



Anti-Bullying Policy

January 2026

Policy Owner: England Squash

Next review: January 2027

CONTENTS

1 INTRODUCTION	3
2 AIMS AND OBJECTIVES OF THIS POLICY	3
3 WHAT IS BULLYING?	3
4 SIGNS OF BULLYING.....	4
5 WHAT WE WILL DO	5
6 EXPECTATIONS	6
7 REPORTING AN INCIDENT	7
8 USEFUL CONTACTS.....	7
APPENDIX A – Reporting Procedures.....	8

1. INTRODUCTION

- 1.1 We are committed to the prevention and effective management of bullying behaviour relating to anyone who participates in the sport of Squash in England at any level, but in particular to children, young people and adults at risk.

2. AIMS AND OBJECTIVES OF THIS POLICY

- 2.1 We aim to encourage safe, accessible and positive opportunities for everyone involved in the sport of Squash. We will promote justice and equality in all activities.
- 2.2 We aim to ensure that everyone, in particular children, young people and vulnerable adults, are able to participate freely in a safe, caring environment at any level of the game.
- 2.3 We also aim to acknowledge the changing environment and methods adopted in the act of bullying in order to promote full awareness, e.g. text / cyber bullying.
- 2.4 This policy will therefore:
- a) Explain what bullying is and the various forms it can take;
 - b) Provide staff, clubs, coaches, volunteers and officials with information if they are concerned about bullying;
 - c) Provide adults, children and parents with information about what steps are being taken to safeguard against bullying;
 - d) Set clear and consistent standards of behaviour;
 - e) Establish an operational framework and introduce procedures of action to take if there are concerns about unacceptable behaviour;
 - f) Assure all children and adults that they will be participating in a safe/friendly environment and that their well-being is our priority;
 - g) Ensure that the rights of children and young people to protection from abuse and neglect are upheld, in accordance with the UN Convention on the Rights of the Child.

3. WHAT IS BULLYING?

- 3.1 Bullying is any persistent behaviour by an individual or group which intimidates/threatens or has a harmful and distressing impact on another individual or group.

- 3.2 Bullying behaviour may be one or more of the following:
- a) Verbal - as in name calling, making personal comments, sarcasm, teasing, spreading rumours;
 - b) Social - ostracised or left out of peer group activities;
 - c) Material - when possessions are stolen or damaged or extortion takes place;
 - d) Emotional – being unfriendly, pressure to conform, pressure to join in with bullying others;
 - e) Physical - pushing, kicking, hitting, punching or any use of violence;
 - f) Racist – taunts, gestures, language used;
 - g) Sexual – comments, gestures, physical contact, homophobic behaviour;
 - h) Online – abusive or negative posts on social media platforms.

4. SIGNS OF BULLYING

- 4.1 Someone being bullied may indicate by signs or behaviour that they are being bullied. Staff, clubs, coaches, volunteers, parents and officials should be aware of these possible signs and that they should investigate if a child, young person or adult:
- a) Says they are being bullied;
 - b) Has unexplained cuts or bruises;
 - c) Is unwilling to go to training sessions;
 - d) Becomes withdrawn anxious, or lacking in confidence;
 - e) Feels ill before training sessions;
 - f) Comes home with clothes torn or equipment/belongings damaged or missing;
 - g) Asks for money or starts stealing money;
 - h) Is frightened or acts aggressively when asked if there is anything wrong;
 - j) Stops or reduces their usual time on social media platforms;
 - k) Gives improbable excuses for any of the above.

4.2 Where bullying has become particularly prevalent, the child, young person or adult may also demonstrate one of more of the following:

- a) Becomes aggressive, disruptive or unreasonable;
- b) Starts bullying others, including siblings;
- c) Cries themselves to sleep at night, has nightmares, and/or starts wetting the bed;
- d) Starts stammering or stops talking;
- e) Stops eating or eats more or less than usual;
- f) Attempts or threatens suicide;
- j) Attempts or threatens to run away.

4.3 These signs and behaviours may of course indicate other problems, but bullying should be considered a possibility and should be investigated without delay.

5. WHAT WE WILL DO

5.1 England Squash will:

- a) Provide clear and transparent guidance on best practice in identifying and dealing with bullying, tailored to the various roles within the sport (including coach, official, parent, committee member and volunteer);
- b) Provide prompt and comprehensive support to anyone reporting or experiencing bullying;
- c) Respond appropriately and effectively to incidents of bullying;
- d) Listen and respond to feedback to update and strengthen existing policies;
- e) Ensure all staff, clubs, coaches, volunteers and officials are suitably trained to deal with any incidents;
- f) Provide, maintain and promote an acceptable framework of behaviour expected from everyone involved in the sport;
- g) Adopt a 'no tolerance' policy when it comes to bullying in all of its many forms.

