



Norwich Union RFC

Policy on Bullying

October 2015

POLICY ON BULLYING

Norwich Union RFC takes seriously the problems caused by bullying and is committed to providing an environment in which bullying or any other form of harassment are not tolerated in any form.

Norwich Union RFC will ensure that all of its members (which includes its employees, coaches, players, officials, volunteer helpers and parents) subscribe to, and agree to be bound by, the Club's policy on bullying and will ensure that its members acknowledge that they have a duty to ensure that the policy is observed by others.

It is appreciated that "bullying" is not always easy to define and may not necessarily consist of an isolated incident of an adult abusing a young person.

Bullying usually takes place over a period of time and the bully may be an adult as well as a young person.

Three main types of bullying exist

1. Physical Examples include: • Hitting. • Kicking. • Unwanted physical contact. • Theft. • Any other form of violence.

2. Verbal Examples include: • Racist or homophobic remarks. • Name-calling. • Sarcasm. • Spreading rumours. • Tormenting. • Ridiculing. • Taunting. • Abusive or offensive comments of a sexual nature.

3. Emotional Examples include: • Threats. • Persistent negative feedback. Bullying behaviour will also include: • Deliberate hostility and aggression towards the victim and • A victim who is physically or emotionally weaker than the bully and • An outcome which is always painful and distressing for the victim Examples of bullying include but are not limited to: • A parent who pushes their child too hard. • A coach who adopts a "win at all costs" philosophy. • A player who intimidates others. • An official who is over-officious.

It is the duty of each member of the Norwich Union RFC to report any incident or suspicion of bullying to the safeguarding officer (Wayne Knight). and to complete the Incident Report Form (attached) or such other Form as shall be required.

- Upon receipt of such report, the safeguarding officer will
- Take and treat each such report seriously and investigate the incident
- Talk, separately and in confidence, to the victim and the bully
- Take whatever further action is considered to be necessary
- Provide support for the victim
- Liaise with the Chairman of the Club
- To ensure that the bully apologises to the victim
- Informing the parents/carers of the bully.
- Insisting upon the return of any items "borrowed" or stolen.

By dealing with the matter in any other appropriate manner and proportionately to the seriousness of the incident.

If either the victim or the bully is an adult and the incident is not considered by the safeguarding officer to constitute "Poor Practice" or "Abuse" for which separate procedures are prescribed (see safeguarding vulnerable adults and children policy and challenging behaviour policy) or if both the victim and bully are young persons and the incident is considered by the safeguarding officer to be serious the safeguarding officer must refer the matter, as soon as is reasonably practicable, to the clubs committee for disciplinary procedures.

The committee will convene within five working days to consider the matter. The committee meeting must not include any person involved in the incident or be a relation to anyone involved. The committee meeting must involve no fewer than three committee members. Any parent/carer of a young person involved will be informed of the progress and outcome and invited to make representations to the committee.

Sanctions

The following sanctions may be imposed by the committee include but are not limited to the following:

- Permanent or temporary exclusion from the Club or pitchside.
- Conditions imposed upon attendance (e.g. must be accompanied by parent/carer).
- Person may only coach whilst supervised.

In conclusion,

It is accepted that rugby union is a physical game and one during which emotions can "run high" both in training and in match situations. As a result there will inevitably be isolated incidents caused by a lack or breakdown of discipline. It is, however, possible, by using common sense, to distinguish such incidents from pre-meditated or orchestrated incidents of bullying. It is the latter incidents that have to be eradicated from all aspects of the game if we are to continue to attract people to the game and to ensure that they are allowed to develop to the best of their ability within it.

Signed

Michelle Knight

Hon Secretary on behalf of Norwich Union RFC