

Club Anti-Bullying Policy

This policy applies to all Club Members including Young People and all those under the control or direction of the Club.

Bullying is usually defined as repeated behaviour which is intended to harm someone either emotionally, mentally or physically, and is often aimed at certain people because of their race, religion, gender, sexual orientation or any other aspect such as appearance or disability.

Bullying behaviour can include:

- Physically pushing, kicking, hitting, pinching.
- Name calling, spreading rumours, persistent teasing and humiliation continual ignoring.
- Acts or criticism that demean, belittle or diminish someone.
- Ganging up and excluding.
- Excessive use of position of power.
- Posting on social media derogatory, abusive, critical comments, videos or images or excluding or cancelling.
- Racial, homophobic, transphobic or sexist comments, taunts or gestures.
- Sexual comments, suggestions or behaviour.
- Unwanted nonconsensual physical contact.

The Club recognises its duty of care and responsibility to safeguard all members from harm and will:

- Promote and implement this anti-bullying policy.
- Ensure that bullying behaviour is not ignored, tolerated or condoned.
- Take robust action to investigate and respond to any reports of bullying.
- Make sure that any sanctions are proportionate and fair.
- Let young people and vulnerable adults know that they will be listened to and supported.
- Create an 'open door' ethos where young people feel confident to talk to an adult about bullying.
- Ensure any bullying by adults is dealt with through the Disciplinary Process.
- Ensure that any incidents/concerns regarding bullying behaviour will be discussed with parents/carers who will also be consulted on the action taken.