# Jersey Cycling Association
# Anti Bullying Guidance

In the event of a concern please contact
Safeguarding Officer – safeguarding@jerseycycling.je

## 1. Introduction

Safeguarding children & vulnerable adults at risk is everyone's business. The Jersey Cycling Association (JCA) recognises that it has a part to play in promoting the welfare of children & those adults that are considered vulnerable or at risk who access JCA organised events.

## 2. What is bullying?

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

## 3. Why is it important to respond to bullying?

This can lead to people not enjoying their cycling experience and subsequently leaving the sport. Bullying should not be tolerated in the cycling environment.

## 4. 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 or vulnerable adult

• Report bullying incidents to the Club Welfare Officer or a member of the committee

• In cases of serious bullying, the incidents will be referred to the British Cycling SLO 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 association will initiate disciplinary action under the constitution, or where appropriate under British Cycling's Disciplinary Procedures.

**Remember:** Vulnerable Adults have a right to self - determination and must consent to any actions you take.

## 5. How should bullying be governed?

Cases of bullying should be resolved with the utmost speed to avoid further distress to the victim. Clubs should adopt an anti-bullying policy to cover the following areas:

• All committee members, coaches, riders and parents should have an understanding of what bullying is and what they should do if bullying arises.

• All committee members and coaches should know what the associations policy is on bullying and follow it when bullying is reported.

• Take bullying seriously. Riders and parents should be assured that they would be supported when bullying is reported.

• Bullying will not be tolerated.

**Other terms which are useful:**

**Adult at Risk-** A person who has care and support needs (irrespective of whether such needs are being formally met) and, is experiencing, or is at risk of, abuse or neglect and is unable to protect themselves because of their care and support needs.

**Concern -** A safeguarding concern can be made by anyone and is the way of reporting abuse or neglect which are received or identified within any agency.

**Disclosure -** Disclosure is an action by an adult to communicate in any way that abuse/harm has occurred.

**Investigation -** Investigations may be required as part of a safeguarding enquiry and will be undertaken by professionals with the appropriate powers, and legal responsibilities. E.g., Police, and SPOR.

**Safeguarding Adults -** Safeguarding Adults is used to describe all work to help adults at risk stay safe from significant harm.

**Safeguarding Adults Enquiry -** Safeguarding Adults Enquiry is the process for responding to, and actions and decisions to be taken on, receipt of a report of a safeguarding adults concern

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## 6. Key Elements and Principles

All adults who access JCA events are to be treated with respect and autonomy. The safeguarding policy will promote the welfare and safety of those associated with JCA activities.

All persons will be treated with equality irrespective of age, disability, gender, marriage or civil partnership status, pregnancy, race, religion or beliefs, sex, and sexual orientation.

This policy should be read in conjunction with the JCA code of conduct.

Any persons deemed a risk to vulnerable adults by statutory authorities shall be prohibited from engaging in JCA activities.

One of the most important ways to protect adults at risk is to report your concerns.

Remember, it's not your responsibility to investigate an allegation or decide whether someone is being abused, but it is your responsibility to report the concern and pass on information to the appropriate person – email - safeguarding@jerseycycling.je .

## 7. What to do if you Witness or Receive a Disclosure of Abuse

a) Listen – Do not interrupt or stop someone from disclosing and do not ask for additional details

b) Do not ask leading questions – it's not your role to investigate and this may jeopardise a formal enquiry

c) Preserve evidence – this may be texts, call logs, letters, or clothing

d) Be open and honest – explain that you must inform the safeguarding officer/Police

e) Confidentiality – do no comment or pass the information to others who do not need to know

f) Do not contact the alleged abuser – this may put the victim and yourself or others at risk

g) Do not contact the persons next of kin or family immediately – this may need to be planned by statutory services

## 8. Procedures for Reporting a Concern - Report A Concern | Safeguarding Partnership Jersey

a) In an emergency, please contact the **States of Jersey Police** on 999. If you believe a person is at immediate risk of serious harm through abuse, then also call 999.

b) Discuss your concerns with the JCA Safeguarding Officer – safeguarding@jerseycycling.je

c) Children's Safguarding concerns will go through our Safeguarding officer and then through to The Children's & Families Hub – 01534 519000 - childrenandfamilieshub@gov.je - Children and Families Hub request for advice form - Section 1 - one.gov.je

d) Criminal matters that are not urgent will be reported by contacting the Police on **01534 612612**. Explain that you are calling regarding an adult safeguarding concern and ask to speak to the Public Protection Unit (PPU)

e) Adult safeguarding concerns should be reported via the Single Point of Referral (SPOR) for Adult Social Services – 01534 444440 - spor@health.gov.je - Raising-a-Concern-Form-January-2024-1.docx

f) Remain available to be contacted by services should the need arise.

g) The Safeguarding Officer will report the concerns to the JCA committee if necessary. The alleged perpetrator of any form of abuse shall remain prohibited from engaging in JCA activities until any Police investigations and/or safeguarding adult enquiries are completed.

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| **Issued By** | Jersey Cycling Executive Committee |
| **Author** | Jay Cracknell |
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