



# HELLINGLY RUGBY FOOTBALL CLUB C.I.C.

Lower Horsebridge, Hailsham, East Sussex. BN27 4DJ

## ANTI-BULLYING POLICY

It is a requirement of the RFU that all Clubs have in place an anti-bullying policy to which all players, coaches and parents subscribe. **HELLINGLY RUGBY FOOTBALL CLUB C.I.C.** ('the Club') will adopt the following Policy and accordingly it is a condition of membership of the Club that all members (and any child that they may have who plays in one of the Club's youth sections) abide by the terms of the Club's Anti-Bullying Policy.

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 may have who plays in one of the Club's youth sections) 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 youth rugby coaches and other youth rugby volunteers involved at the Club are required to familiarize themselves with the Club's Anti-Bullying Policy, support it and abide by it.

The Club's Anti-Bullying Policy (together with any other codes or policies introduced from time to time relating to its youth players) will be posted on the Club's website. The Policy may be amended from time to time by the Club.

### POLICY

#### **Definition**

Bullying is when one or more person deliberately hurt another person, either physically or emotionally. This can be done directly through physical assault or verbal humiliation or indirectly through social websites on the internet.

#### **Principles and objectives**

- The Club believes that bullying is wrong and damages young people and will do all we can to prevent it.
- We intend to develop a club ethos in which bullying is regarded as unacceptable.

- We aim to produce a safe and secure environment where all young people can learn the skills and enjoy rugby without fear and anxiety.
- This policy aims to produce a consistent response to any reported or observed incident of bullying.
- The policy is to make clear individual responsibilities with the regard to observed or reported within our club.

### **The role of coaches**

- It is the responsibility of coaches to implement this policy and ensure that all assistant coaches and volunteers with their team are aware of the policy and know how to deal with incidents of bullying.
- Coaches ensure that all players are aware that bullying is wrong, and that it is unacceptable behavior for a member of the Club.
- Coaches reduce the probability of bullying through developing a culture of mutual support and praise for success within their team.
- Coaches by enabling players to feel they are important and belong to the club, will reduce the likelihood of bullying behavior.
- Coaches will respond to any incidents of bullying immediately. They will:

Explain to the player who is bullying their behavior is wrong.

- Endeavour to help the player who is bullying change their behavior.
- Support the player(s) who have experienced bullying.
- Inform their manager of any incident.

### **The role of the team manager**

- They should maintain a record of bullying incidents.
- Inform the coaches of any incidents of bullying.
- Support coaches in creating a culture of trust and respect within their team through praise and rewards for behavior and success.
- Inform the club safeguarding officer of any incidents of bullying.

### **The role of the parents**

- Parents and carer's who are concerned that their child might be bullied, or who suspect that their child is bullying or contributing to bullying, should inform the coaches coach or manager as soon as possible.
- Parents and carer's have a responsibility to support this policy and to actively encourage their child to be a positive member of the club.

### **The role of players**

- If a player believes they are being bullied to inform their parent, coach or manager if they feel able.
- If a player sees what they believe to be another player being bullied to inform their parent, coach or manager if they feel able.
- All players should respect, support and praise the success of other players to prevent bullying occurring.