

CRUSADERS RUFC LTD

Beckhithe, Little Melton Road, Norwich, NR9 3NP
Tel: 01603 811157
www.crusadersrugbyclub.com
Established 1960



Crusaders Rugby Union Football Club 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 occur through several types of anti- social behaviour. It can be, but is not limited to:

- 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.

Bullying can have a lasting and traumatic impact on a person's emotional state. Bullying takes many forms but ultimately it is the perception of the victim that determines whether or not they are being bullied rather than the intention of the bully. Bullying will not just go away. Bullies can be very cunning and develop strategies to avoid it being seen by anyone but the victim.

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 in a child include:

- They do not want to attend training or club activities
- Changes in their usual routines
- Begins being disruptive during sessions
- Becomes withdrawn, anxious or lacking in confidence
- Has possessions go missing



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- 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 can be symptoms of other problems. Coaches, volunteers and members need to be aware of these possible signs and must report this to the safeguarding officer immediately.

Where does Crusaders RUFC stand?

Bullying at Crusaders RUFC will not be tolerated.

Crusaders Rugby Union Football Club (RUFC) believes that everyone has the right to play rugby in a supportive, caring and safe environment, and with the RFU core values of teamwork, respect, enjoyment, discipline and sportsmanship. If behavioural expectations are consistent and reasonable boundaries are in place by supportive coaches and volunteers, it can minimise the occurrence of bullying. It is important that Crusaders RUFC has a clear written policy to promote this belief.

Bullying affects everyone, not just the victim and the bullies, and it can happen to anyone. No one person or group, whether coaches, volunteers or person should have to accept this behaviour. Only when all issues of bullying are addressed, will a person be able to benefit from all the opportunities available to them at Crusaders RUFC.

A significant proportion of our club is under 18. It is recognised by coaches and volunteers that young people are developing their skills and confidence at an age where their personalities and friendships are changing, at the same time they are exploring boundaries and appropriate behaviour which can result in conflict and clashes of personality. With the guidance of our coaches and volunteers, we teach young players what is acceptable behaviour both on and off the pitch.

Coaches, volunteers and members of Crusaders RUFC can help minimise occurrences by being observant and reporting any suspected cases of bullying in the first instance to a coach, if unable to do so to the Club Secretary or Chairperson. If the matter involves a person under the age of 18, the safeguarding officer must be told.

How will Crusaders RUFC resolve bullying?

If any level of bullying is observed, suspected or reported, the matter will be taken seriously, dealt with promptly and all parties will be supported appropriately and fairly.

In resolving issues of bullying Crusaders RUFC will work towards a shared understanding of the causes of behaviour. All parties involved will be given an opportunity to express their views and feelings in a safe environment and we will work to resolve issues that arise. This will involve working towards a shared understanding of the causes of behaviour. Crusaders RUFC understands that behaviour is a form of communication and will be recognised as



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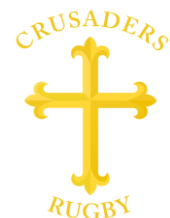
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such. In resolving bullying Crusaders RUFC will document where necessary and may refer further if deemed necessary. If the matter involves anyone under 18 the safeguarding officer will be informed.

Useful contacts

Role	Name	Contact
Club Safeguarding Officer	Jenna Keyes	jennakeyes@outlook.com
Club Chairperson	Justin Williams	justin.williams959@gmail.com
Club Secretary	Natalie Eccles	ecclesna.crusaders@gmail.com
Club Treasurer	Michaela Currums	m.currums@outlook.com
Club Discipline Secretary	David Williams	mcwill13@btinternet.com
All other enquiries		crusaders.rugby@outlook.com



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