

## Anti-Bullying Policy

Bullying is not easy to define, can take many forms and is usually repeated over a period of time. The three main types of bullying are: physical (eg 'hard hitting' pushing) verbal ( eg racist or homophobic remarks, threats, name calling) and emotional ( eg isolating an individual from activities). They will all include:

- Deliberate hostility and aggression towards the victim
- A victim who is weaker than the bully or bullies
- An outcome which is always painful and distressing for the victim

Bullying behaviour may also include:

- Other forms of violence
- Deliberate 'hard hitting'
- Biased refereeing
- Sarcasm, spreading rumours, persistent teasing or theft
- Tormenting, ridiculing, humiliation
- Racial taunts, graffiti gestures
- Unwanted physical contact or abusive or offensive comment of a sexual nature

Emotional and verbal bullying is difficult to cope with or prove. It is of paramount importance that all clubs should adopt an anti-bullying policy to which all its members, coaches, players staffing volunteers and parents subscribe to and accept

Every club should be prepared to:

- Take the problem seriously
- Investigate any incidents
- Talk to the bullies and victims separately

Decide on appropriate action, such as:

- Obtain an apology from the bully(ies) to the victim
- Inform parents of the bully(ies)
- Insist on the return of items 'borrowed' or stolen
- Insist bullies compensate the victim
- Hold club or class discussions about bullying
- Provide support for the coach of the victim