



Anti-Bullying Policy

Harpenden Hockey Club is committed to creating and maintaining an environment in which all young people involved in hockey are free from bullying. Harpenden Hockey Club is also committed to ensuring that concerns relating to bullying of young people in hockey are taken seriously and acted upon swiftly and appropriately.

Principles

- Anyone acting for, or on behalf of, Harpenden Hockey Club should have an understanding of what bullying is, and act in accordance with England Hockey's anti-bullying policy ([EH Anti-Bullying Policy](#)).
- Bullying of any kind is not acceptable in hockey and should not be tolerated by anyone within Harpenden Hockey Club.
- Harpenden Hockey Club promotes a telling culture and anyone who knows, or suspects, that bullying is happening must take the matter seriously and report it to either the club's Welfare Officer or Director of Hockey.
- All incidents or concerns of bullying must be acted upon swiftly.

Bullying Definition

Bullying is anything that is done with the intention of hurting or intimidating, frightening or upsetting another person. Bullying is not always physical but it always results in distress to the victim. Instances of bullying can occur not only between young people but also between adults and young people.

Bullying can be:

- Emotional - persistently being unfriendly, excluding, tormenting or threatening gestures.
- Physical - pushing, kicking, hitting, punching or any use of violence.
- Racist - racial taunts or language, graffiti or gestures.
- Sexual - unwanted physical contact or sexually abusive comments.
- Homophobic - because of, or focusing on, the issue of sexuality.
- Verbal - name-calling, sarcasm, spreading rumours or teasing.
- Cyber – all areas of the internet (including social networking sites), email and text messaging, misuse of technology i.e. manipulation of digital images.

Bullying may not only occur through face to face contact. Increasingly bullying may occur through other forms of communication such as Internet, email and text messaging.