6. EXPECTATIONS

- 6.1 We are committed to taking positive steps to eliminate bullying incidents within all activities related to the game of Squash. We will encourage all individuals and organisations to behave according to agreed standards, by providing and promoting a framework of acceptable behaviour.
- 6.2 We will promote the following standards of behaviour for everyone involved in Squash to adopt:
- a) We will not tolerate bullying or harassment of any kind.
 - b) We will be accepting of others regardless of age, race, religion, culture or disabilities.
 - c) We will not ignore an incident of bullying.
 - d) We will use 'time out' if we feel angry or under pressure, or just need time to calm down.
 - e) We will be kind to others, even if they are not our friends and we will make new participants in our activities feel welcome.
 - f) We will not join in fights or disturbances.
 - g) We will report any bullying incident to a responsible adult immediately.
 - h) We will not judge others on the way they speak, their social behaviour, appearance or their ability.
 - j) We will try to remember that everyone matters, including ourselves.
- 6.3 We will expect all organisations who are members of England Squash to promote the required standards to their members and participants.

7. REPORTING AN INCIDENT

- 7.1 If incidents of bullying are witnessed, staff, clubs, coaches, volunteers, parents and officials will respond in the first instance by using the Safeguarding Log of Concern APPENDIX A – REPORTING PROCEDURES of this document.

The policy and procedures of England Squash apply to everyone, whether in a paid or voluntary capacity, including coaches, volunteers, parents, other club members, paid staff in clubs and counties, markers and referees, helpers on club and county trips and medical staff. Everyone has a responsibility.

Flowchart for the reporting of any concern can be found [here](#).

Further to this, guidance on reporting concerns of bullying are as follows:

- Make a note of what the person has said using his or her own words as soon as practicable and complete a Log of Concern Form, submit to the relevant Welfare Officer.
- Describe the circumstances in which the disclosure came about.
- Take care to distinguish between fact, observation, allegation and opinion. It is important that the information you have is accurate.
- Be mindful of the need to be confidential at all times, this information must only be shared with the Club Welfare Officer (CWO) or Safeguarding Lead who will investigate or escalate it to England Squash if needed.

8. USEFUL CONTACTS

England Squash	Head Office: 0161 231 4499 Email: safesquash@englandsquash.com
Kidscape	0207 730 3300 www.kidscape.org.uk
NSPCC	Child Protection in Sport (NSPCC) http://www.thecpsu.org.uk/

APPENDIX A – Log of Concern Form

Log of Concern Form

If you have a concern about the welfare of a Child, Young Person or Adult, please complete this form and return to your Club/County/Event Welfare Officer or email it to safesquash@englandsquash.com. Do not delay sharing safeguarding information even if you do not have all the information to hand. Where a report needs to be shared with external safeguarding agencies, this needs to be done within 24 hours of receiving the concern.

Information Required	Enter Information Here
Your name	
Your position (e.g. parent, coach, volunteer)	
Your telephone number	
Your email address	
If the concern, disclosure or allegation relates to behaviour/actions towards a Child, Young Person or Adult please complete the following details:	
How you know the Child, Young Person or Adult	
Name of Child, Young Person or Adult	
Home address if known (this is really important if external agency referrals are required)	
Date of Birth of Child, Young Person or Adult	
If the concern or allegation relates to the behaviour/actions of a Coach/Official/Volunteer/Other (please delete) please complete the following details:	

Information Required	Enter Information Here
Your knowledge of and relationship to the Person of Concern	
Name of Person of Concern	
Home address if known	
<p>Nature of concern/disclosure</p> <p><i>Please include where you were when the concern arose or the disclosure was made.</i></p> <p><i>Include what you saw, who else was there, what exactly did the Child, Young Person or Adult say or do and what you said.</i></p> <p><i>[Ensure that if there is an injury this is recorded (size, shape and location on body)</i></p> <p><i>Make a clear distinction between what is fact, opinion or hearsay.</i></p>	
Time & date of incident	
Actions taken so far	
External agencies contacted with details of date/time/person contacted	<p>Include any contact with Social Services/Local Authority/LADO/NSPCC or other charity/England Squash</p>
Police	<p>YES/NO If YES, name and contact number and Crime Reference Number:</p>

Information Required	Enter Information Here
Views/wishes of Child, Young Person or Adult obtained	
Your signature	
Time and date form completed	