



ANTI-BULLYING POLICY

Richmond Hockey Club is committed to ensuring that concerns relating to bullying of young people in hockey are taken seriously and are acted upon swiftly and appropriately.

This policy applies to all members of Richmond Hockey Club, including children and young people, adult players, coaches, volunteers, officials, parents, carers and spectators. Bullying behaviour will not be tolerated from or towards any individual involved in club activities.

WHAT IS BULLYING?

Bullying is anything that is done with the intention of hurting or intimidating, frightening or upsetting another person.

Bullying can be:

- Emotional - persistently being unfriendly, excluding, tormenting, threatening, gestures
- Physical - pushing, kicking, hitting, punching or any use of violence
- Sexual - unwanted physical contact or sexually abusive comments
- Verbal - name-calling, sarcasm, spreading rumours, teasing, racist or homophobic comments
- Cyber-bullying - bullying carried out via social media, messaging apps, email, online gaming or other digital platforms, including the posting, sharing or sending of harmful or upsetting content.

PRINCIPLES:

Everyone within Richmond Hockey Club should have an understanding of what bullying is and of England Hockey's anti-bullying policy.

Bullying of any kind is not acceptable in hockey and should not be tolerated by anyone, in particular any organisation providing hockey opportunities for young people.

Bullying can be carried out by adults or young people, and can be directed towards adults or young people.

Richmond Hockey Club wishes to promote a TELLING culture and anyone who knows, or suspects, that bullying is happening must take the matter seriously, and report it in line with England Hockey Reporting Procedures.



REPORTING BULLYING

Anyone who experiences bullying, witnesses bullying, or suspects that bullying is taking place should report it as soon as possible.

Concerns should be raised with:

- a coach or team manager;
- the Club Welfare Officer; or
- the Club Secretary.

All concerns will be taken seriously and handled sensitively and in line with England Hockey Reporting Procedures. Where appropriate, concerns involving children or young people will be managed under the club's Safeguarding Policy.

Any concerns will be dealt with swiftly and appropriately

Dated April 2026 by Richmond Hockey Club Committee