



STAFFORD RCMCC Safeguarding policy

Harassment or bullying

Harassment / bullying is unwanted behaviour which the perpetrator knows, or should know, offends you, makes you feel distressed, alarmed, fearful, embarrassed, or intimidated. Unwanted behaviour could be, but not limited to:

- spoken or written words
- offensive emails, tweets or comments on social networking sites
- images and graffiti
- physical gestures
- facial expressions
- untrue or malicious allegations
- jokes (that portray offence particular to a person with intent to hurt)

Harassment is **unlawful** under the Equality Act if it's because of or connected to one of these things:

- age
- disability
- gender reassignment
- race
- religion or belief
- sex
- sexual orientation.

A behaviour does not need to have previously been objected to, for it to be unwanted. In other words, the person that feels they are being harassed or bullied does not need to tell the perpetrator that their behaviour is causing distress.

The Stafford RCMCC will not tolerate harassment or bullying of any of its members. All members have the right to take part in their hobby without fear of being subjected to abuse or persecution. We all share a common interest; we are an inclusive not an exclusive club, through tolerance and respect we achieve this.

Objectives of this Policy

- All committee members, and club members should have an understanding of what bullying is and what the club policy is on bullying and follow it .
- All members should know what the club policy is on bullying, and what they should do if bullying arises.
- As a club we take bullying seriously. Members should be assured that they would be supported when bullying is reported.
- Bullying will not be tolerated.

Signs and Symptoms: A member may indicate by signs or behaviour that he or she is being bullied. All members should be aware of these possible signs and that they should investigate by reporting to a committee a member or the club Chairperson or Secretary if felt necessary.

Some of the signs of being bullied are:

- He or she says that they are being bullied
- is unwilling to go to club events
- becomes withdrawn anxious, or lacking in confidence
- has possessions go "missing"
- asks for money or starts stealing money (to pay the bully)
- has unexplained cuts or bruises
- is frightened to say what's wrong
- gives improbable excuses for any of the above

These signs and behaviours may indicate other problems, but bullying should be considered a possibility and should be investigated.

Any allegations of harassment or bullying will be investigated. Any individual found to be behaving in a manner deemed to be covered under this policy will be held to account at the highest level of the club who will act against the perpetrator including removal of membership.

The member who feel that they are subject to bullying by a person or persons should without delay report bullying incidents to committee a member or the club Chairperson or Secretary if felt necessary.

Also If any member feels that another member is subject to bullying by a person or persons they should without delay report bullying incidents to a committee member or the club Chairperson or Secretary if felt necessary.

If the situation cannot be resolved at club level, or the level of abuse be of a serious nature, the matter can be referred to the executive committee of the BRCA. This can be done by anyone (Please see the BRCA harassment and bullying policy). This could lead to a removal of BRCA membership that would lead to the person or persons being unable to race at any BRCA affiliated club or event.

If the club feel that the situation is of a very serious nature, then the club reserve the right to involve the police.

Following are the guidelines set out by the BRCA on Social Media and Online Media that Stafford RCMCC also adopt.

Guidelines on the acceptable use of social media and online media by BRCA members

Reasoning

The aim of this article is to offer guidance as to what is and isn't acceptable for BRCA members to post online, specifically with regard to racing incidents and judicial matters, regulations, fellow competitors, paddock rumours and speculation, Club management and race meeting officials.

Social media and personal websites - Facebook in particular - are extremely powerful tools both in terms of communications and interactivity, and provide a valued platform for RC Motorsport competitors and enthusiasts alike. Since it is in the public domain, interactive and open-ended, there is however a more significant onus of responsibility on competitors to behave courteously, politely and without becoming significantly provocative to others. It is clearly futile to try to discourage the use of social media since it offers more positives than negatives, however this document is intended to assist BRCA members in avoiding some of the common pitfalls that can arise and to help social media to be used in a responsible way.

Guidelines

BRCA members should present themselves online as they would when meeting face to face, and avoid posting anything that could be seen as aggressive, deliberately controversial or disparaging towards fellow competitors, race meeting officials or the Club itself. This includes not only comments but also deliberately provocative media, whether posts on websites, blogs and forums or the likes of videos/memes and social media.

Competitors are reminded that they are participating in a sport, and sporting decisions are governed largely by volunteers. Abuse towards such officials is as unacceptable online as it is in person. If you feel a sporting decision is incorrect then BRCA/Club procedures should be followed to appeal rather than online vilification in a fashion to the detriment of the Section, Club, Officials, and ultimately competitors, whether on social media or a person website/blog.

For disagreements of a less official nature, please be reminded that if friendly resolution is not possible face to face, then working to resolve differences is always better in private, rather than in the public eye, for the good of yourselves and the sport in general.

Members are also reminded that statements written and published online (whether on social media or a personal website) that defame the character of a person, business or organisation are no different to those same words in written print and are equally libellous, whereupon legal action may be taken.

For the avoidance of doubt, by registering for a BRCA Membership, Affiliated Club series or championship, the Club and competitor agrees to be bound by the above guidelines of online behaviour. As such, BRCA reserves the right to cancel any membership should online actions of an individual – or persons representing an individual – contravene the above.

- Don't write something that you wouldn't be prepared to say to someone.
- When posting on a social media website, assume that anybody can access that post.
- Determine whether you are participating in a personal or official capacity and consider whether your opinions and activity are appropriate in that context.
- Remember that participating in social media results in your comments being permanently available and open to being re-published by other media outlets. It should be assumed that anything published in social media will remain available indefinitely, even if it is deleted from the original site.

- Respect confidentiality, stay within the legal framework and be aware that safeguarding, libel, slander, copyright and data protection laws apply.
- Be aware that your interaction with social media may attract interest from the wider media, so proceed with caution whether you are participating in an official or personal capacity.
- Never use social media to insult anyone directly or indirectly.
- BRCA Members who hold a position of trust and/or responsibility over young people (ie those under 18 years of age) in the course of their duties should be very careful when interacting with those young people via social media.
- You should be mindful at all times that UK law continues to be applicable in the online environment.
-

Encouraging a positive environment, on and off the track

A socially-minded standard of behaviour is expected from everyone within the RC Motorsport community. By participating in a RC Motorsport event, in any capacity, you are agreeing to follow the values of the governing body's Respect Code:

- Respect
- Integrity
- Fair Play
- Self-control
- Good Manners

We therefore ask all members to pledge to **#RaceWithRespect** and:

- Contribute to a welcoming and friendly environment that ensures the safety and welfare of all participants
- Always behave with integrity and uphold fairness in the sport; play your part in keeping the sport safe through your actions
- Treat everyone with respect, regardless of their gender, ethnicity or socio-economic background, language, religious or other beliefs, disability, sexual identity or other status
- Recognise that we all represent the sport and therefore have a duty to be polite and respectful to all staff, officials, competitors, volunteers, as well as fans and supporters
- Respect the rules, regulations and authority of the officials and BRCA

Breaching the above obligations may result in disciplinary action.