



Telford Hornets RFC

Anti-Bullying Policy

INTRODUCTION

It is a requirement of the RFU that all Clubs have in place an Anti-Bullying Policy to which all members, senior and junior players, coaches and parents subscribe.

Allegations of a breach of the Club's Anti-Bullying Policy will be investigated by the Club.

If any Club member (and any child that they have who plays in the Club's Junior section) does not comply with the Club's Anti-Bullying Policy sanctions will be applied to that individual by the Club or by an officer or coach of the Club.

The ultimate sanction will be withdrawal or refusal of Club membership.

All coaches, players, volunteers and members involved at the Club are required to familiarise themselves with the Club's Anti-Bullying Policy, (together with any other codes or policies introduced from time to time relating) will be posted on the Club's website.

The Policy may be amended from time to time by the Club.

PRINCIPLES

It is the policy of the Club to protect its rugby family from possible bullying. The Club takes the problem of bullying seriously.

Bullying of any kind is not acceptable within any Club or Constituent Body (CB) providing playing opportunities for children, young people or adults.

Anyone who knows that bullying is happening is expected to tell their Club Safeguarding Officer, in the first instance, or CB Safeguarding Manager.

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 can enjoy the sport in a safe enjoyable environment.

President • Mr Kevin Mottershaw **Chairman** • Mr Neil Thomas

Secretary • Miss Kelsey Badley • Email • hornetsrfcsecretary@gmail.com

Affiliated to • The RFU • Shropshire RFU • North Midlands RFU

✉ • Telford Hornets RFC • Telford Town Park • Hinkshay Road • Dawley • Telford • TF4 3NZ ☎ • 01952 505440

This club is incorporated and limited by guarantee.

WHAT IS BULLYING?

Bullying is not limited to an adult bullying a young person; it is often the case that the bully is a young person. There are also cases of adult on adult 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, persistent negative feedback, 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, theft.
 - Verbal – racial/homophobic taunts, threats or name-calling, graffiti, gestures.
 - Sexual – unwanted physical contact or sexually abusive/offensive comments.
 - Cyberbullying – through social media, text messaging, etc. All of these will include:
 - Deliberate hostility and aggression towards a victim.
 - A victim who is weaker and less powerful than the bully or bullies.
 - An outcome which is always painful and distressing to the victim. Bullying behaviour may also include: Other forms of violence
 - Sarcasm, spreading rumours, persistent teasing or theft
 - Tormenting, ridiculing, humiliation
- The competitive nature of rugby union makes it a potential environment for the bully. This may manifest itself in some of the following ways:
- A parent who pushes too hard.
 - A coach who adopts a “win at all costs” philosophy.
 - A player who intimidates others.
 - An official who is over officious.

SIGNS AND SYMPTOMS

A child may indicate by signs or behaviour that he or she is being bullied.

Children and young people have described bullying as:

- being called names;
- being teased;
- being hit;
- pushed, pulled, pinched or kicked;
- having their bag, mobile or other possessions taken;
- receiving abusive text messages;
- being forced to hand over money;
- being forced to do things they do not want to do; being ignored or left out;
- being attacked because of religion, gender, sexuality, disability, appearance or ethnic or racial origin.

All of the above could equally apply to adults.

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OTHER SIGNS AND SYMPTOMS

A child:

- Does not want to attend training or club activities;
- changes their usual routine;
- begins being disruptive during sessions;
- becomes withdrawn, anxious or lacking in confidence;
- has possessions going missing; becomes aggressive, disruptive or unreasonable;
- starts stammering;
- has unexplained cuts or bruises;
- is bullying other children; stops eating;
- is frightened to say what is wrong.

These signs and behaviours may not constitute bullying and be symptoms of other problems.

They may equally apply to adults.

Club/Constituent members, coaches and volunteers need to be aware of these possible signs and report any concerns to the Club Safeguarding Officer, in the first case, or CB Safeguarding Manager.

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 RFU/RFUW/Club/Constituent Body consider is bullying, and what they should do if bullying arises.
- Players, parents, personnel and members should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.
- Procedures and Management of Bullying In the first instance, incidents of bullying should be reported to the Club via its Club Safeguarding Officer.
- Club members must be alert to the signs of bullying and refer cases promptly. Failure to respond to incidents may be interpreted as condoning the behaviour –the Club wishes to avoid giving this impression to bullies and victims alike.
- In the event of an incident of bullying being reported to the Club, the Club will Investigate the incident and talk separately to the those accused of bullying and their alleged victims.

On completion of the investigation the Club will decide on appropriate action, such as (but not limited to):

- Obtaining an apology from the bully(ies) to the victim(s)
- Informing the parents of the bully(ies)
- Insisting on the return of items “borrowed” or stolen

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- Holding Club or age group discussions about bullying
- Provide support for the lead coach of the victim(s)

For further information contact: Club Safeguarding Officer

Policy Adopted & Agreed: March 2018

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