

Anti-Bullying Policy

1. Purpose and Scope

Norfolk Bladers (Norfolk Gaming Events Limited T/A Norfolk Bladers) engages with children, families, and adults through its activities. These events are open to all participants ages 8 years old and older, and play is not divided by age group.

This policy aims to:

- Prevent bullying from occurring between any members or participants of Norfolk Bladers (Norfolk Gaming Events Limited T/A Norfolk Bladers).
- Ensure that if bullying does occur, it is stopped as soon as possible and those involved receive the support they need.
- Inform all participants — including children, adults, parents and carers — about what is expected of everyone to prevent bullying.

This policy applies to everyone involved in Norfolk Bladers (Norfolk Gaming Events Limited T/A Norfolk Bladers) — directors, staff (if any), participants (children and adults), parents/carers, and visitors — whether at official events, online communications related to the group, or other group-related activities.

2. Our Commitment

We believe:

- Everyone has the right to participate in a safe, friendly, welcoming environment, free from fear, intimidation, harassment or discrimination.
 - Bullying in any form is unacceptable — whether physical, verbal, emotional, social or online.
 - All members deserve respect, regardless of age, gender, race, religion or belief, sexual orientation, disability or any other characteristic.
 - Preventing bullying is a shared responsibility: adults and children alike have a role to play in creating a respectful, inclusive community.
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3. What Is Bullying

For the purposes of this policy, bullying may include (but is not limited to):

- Physical bullying — hitting, pushing, kicking, or other forms of physical aggression.
- Verbal bullying — name-calling, teasing, threats, insults or nasty “jokes.”
- Relational / social bullying — spreading rumours, deliberate exclusion, ostracising, or encouraging others to exclude someone.
- Material / property bullying — damaging, stealing or coercing others’ belongings.
- Online / cyber-bullying — inappropriate messages, harassment, threats, unkind or demeaning posts, social-media shaming, sharing humiliating content.
- Discriminatory bullying — bullying based on characteristics such as race, religion, disability, sexual orientation, or other attributes (appearance, background, etc.).

Bullying differs from occasional conflict or unkindness: it typically involves repeated, deliberate harm or intimidation, with an imbalance of power (physical, social or other).

4. Preventing Bullying – Our Approach

To minimise the risk of bullying, Norfolk Bladers (Norfolk Gaming Events Limited T/A Norfolk Bladers) will:

- Develop and maintain a Code of Conduct Policy that sets out expectations for behaviour — both for events and online interactions.
- Promote open discussion about bullying and encourage both adults and children to speak openly about their experiences.
- Provide appropriate adult supervision at events, especially where children are present, to ensure play remains safe and inclusive.
- Ensure all members understand this policy and know how bullying will be handled.
- Promote positive behaviour by recognising respectful and inclusive actions.
- Provide guidance on how bystanders can report bullying or seek help from an adult when appropriate.

- Monitor behaviour at events and in online spaces, using feedback to improve practice.
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5. Responding to Bullying – Procedures

If bullying is reported or observed, Norfolk Bladers (Norfolk Gaming Events Limited T/A Norfolk Bladers) will:

- Take any report or concern seriously and ensure the safety and wellbeing of those involved.
 - Record the incident: date, time, individuals involved, nature of the behaviour, and actions taken.
 - Provide support to the person who has been bullied.
 - Speak with the person accused of bullying, explain why the behaviour is unacceptable, and apply appropriate consequences (e.g. warning, temporary exclusion, permanent exclusion depending on severity).
 - Keep parents/guardians informed if relevant to a child's welfare.
 - Maintain confidentiality, sharing information only when necessary (e.g. safeguarding lead, directors).
 - Review the situation after an appropriate period to ensure behaviour improves and individuals feel safe.
 - Offer guidance or signposting where bullying continues outside Norfolk Bladers (Norfolk Gaming Events Limited T/A Norfolk Bladers) settings (e.g. at school or online).
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6. Supporting Everyone Involved

Norfolk Bladers (Norfolk Gaming Events Limited T/A Norfolk Bladers) will:

- Support children and young people in expressing concerns, asking for help, and understanding expectations for behaviour.
- Support adults by providing clear guidance on acceptable conduct.

- Support parents and carers by explaining procedures and offering clarity regarding how to raise concerns.
 - Consider support for individuals accused of bullying, particularly where underlying needs may be present — with an aim to improve conduct rather than solely impose sanctions.
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7. Responsibility and Governance

- The group's directors hold overall responsibility for implementing this policy.
 - A designated Safeguarding / Anti-Bullying Lead will be appointed; this person will record incidents, respond to reports, and ensure follow-up.
 - Parents, legal guardians, participants and directors must understand and follow this policy.
 - A child-friendly summary will be made available to ensure young members understand their rights and responsibilities.
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8. Reviewing the Policy

This policy will be reviewed annually — or sooner after any significant incident or change in relevant guidance.

Review will involve:

- Assessing whether the policy is effective in preventing bullying.
 - Reviewing incident records.
 - Seeking feedback from participants, parents and carers regarding safety and wellbeing.
 - Updating procedures where necessary and communicating changes clearly.
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Last reviewed: [31/01/2026]