



CHEERSPORT

I R E L A N D

ANTI BULLYING POLICY

1. Introduction

Cheer Sport Ireland (CSI) is committed to providing a safe, inclusive, and respectful environment for all children. Bullying of any kind is unacceptable and will not be tolerated. This policy outlines CSI's procedures for preventing, identifying, responding to, and recording bullying incidents.

2. Purpose

This policy ensures a consistent, child-centred approach to preventing and responding to bullying across all CSI clubs.

3. Scope

This policy applies to all CSI-affiliated clubs, athletes, coaches, volunteers, parents/guardians, officials, event personnel, and staff.

4. Definition of Bullying

Bullying is defined as repeated, intentional behaviour—verbal, physical, social, or cyber—that causes harm, fear, or distress to another person.

4a:Physical bullying: hitting, pushing, tripping.

4b:Verbal bullying: teasing, threats, name-calling.

4c:Social bullying: exclusion, spreading rumours, isolation.

4d:Cyberbullying: online harassment, sharing harmful content.

5. Guiding Principles

- Every child has the right to feel safe and respected.
- Bullying behaviour will be addressed immediately.
- All reports will be taken seriously.
- Children will be supported and listened to.
- Confidentiality will be respected as appropriate.
- Bullying prevention is the responsibility of everyone.

6. Prevention Measures

- Promote a positive, inclusive team culture.
- Explain Codes of Behaviour to all members.
- Supervise training areas to prevent bullying behaviour.
- Encourage reporting by creating a supportive environment.

- Provide education on kindness, respect, and positive communication.

7. Indicators of Bullying

- Unexplained injuries or damaged belongings.
- Sudden withdrawal from activities.
- Fear of attending training or events.
- Changes in behaviour or performance.
- Reports from peers or siblings.
- Visible online harassment or harmful messages.

8. Reporting Bullying

- Bullying concerns must be reported to a coach, Club Children's Officer, or Club DLP.
- Children should be encouraged to report worries to trusted adults.
- Parents may report concerns directly to the club.
- Anonymous reports must still be taken seriously and assessed.

9. Responding to Bullying Incidents

- Listen to and reassure the child.
- Record details factually and objectively.
- Investigate incidents promptly and thoroughly.
- Speak with involved parties separately.
- Inform parents of those involved where appropriate.
- Develop an action plan to stop the behaviour.

10. Support for the Child Who Has Been Bullied

- Provide emotional reassurance and ongoing support.
- Ensure the child knows they did the right thing by telling someone.
- Monitor the child's wellbeing and reintegration into activities.
- Make reasonable adjustments to protect the child from further bullying.

11. Addressing the Behaviour of the Child Who Bullied

- Discuss the behaviour, not the child, in a calm and factual way.
- Explain why the behaviour is unacceptable.
- Implement appropriate consequences (e.g., time-out, suspension, removal).
- Support the child in understanding the impact of their behaviour.
- Work with parents to prevent recurrence.

12. Cyberbullying

- Cyberbullying will be treated the same as in-person bullying.
- Clubs must follow CSI's Online Safety Policy.

- Evidence (screenshots) should be secured and reported.
- Serious cases may be reported to Gardaí.

13. Bullying at Events or Competitions

- Event Welfare Teams must respond immediately to concerns.
- Children must be supervised during warm-ups and backstage.
- Bullies may be removed from the event in serious cases.

14. Recording & Documentation

- All bullying incidents must be recorded in writing.
- Records must include date, time, individuals involved, actions taken, and outcomes.
- Records must be stored securely in accordance with CSI's Record Retention Policy.

15. Non-Compliance

- Failure to follow this policy may result in disciplinary action.
- Serious or repeated incidents may result in suspension or removal from the club or CSI activities.

16. Review

This policy will be reviewed every two years or sooner if needed.

17. Approval

This Anti-Bullying Policy was approved by the Board of Cheer Sport Ireland on: 11/07/2026

Signed:

FIONA COLLUMB, President/Chairperson

JOAN HEAPES, National Children's Officer