



## **Anti-Bullying Policy**

Bullying is action taken by one or more person with the deliberate intention of hurting another person, either emotionally or physically.

### **Aims and objectives**

- Bullying is wrong and damages individual children. We therefore do all we can to prevent it, by developing a club ethos in which bullying is regarded as unacceptable.
- We aim, as a club, to produce a safe and secure environment where all can learn and enjoy rugby without anxiety.
- This policy aims to produce a consistent response to any bullying incidents that occur.
- We aim to make all those connected with the club aware of our opposition to bullying, and we make clear each person's responsibilities with the regard to the eradication of bullying in our club.

### **The role of the coaches**

- It is the responsibility of the coach to implement the anti-bullying strategy and to ensure that all volunteers are aware of the policy and know how to deal with incidents of bullying.
- The coach ensures that all children are aware that bullying is wrong, and that it is unacceptable behaviour in the club.
- The coach sets a club climate of mutual support and praise for success, so making bullying less likely. When children feel they are important and belong to a friendly and welcoming club, bullying is far less likely to be part of their behaviour.
- Deal with any incidents of bullying issues immediately. Talk to the child who is bullying, and explain why the action is wrong. Endeavour to help the child change their behaviour in the future.

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

- The team manager should keep records of any bullying incidents that occur.
- If the team managers witness an act of bullying, they do all they can to support the child who is being bullied and inform the coach.
- Attempt to support all children in the group and establish a climate of trust and respect for all. By praising, rewarding and celebrating the success of all children, we aim to prevent incidents of bullying.

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

- Parents that are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact the coach immediately.
- Parents have a responsibility to support the club's anti-bullying policy and to actively encourage their child to be a positive member of the club.

Any incidents/concerns of bullying must be reported to the Child Safeguarding Officers.

**If there are any concerns over this guidance or you have any further questions, then please see**

**Kirsty Francis - Safeguarding Officer**

**Matt Curd - Club Chairman**