Worcester RFC
Anti-Bullying Policy

Policy Name:	Anti-Bullying Policy		
Version:	1.0	Date Approved:	27 April 2021
Last Review Date:	27 April 2021	Next Review Date:	27 April 2022
Owner:	Safeguarding Officer		
Website URL:	https://worcesterrfc.rfu.club/Media/WorcesterRFC/Safety/WRFC%20Anti-Bullying%20Policy.pdf		
Soft Copy Location:	https://worcesterrfc.rfu.club/Media/WorcesterRFC/Safety/WRFC%20Anti-Bullying%20Policy.docx		

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Anti-Bullying Policy

Introduction

This policy sets out the stance Worcester RFC has in relation to bullying. It also describes what the club will do to tackle it and how children or vulnerable adults who experience or display bullying behaviour will be supported.

Bullying

- all forms of bullying will be acted upon
- everybody in the club has a responsibility to work together to stop bullying
- bullying can include online as well as offline behaviour
- bullying behaviour can include:
  - physically pushing, kicking, hitting, pinching etc.
  - name calling, spreading rumours, persistent teasing and humiliation or the continual ignoring of others
  - posting of derogatory or abusive comments, videos or images on social media
  - racial, homophobic, transphobic or sexist comments, taunts or gestures
  - sexual comments, suggestions or behaviour
  - unwanted physical contact

Worcester RFC will:

- recognise its duty of care and responsibility to safeguard all players, members and visitors. from harm
- promote and implement this anti-bullying policy in addition to the club's safeguarding policy and procedures
- ensure that bullying behaviour is not tolerated or condoned
- require all members to sign up this policy
- investigate and respond to any reports of bullying
- encourage and facilitate children and vulnerable adults to play an active part in developing and adopting a code of conduct for behaviour
- ensure that coaches are given access to information, guidance and training on bullying

Each player, coach, volunteer, parent or official will:

- encourage individuals to speak out about bullying behaviour
- respect every individual's need for, and right to come to the Club with an environment where safety, security, praise, recognition and opportunity for taking responsibility are available
- respect the feelings and views of others
- recognise that everyone is important and equal, and that our differences make each of us special and worthy of being valued

- show appreciation of others by acknowledging individual qualities, contributions and progress
- ensure safety by having rules and practices carefully explained and displayed for all to see
- report incidents of bullying behaviour they see – by doing nothing you are condoning the behaviour

Supporting children and vulnerable adults

The club will:

- let children and vulnerable adults know who will listen to and support them
- create an "open door" ethos where children and vulnerable adults feel confident to talk to an adult about bullying behaviour or any other issue that affects them
- acknowledge potential barriers to talking (including those associated with a child or vulnerable adult's disability or impairment) and this will be addressed at the outset to enable children or vulnerable adults to speak out
- make sure children and vulnerable adults are aware of helpline numbers
- ensure that anyone who reports an incident of bullying will be listened to carefully and reports will be taken seriously
- ensure that any reported experience of bullying behaviour will be investigated and will involve listening carefully to all those involved
- ensure that any children or vulnerable adult experiencing bullying behaviour will be supported and helped to uphold their right to play and live in a safe environment
- ensure that those who display bullying behaviour will be supported and encouraged to develop better relationships
- make sure that sanctions are proportionate and fair

Support to the parents/guardians, and carers

- parents, guardians, and carers will be advised on the club or organisation's bullying policy and practice
- any experience of bullying behaviour will be discussed with the individual's parents guardians, or carers
- parents, guardians or carers will be consulted on action to be taken (for both victim and bully) and agree on these actions together
- information and advice on coping with bullying will be made available
- support will be offered to parents, guardians or carers, including information from other agencies or support lines

Useful contacts

Worcester RFC
Contact details available from https://worcesterrfc.rfu.club/about

RugbySafe Lead | David Church
Safeguarding Officer | Simon Cox
Hon Secretary | Jeff Crawshaw

NSPCC
Helpline 0808 800 5000

Childline
0800 1111
www.childline.org.uk

Kidscape
www.kidscape.org.uk

Anti-Bullying Alliance
www.antibullyingalliance.org

MENCAP
0808 808 1111
helpline@mencap.org.uk

MIND
0300 123 3393
www.mind.org.uk

YOUNG MINDS
www.youngminds.org.uk