



FIT4RUGBY - ISLE OF AXHOLME RUGBY CLUB ANTI-BULLYING POLICY

We have in place, the following an Anti-Bullying Policy to which all players, parents/carers are subscribed to when completing and signing the annual membership form. It is a term of membership of Fit4rugby-Isle of Axholme Rugby Club (herein referred to as the 'Club') that all members and any child that may play and participate in any Club game or activity abides by the terms of the Anti-Bullying Policy, alongside the coaches too.

Any allegations of a breach of the Club's Anti-Bullying Policy will be investigated by the Club. If a member and any child, who plays in one of the junior teams/squads, does not comply with the Club's Anti-Bullying Policy actions will be applied to the individual by the Club or coach. The final action will be termination of membership (if required).

All parents/carers, children, rugby coaches and volunteers involved at the Club are expected, required to support, respect and abide by this policy. The policy will be updated in accordance with any sports' association, legislation and affiliation guidance that may change aspects of the policy in the future.

The Anti-Bullying Policy is to protect children and young people playing rugby under the age of 18, from any possible bullying. Also, that coaching staff are covered by the policy too. We respect that bullying is not just limited to an adult bullying a young person, there may be the case that the bully is actually, a young person.

Bullying may take the form of-

- Physical abuse (eg. hitting, kicking)
- Verbal abuse (eg racist or homophobic remarks, spoken threats, name calling)

- Emotional abuse (eg persistent negative feedback, isolating a fellow player/participant from interaction in activities)

These may be evident in and include:

- The deliberate hostility and aggression towards someone.
- That someone who is weaker, or less powerful than the bully or bullies is chastised.
- A situation which may be somewhat painful or distressing to someone.

Bullying behaviour may be seen in-

- Forms of violence and aggression.
- The use of sarcasm, spreading rumours, persistent teasing.
- The tormenting, ridiculing, humiliation of someone.
- Racial taunts, graffiti, gestures, etc.
- The unwanted physical contact or abusive or offensive comments of a sexual nature.

Incidents of bullying should be reported to the Club officials. All members should be aware of any signs of bullying and refer matters immediately. A negative response to any incident could be mis-interpreted as condoning the behaviour – this should be avoided as giving an impression to bully and victim alike.

In the event of an incident of bullying being reported, an investigation will be made of the incident, with separate conversations to the those accused of bullying and their alleged victims. The final outcome of investigation, being notified clearly to both parties, clearly stating any appropriate and necessary actions-

- This will be an apology from the bully to the victim.
- Informing the parents/carers of the bully and nature of bullying.
- Reminding and bring attention to all about the Anti-Bullying Policy.
- To provide support for the victim, in the immediate aftermath.

Policy Updated July 2022.