(Insert club name) Anti- Bullying Policy

**Statement of Intent**

We are committed to providing a caring, friendly and safe environment for all our members so they can participate in sport in a relaxed and secure atmosphere. Bullying of any kind is unacceptable in our club. If bullying does occur, all club members should be able to tell and know that incidents will be dealt with promptly and effectively. This means that anyone who knows that bullying is happening is expected to tell the club welfare office.

**What is Bullying?**

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim. Bullying can be:

* Emotional - being unfriendly, excluding, tormenting and/or threatening gestures
* Physical - pushing, kicking, hitting, punching or any use of violence
* Racist racial taunts, graffiti, gestures
* Sexual unwanted physical contact or sexually abusive comments
* Homophobic because of, or focusing on the issue of sexuality
* Verbal name-calling, sarcasm, spreading rumours, teasing
* Cyber - all areas of internet, such as email & internet chat room misuse. Mobile threats by text messaging & calls. Misuse of associated technology, i.e. camera &video facilities

**Objectives of this Policy**

* All players, coaches and volunteers and parents should have an understanding of what bullying is.
* All players, coaches and volunteers should know what the club policy is on bullying, and follow it when bullying is reported.
* As a club we take bullying seriously. Players and parents should be assured that they will be supported when bullying is reported.
* Bullying will not be tolerated

**Signs and Symptoms**

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

* Says he/she/they are being bullied
* Is unwilling to go to club sessions
* Becomes withdrawn anxious, or lacking in confidence
* Feels ill before training sessions

Comes home with clothes torn or training equipment damaged

* 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.

In more extreme cases:

* Starts stammering
* Cries themselves to sleep at night or has nightmares
* Becomes aggressive, disruptive or unreasonable
* Is bullying other children or siblings
* Stops eating
* Attempts or threatens suicide and/or runs away

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

**Procedures**

1. Report bullying incidents to the club welfare officer, member of the club committee or an adult you can trust.
2. In cases of serious bullying, the incidents will be referred to the NGB welfare officer.
3. In serious cases parents should be informed and asked to come in to a meeting to discuss the problem.
4. If necessary and appropriate, police will be consulted.
5. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly
6. An attempt will be made to help the bully (bullies) change their behaviour.
7. If mediation fails and the bullying continues the club will initiate disciplinary proceedings according to the club constitution.

**Recommended Club Action**

If the club decides it is appropriate for them to deal with the situation they should follow the procedure outlined below:

1. Reconciliation by getting the parties together. It may be that a genuine apology solves the problem.
2. If this fails/not appropriate a small panel (made up from Chairman, Club Welfare Officer, Secretary, committee members) should meet with the parent and child alleging bullying to get details of the allegation. Minutes should be taken for clarity, which should be agreed by all as a true account.
3. The same 3 persons should meet with the alleged bully and parent/s and put the incident raised to them to answer and give their view of the allegation. Minutes should again be taken and agreed.
4. If bullying has in their view taken place the individual should be warned and put on notice of further action i.e. temporary or permanent suspension. If the bullying continues, consideration should be given as to whether a reconciliation meeting between parties is appropriate at this time.
5. In some cases the parent of the bully or bullied player can be asked to attend training sessions, if they are able to do so, and if appropriate. The club committee should monitor the situation for a given period to ensure the bullying is not being repeated.
6. All coaches involved with both individuals should be made aware of the concerns and outcome of the process i.e. the warning.

**Outcomes**

1. The bully (bullies) may be asked to genuinely apologize. Other consequences may take place.
2. In serious cases, suspension or even exclusion will be considered.
3. If possible, the pupils will be reconciled.
4. After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

**Prevention**

1. The club will have a written constitution, which includes what is acceptable and proper behaviour for all members of which the anti-bullying policy is one part.
2. All club members and parents will sign to accept the constitution upon joining the club.
3. The Club Welfare Officer will raise awareness about bullying and why it matters, and if issues of bullying arise in the club, will consider meeting with members to discuss the issue openly and constructively.

**Contact Details**

**Nominated anti-bullying lead**

Name:

Phone/email:

**Senior lead for safeguarding and child protection**

Name:

Phone/email:

We are committed to reviewing our policy and good practice annually.

This policy was last reviewed on: ………………………………………………………………………… (date)

Signed: …………………………………………………………………………

**Appendix 1: Players Anti-Bullying Code of Conduct**

**Players**

When representing the club I will:

* Respect every player’s right to play in a fun environment where safety, security, praise, recognition and opportunity for taking responsibility are available.
* Respect the feelings and views of others.
* Recognize 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.
* Report incidents of bullying behavior they see – by doing nothing you are condoning the behaviour.

I understand that if I do not follow the Code, any/all of the following actions may be taken by the club. I may:

* Be required to apologise to those involved.
* Be part of a reconciliation.
* Be suspended and in serious cases even excluded.
* After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

I agree to all of the above:

Signature: ………………………...................................................

Print Name: ……………………………………………………….

Date………………………………………………………..............