



Shelford Rugby Club

Anti-bullying Policy

October 2018

Signed by:Position in Club:

Date:

Review Date: October 2020

Anti-Bullying Policy Rationale

At Shelford Rugby Club we aim to create a safe and secure learning environment where individuals treat each other with respect and understanding. Bullying will not be tolerated at all in our Club. 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 and enjoyable environment.

Aims:

To create a positive ethos within the club based on mutual respect and trust

To recognize what bullying is, and to provide effective measures to address bullying issues

What is bullying?

- 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 victimized or attacked because of religion, gender, sexuality, disability, appearance or ethnic or racial origin.

Bullying is deliberately hurtful behaviour which results in the victim feeling distressed. Bullying occurs when this behaviour is exercised through the use of power rather than an exchange between equals. This power may be due to greater physical or psychological strength of greater numbers.

Indicators of bullying

- A child may indicate by their behaviour that s/he is being bullied; parents and volunteers should be vigilant for the below signs:
- Does not want to attend training or other club activities.
- Changes their usual routine.
- Begins to be disruptive during sessions.
- Becomes withdrawn, anxious or appears to lack confidence.
- Becomes aggressive towards others, disruptive or unreasonable.
- Starts to stammer.
- Has unexplained cuts or bruises.
- Start to bully other children.
- Stops eating.
- Is frightened to say what is wrong.

We encourage children, parents and staff to report any suspected instances of bullying to one of the coaching staff or to the Club Safeguarding Officer. Children in particular need to be assured not to keep worries to themselves, but to tell their parent and/or a Coach. The whole Club community needs to be assured that all instances are taken very seriously, and investigated thoroughly.

Procedures and management of bullying

It is essential that the first adult involved in the situation reassures the victim and informs the Club Safeguarding Officer. Details of the report are to be recorded on the RFU Incident Report Form. If the incident is an adult bullying a young person the Club Safeguarding Officer is to immediately report the incident to the CB Safeguarding Manager and request that the incident is reported to the RFU Safeguarding Team. If the incident involves a young person bullying another young person then the Club are permitted by the RFU to investigate the incident themselves. Assistance and guidance are available from the CB Safeguarding Manager and the RFU Safeguarding Team at any stage of the investigation.

Parents/Guardians should be informed and invited to attend a meeting to discuss the problem. If necessary and appropriate the police and Social Services will also be consulted.

Parents are encouraged to:

- Listen carefully to their child, and reassure them that action will be taken.
- Stay calm whatever the concerns.
- Discuss issues with the Club at the earliest opportunity, and review actions regularly.
- Give the Club time to address the issues.
- If attempts at mediation fail to resolve the situation, and the bullying is seen to continue the Club will initiate disciplinary action under the guidance of the CB Safeguarding Manager and/or RFU Safeguarding Team.

It is essential that all Committee Members, Coaches, Volunteers, parents and children are aware of this policy.