

Broughton Park Rugby Club

Anti Bullying Policy and Procedures



Statement of Intent

For the purpose of promoting anti bullying Broughton Park Rugby Club has adopted and adapted the Kidscape Anti bullying policy and procedures. We are committed to providing a caring, friendly and safe environment for all of our club members so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at 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. We are a *TELLING* club. This means that *anyone* who knows that bullying is happening is expected to report it.

What Is Bullying?

Bullying is any activity use with the intention of hurting another person. Bullying results in pain and distress to the victim.

Bullying can be:

- Emotional being unfriendly, excluding, tormenting (e.g. hiding kit, threatening gestures)
- Physical pushing, kicking, hitting, punching or any use of violence
- Racist racial taunts, graffiti, gestures. A racist incident is any act which is believed to be racist by the victim or any other persons.
- Sexual unwanted physical contact or sexually abusive comments
- Homophobic because of, or focussing 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

Why is it Important to Respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. The club has a responsibility to respond promptly and effectively to issues of bullying.

Objectives of this Policy

- All coaches, volunteers and officials should have an understanding of what bullying is.
- All coaches, volunteers and officials know what the club policy is on bullying, and follow it when bullying is reported.
- All young people and parents should know what the club policy is on bullying, and what they should do if bullying arises.
- As a club we take bullying seriously. Young people 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:

- is frightened of walking to or from the club
- doesn't want to go on the public bus alone
- begs to be driven home
- changes their usual routine
- is unwilling to attend coaching sessions
- begins to truant from coaching sessions
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- feels ill before, during or after the coaching session
- begins to do poorly in coaching sessions
- Attends session with clothes torn or equipment damaged
- has possessions which are damaged or "go missing"
- asks for money or starts stealing money (to pay bully)
- has subs or other monies continually "lost"
- has unexplained cuts or bruises
- becomes aggressive, disruptive or unreasonable
- is bullying other young people
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous & jumpy when a cyber message is received

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

Procedures

1. Bullying incidents should be reported to the clubs child protection officers
2. All bullying incidents will be recorded and closely monitored
3. In serious cases parents will be informed and will be asked to come in to a meeting to discuss the problem
4. If necessary and appropriate, police will be consulted
5. All bullying behaviour or threats of bullying will be investigated and the bullying stopped as quickly as possible
6. An attempt will be made to help the bully (bullies) change their behaviour
7. The young person being bullied will be fully supported, this may include referral to outside agencies for further/specialist support

Outcomes

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

Prevention

We will use various methods for helping children to prevent bullying. As and when appropriate, these may include:

- writing a set of team rules
- signing a behaviour contract
- having discussions about bullying and why it matters

Useful Organisations:

Children's Legal Centre	0845 345 4345
KIDSCAPE Parents Helpline (Mon-Fri, 10-4)	0845 120 5204
Childline	0800 1111
Parentline Plus	0808 800 2222
Bullying Online	www.bullying.co.uk
	www.kidscape.org.uk