00

[Register here](#)

Title: **Impact assessments - how to start assessing the effectiveness of your organisation's safeguarding practices**

How do you know if the safeguarding arrangements your organisation has in place are achieving what you want them to? This webinar will provide guidance and good practice examples on where to start when carrying out impact assessments in your organisation.

Date: 27 November 2014

Time: 11.00 - 12.00

[Register here](#)

Safeguarding Campaigns

The NSPCC has launched a campaign calling for it to be made a criminal offence for an adult to intentionally send a sexual message to a child aged under 16.

A total of 8 out of 10 people polled by YouGov said they would support a change in the law and the NSPCC is now urging the public to back this campaign by signing an online petition [here](#). For further information please click [here](#).

Useful Tools

In addition to the useful documentation on the British Cycling safeguarding webpage, the CPSU has created a number of tools that you may find useful in your clubs. The tools are available [here](#) and include:

- Case Management Tools
- Safeguarding Self-Assessment Tools
- Safe Sport Events Management Tools

If you require any support, advice or guidance in your role as CWO then please contact the British Cycling Compliance Team on 0161 274 2000 or 0161 274 2002 (out of office hours). Alternatively email compliance@britishcycling.org.uk