

Motorsport UK Anti-Bullying Policy and Guidance

Statement of Intent

Motorsport UK is committed to providing a caring, friendly and safe environment for everyone in motorsport. Bullying of any kind is unacceptable and therefore prohibited by Regulation. If bullying does occur people should feel they are able to tell someone and know that incidents will be dealt with promptly and effectively. This means that anyone who knows that bullying is happening is expected to tell the Club Safeguarding Officer or Motorsport UK.

Motorsport UK have a zero-tolerance stance when it comes to bullying behavior and will prosecute all serious cases of bullying by reference of the case to the National Court.

What is bullying?

Bullying is the intention of hurting another person. Bullying results in pain and distress to the victim.

Bullying can be: -

- Emotional - being unfriendly, excluding individuals deliberately, tormenting
- Physical - pushing, kicking, hitting or any use of violence
- Racist - racial taunts, gestures
- Sexual - unwanted physical contact, sexual comments
- Homophobic - because of, or focusing on the issue of sexuality
- Verbal - name-calling, sarcasm, spreading rumours, banter (that's gone too far)
- Cyber - all areas of the internet, such as Facebook, Instagram, Twitter, e-mail, internet chat rooms. This Also includes the misuse of cameras, video cameras and mobile phones.

Why is it important to report bullying?

No one deserves to be a victim of bullying. Everyone has the right to be treated with respect. Individuals who are bullying need to learn different ways of behaving.

The first point of contact will usually be the Club Safeguarding Officer or a Club Committee member you feel comfortable confiding in. If you do not feel comfortable speaking to someone at the club or for incidents of a more serious nature including a potential safeguarding issue, the matter **must** be reported to the Compliance Officer at Motorsport UK as soon as practicable and in any event within 7 days.

All participants involved in motorsport have a responsibility to report any issues of bullying.

Objectives of this policy

- Ensure that all involved in our sport understand the different types of bullying; know how to report any issues.
- To ensure Clubs take bullying seriously.
- To assure anyone that they will be supported if bullying is reported.
- To make it clear that bullying will not be tolerated in motorsport.
- To make it clear that in relevant cases it will lead to proceedings before the National Court which may result in the person convicted being excluded from participation in all FIA based Motorsport.

What to do if you suspect bullying is taking place?

1. Report bullying incidents to the Club Safeguarding Officer or another member of the Club Committee. If no-one from the Club is available or you don't feel comfortable approaching them, please contact the Compliance Officer at Motorsport UK.
2. In cases of serious bullying the matter should be referred to the Motorsport UK Disciplinary Officer and/or Compliance Officer.
3. The alleged bully should be informed and be asked for a meeting to discuss the issues. If the bullying involves children then a Club Safeguarding Officer must be notified and a meeting should be held with the parents/guardians informed and-asked for a meeting to discuss the matter.
4. If necessary and appropriate, the Police should be consulted.
5. Any allegations of bullying should be investigated thoroughly and speedily and the acts of bullying stopped quickly.
6. An attempt should be made to help the bully (or bullies) change their behaviour.
7. If mediation fails and / or the bullying continues, the Club should contact the Motorsport UK Compliance Officer.

Recommended Club Action If the Club decides it is appropriate for them to deal with the situation they should follow the procedure outlined below.

- Consider reconciliation – it may be that a genuine apology can solve the problem.
- If this fails or is not appropriate, a small panel (including the Club Safeguarding Officer) should meet with the victim or the parents/guardians of the child alleging bullying to get details of the allegation. Minutes should be taken which should be agreed by all parties.

- The same panel should meet with the alleged bully and if they are a child his/her parents/guardians so they can give their views on the allegations. Once again minutes should be taken and agreed.
- If the panel believe that bullying has taken place, the individual should be warned and put on notice that any further incidents may lead to a temporary or permanent suspension from the Club and / or reference to Motorsport UK Disciplinary Officer or referral to the National Court. Consideration should be given as to whether a reconciliation meeting between the parties is appropriate.
- The Club Safeguarding Officer and other members of the Committee should monitor the situation to ensure bullying does not reoccur.
- In the case of serious bullying or an adult bullying a child the Motorsport UK Disciplinary Officer and/or Compliance Officer should be informed. Cases of this nature will be dealt with under the Safeguarding Case Management procedure or may be referred to Police and/or Children's Social Care if appropriate.

What is Cyberbullying?

Cyberbullying is the use of communications technology to deliberately upset someone. This is an extension of face-to-face bullying and should be treated just as seriously. Cyberbullying can take place via mobile phones, emails, internet chat rooms, message boards or instant messaging services.

- Threats and intimidation
- Harassment and stalking
- Defamation
- Rejection and exclusion
- Identify theft, hacking into social media accounts and impersonation
- Publicly posting or sending on personal information about another person
- Manipulation

Why is cyberbullying different?

One of the biggest differences between cyberbullying and face-to-face bullying is that it can be hard to get away from. Young people could be bullied anywhere, anytime – even when they're at home.

- It can reach a vast audience in a matter of seconds
- It has the potential to draw in large numbers of people
- It takes 'repetition' to a different level, with hurtful comments and images being shared multiple times
- It has the potential to impact at any time of day or night

- It can offer a degree of anonymity to the perpetrator
- There are very few children that have not been impacted in some way, either as the perpetrator or the victim
- There is often some form of evidence (e.g. screenshot, text message).
- Increasingly it is a concern as a driver of suicide in young people

How can it be prevented?

- Children's use of technology should be monitored to prevent inappropriate usage.
- Everyone should be made aware of the repercussions their actions may have – what may be seen as joke or 'banter' at one end may not be received that way.
- 'Blocking' the bully or removing from so that the bully cannot send messages to the individual concerned.
- Advising the individual being bullied not to reply or retaliate.
- Advising the victim to set their profiles on social networks to 'Private' so only their approved friends have access and to periodically check these settings.

What is racist bullying?

Racist bullying is motivated by a prejudice against a particular race, nationality or religion. Racist bullying can be physical, emotional, verbal, physical or sexual. Do not assume that Caucasian children cannot be the victims of racist bullying.

How can it be prevented?

It should be made clear that racist bullying, like all forms of bullying, will not be tolerated. The Club should make it clear that racist language will not be tolerated at any time in order to create an atmosphere where everyone involved in motorsport knows that it is inappropriate and feel comfortable to report incidents.

What is homophobic bullying?

Homophobic bullying occurs when bullying is motivated by a prejudice against lesbian, gay or bisexual (LGB) people, or where the individual being bullied has LGB parents/guardians or is referred to as LGB, even if he/she is not. Homophobic bullying can be physical, emotional, verbal, physical or sexual.

How can it be prevented?

It should be made clear that homophobic bullying, like all forms of bullying, will not be tolerated. The Club should make it clear that homophobic language will not be tolerated at any time in order to create an atmosphere where everyone involved in motorsport knows that it is inappropriate and feel comfortable to report incidents.

For further information please contact the Motorsport UK Compliance Officer and see useful links.

Motorsport UK Compliance Officer

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KIDSCAPE – a voluntary organisation committed to help prevent bullying

www.kidscape.org.uk

Anti-Bullying Alliance – an organisation aiming to reduce bullying and create safer environments in which children and young people can live, grow, play and learn.

www.anti-bullyingalliance.org.uk

The NSPCC

<https://www.nspcc.org.uk/preventing-abuse/child-abuse-and-neglect/bullying-and-cyberbullying/>

National Bullying Helpline

<https://www.nationalbullyinghelpline.co.uk/help-guides.html>