

Bracknell Rugby Football Club

ANTI-BULLYING POLICY



It is a requirement of the RFU that all clubs have in place an anti-bullying policy to which all members subscribe. The term member in this policy is deemed to be at its widest sense and include, but not limited to:-

- All paid members
- All Players
- Paid staff members
- Volunteers
- Coaches.

The Club refers to Bracknell Rugby Football Club (Bracknell RFC)

Allegations of a breach of the Club's Anti-Bullying Policy will be investigated by the Club Safeguarding Officer as bullying is often considered as the fifth type of abuse and often containing one or more of Physical Abuse, Emotional Abuse, Sexual Abuse or Neglect.

If any member does not comply with the Club's Anti-Bullying Policy, sanctions may be applied to that individual by the Club. The ultimate sanction will be refusal or withdrawal of Club membership without refund and reporting to the appropriate authority and/or governing body.

All coaches, managers and volunteers involved within the Minis and Juniors sections and all players, coaches and volunteers within the Academy and Adult club sections of the Club are required to familiarise themselves with the Club's Anti-Bullying Policy, support, promote and abide by it.

The Club's Anti-Bullying Policy (together with any other codes or policies introduced from time to time relating to its players) will be posted on the Club's website and/or introduced via the relevant role holders within the club. The Policy may be amended from time to time by the Club.

Bracknell RFC Anti-Bullying Policy

It is the policy of the Club to protect all persons but especially children and young people under the age of 18 years old from possible bullying. The Club takes the problem of bullying seriously. Bullying is not always easy to define and can take many forms, it usually, but not always, is repeated over a period of time.

The physical nature of rugby union makes it a potential environment for the bully and we are keen to ensure that Bracknell RFC is a bully free and fully inclusive club.

Bullying is not limited to an adult bullying a young person and can be from an adult to an adult or a child to a child. We are aware that bullying is not always carried out by a person who would be traditionally thought of as 'stronger'.

The main types of Bullying are:

- Physical (e.g. hitting, kicking, theft).
- Verbal (e.g. racist or homophobic remarks, threats, name calling).
- Emotional (e.g. persistent negative feedback, isolating an individual from activities).
- Sexual, which could be physical or verbal and could include homophobic abuse.
- Neglect (e.g. deliberately taking no care and exposing another player to an unnecessary risk of injury or excluding people).
- Cyber bullying (e.g. harmful social media posts).

Bullying will often include:

- Deliberate hostility and aggression towards a victim.
- Outcomes which are and distressing to the victim.
- Cunning and devious nature to conceal the actions including the attempt to conceal the bullying as ‘banter’.

Bullying behaviour may also include:

- Other forms of violence.
- Sarcasm, spreading rumours, persistent teasing or theft.
- Tormenting, ridiculing, humiliation.
- Racial, homophobic, sexist or other discriminatory taunts, graffiti or gestures.
- Sharing of inappropriate or unauthorised content via social media.
- Unwanted physical contact or abusive or offensive comments of a sexual nature.

This may manifest itself in some of the following ways:

- Parent who pushes too hard.
- Coach who adopts a “win at all costs” philosophy and does not promote the core values.
- Player who intimidates others.
- Official who is over officious with no interest in safety or player welfare.

In the first instance, incidents of bullying should be reported to Bracknell RFC via its Safeguarding Officer safeguarding@bracknellrugbyclub.com or other responsible role holder (e.g. Age group manager, head coach, etc) who will report the incident to the Safeguarding Officer without undue delay.

It is a joint responsibility to stamp out bullying and members must be alert to the signs of bullying and refer cases promptly. Failure to respond to incidents may be interpreted as condoning the behaviour – Bracknell RFC wishes to avoid giving this impression to bullies and victims alike.

In the event of an incident of bullying being reported to the Club, the Club will:

- Investigate the incident within a reasonable time frame from the alleged incident.

- Talk separately to the those accused of bullying and their alleged victims. A record of these conversations may be made to support any further investigations or disciplinary actions.
- Treat the matter with confidentiality and sensitivity.
- Approach the incident without prejudice.
- If deemed required, report the matter to the relevant body (RFU, Emergency Services etc.) and comply with any investigations.

On completion of the investigation, the Club will decide on appropriate action, such as (but not limited to):

- Obtaining an apology from the bully(ies) to the victim(s)
- Informing the parents of the bully(ies) – if under the age of 18years old.
- Insisting on the return of items “borrowed” or stolen.
- Insisting the bully(ies) compensate the victim(s).
- Holding Club or age group discussions about bullying.
- Provide support for the lead coach of the victim(s).
- Request that the bully(ies) leave the club without refund.
- Inform the relevant body (RFU, Emergency Services etc.).

We thank you for reading our policy and please do not hesitate to contact the Safeguarding Officer should you have any questions, concerns or queries. Details of how to contact them can be found on our club website

Useful Contact Details and Telephone Numbers:-

Bracknell RFC - 01344 424013
 Lily Hill Park, Lily Hill Drive, Bracknell, Berkshire, RG12 2UG
www.bracknellrugbyclub.com/contact

NSPCC Helpline 0808 800 5000