

Anti Bullying Policy

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 (emotionally and physically), tormenting (e.g. hiding rugby kit, threatening gestures including sending threatening text messages).*
- *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.*

Principles

- *Bullying of any kind is not acceptable within this DK that is providing playing opportunities for children and young people.*
- *This Club encourages a 'telling' culture and anyone who knows that bullying is happening is expected to tell their Coach, Club Welfare Officer or any other adult.*
- *Bullying will be taken seriously, responded to promptly, and procedures followed to deal with the situation.*
- *It is the responsibility of every adult working in rugby union whether professional or volunteer, to ensure that all young people can enjoy the sport in a safe enjoyable environment.*

Objectives of the Policy:

- *All Club members, coaches, volunteers and parents should have an understanding of what bullying is.*
- *All Club members, coaches and volunteers should know what the Club policy is on bullying, and follow it when bullying is reported.*
- *All players and parents should know what the Club policy is on bullying, and what they should do if bullying arises.*
- *Players and parents should be assured that they will be supported when bullying is reported*
- *Bullying will not be tolerated.*

Procedures:

- *Report bullying incidents to the Club Welfare Officer*
- *If the incident is an adult bullying a young person, the Club Welfare Officer will report the incident to the RFU Child Protection Officer.*
- *If the incident is a young person bullying a young person, the club will manage this, and can access advice and support from the Club Welfare Officer or RFU Child Protection Officer at any stage of the process.*
- *Parents may be informed and asked to come in to a meeting to discuss the problem.*
- *If necessary and appropriate, police will be consulted.*
- *If mediation fails and the bullying is seen to continue the Club can initiate disciplinary action under the relevant policy*