



# Southern Ski Club for the Disabled

## **SSCD Club Diversity, Inclusion and Anti-Bullying Policy Statement**

*Southern Ski Club for the Disabled* (The Club) strives to ensure that all children (anyone under 18) and vulnerable adults are safeguarded from bullying and discriminatory behaviour and have an enjoyable snowsport experience.

*(Bullying and discriminatory behaviour is defined as a range of abusive behaviours that are repeated and intended to hurt someone either physically or emotionally)*

### **SSCD will do this by recognising that:**

- Bullying and discrimination causes real distress and can affect a person's health and development and can result in significant harm.
- All children and vulnerable adults, regardless of age, disability, gender reassignment, race, religion or belief, sex or sexual orientation, have the right to equal protection from all types of harm or abuse.
- Everyone has a role to play in preventing and stopping all forms of bullying and discrimination (including online).

### **SSCD will seek to keep children and vulnerable adults safe by:**

- Recognising that bullying is closely related to how we respect and recognise the value of diversity and inclusion.
- Recognising our duty of care towards safeguarding.
- Promoting and implementing this policy in addition to our safeguarding policy.
- Ensuring that bullying or discriminatory behaviour is never tolerated or condoned.
- Recognising and understanding potential barriers to communicating, including those associated with a person's disability.
- Taking action to respond to and deal with any reports of bullying or discrimination, making sure our response will:

- Encourage individuals to speak out about bullying or discriminatory behaviour and report any incidents they see to the Club Welfare Officer (CWO) by creating an “open door” ethos.
- Ensure that anyone who reports an incident of bullying or discrimination will be taken seriously and the incident will be investigated by listening carefully to all those involved.
- Respect everyone’s need for, and right to, an environment where safety, security, praise, recognition, and opportunities for taking responsibility are available.
- Respect the feelings and views of others.
- Recognise that everyone is important and equal, and that our differences make each of us special and worthy of being valued.
- Show appreciation of others by acknowledging individual qualities, contributions, and progress.

**Those who display bullying or discriminatory behaviours will be:**

- supported and encouraged to develop better relationships.
- sanctioned in a fair and proportionate way, in consultation with parents, carers, and the victim.

**Those who are subject to bullying or discriminatory behaviour will be:**

- signposted to information and advice on coping with bullying or discrimination.

**Useful Links**

NSPCC Helpline 0808 800 5000

Childline 0800 1111

[www.kidscape.org.uk](http://www.kidscape.org.uk)

[www.antibullyingalliance.org.uk](http://www.antibullyingalliance.org.uk)