



## **Wellingborough RFC Anti-Bullying Policy**

### **WHAT IS 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, 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.
- Racist – racial taunts, graffiti, gestures.
- Sexual – unwanted physical contact or sexually abusive comments.
- Homophobic – because of, or focusing on the issue of sexuality.
- Verbal – name-calling, sarcasm, spreading rumours, teasing.

### **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 policy is on bullying, and follow it when bullying is reported.
- All players and parents should know what the RFU/RFUW/Club/Constituent Body policy is on bullying, and what they should do if bullying arises.
- Players 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. 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.

### **OTHER SIGNS AND SYMPTOMS**

A child:

- doesn't 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- becomes withdrawn anxious or lacking in confidence.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's wrong.

These signs and behaviours may not constitute bullying and be symptoms of other problems. Club/Constituent members, coaches and volunteers need to be aware of these possible signs and report any concerns to the Club Welfare Officer or CB Welfare Manager.

### **Procedures and Management of Bullying**

- 1.** Report bullying incidents to the Club Welfare Officer (or CB Manager), record (using the RFU Incident Record Form). If the incident is an adult bullying a young person, the Club Welfare Officer (or CB Manager) will report the incident to the RFU Child Protection Officer. If the incident is a young person bullying a young person, the club/county will manage this, and can access advice and support from the Club Welfare Officer, CB Welfare Manager or RFU Child Protection Officer at any stage of the process.
- 2.** Parents may be informed and asked to come in to a meeting to discuss the problem.
- 3.** If necessary and appropriate, police will be consulted.
- 4.** If mediation fails and the bullying is seen to continue the Club/CB/RFU can initiate disciplinary action under the relevant constitution.

### **IMPLEMENTING RFU ANTI-BULLYING POLICY**

#### **Phase 1: Raise Awareness**

Raise awareness with all members and players within the club:

- Put posters on the notice board
- Ensure all young players know they can talk to someone if they are worried
- Ensure that parents have a copy of the policy
- Adopt the policy within the club constitution
- Ensure that the Code of Conduct clearly states that behaviour which constitutes bullying will not be accepted.
- Ensure all coaches, staff and volunteers have signed up to the code of conduct
- Ensure the policy is given to members and players.
- Identify any training needs within the club and contact the RFU to find out about workshops and opportunities for support.