



# *Burnley R.U.F.C.*

## **ANTI BULLYING STATEMENT**



### **Principles**

- Bullying of any kind is not acceptable within the club.
- The RFU are a telling culture and anyone who knows that bullying is happening is expected to tell the Club Welfare Officer.
- Bullying will be taken seriously, responded to promptly and procedures followed to deal with the situation.
- It is the responsibility of every adult working in rugby union whether professional or volunteer to ensure that all young people can enjoy the sport in a safe enjoyable environment.

### **What is bullying?**

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim.

Bullying can be:

- Emotional - being unfriendly, excluding (emotionally and physically) tormenting (e.g. hiding kit, threatening gestures, threatening text messages.)
- Physical - pushing, kicking, hitting, punching or the use of any violence.
- Racist - racial taunts, graffiti or gestures
- Sexual - unwanted physical contact or sexually abusive comment
- Homophobic - because of or focussing on the issue of sexuality
- Verbal - name calling, sarcasm, spreading rumours, teasing

## **Objectives of the policy**

- All club members, coaches, volunteers and parents should have an understanding of what bullying is
- All club members, coaches and volunteers should know what the RFU and Club policy is on bullying, and follow it when bullying is reported
- All players and parents should know what the RFU and Club policy is on bullying and what they should do if bullying arises
- Bullying will not be tolerated.

## **Signs and Symptoms**

A child may indicate by signs or behaviour that he or she is being bullied. Children and young people have described bullying as:

- Being called names
- Being teased
- Being hit, pushed, pulled, pinched or kicked
- Having their bag, mobile or other possessions taken
- Receiving abusive text messages
- Being forced to hand over money
- Being forced to do things they do not want to do
- Being ignored or left out
- Being attacked because of religion, gender, sexuality, disability, appearance, racial or ethnic origin

Other signs and symptoms include a child or young person who:

- Doesn't want to attend training or club activities
- Changes their usual routine
- Begins being disruptive during sessions
- Becomes withdrawn, anxious or lacking in confidence
- Has possessions going missing
- Becomes aggressive, unreasonable or disruptive
- Starts stammering
- Has unexplained cuts or bruises

- Is bullying other children
- Stops eating
- Is frightened to say what is wrong

These signs and behaviours may not constitute bullying and may be symptoms of other problems. Club members, coaches and volunteers need to be aware of these possible signs and report any concerns to the Club Welfare Officer.

## **Procedures and Management of Bullying**

- Report bullying incidents to the Club Welfare Officer, record using the RFU incident form. If the incident is an adult bullying a young person, the Club Welfare Officer will report the incident to the RFU Child Protection Officer. If the incident is a young person bullying another young person, the Club will manage this and will access advice and support from the Club Welfare Officer or RFU Child Protection Officer at any stage.
- Parents may be informed and asked to come to a meeting to discuss the problem
- If necessary and appropriate the police will be consulted
- If mediation fails and the bullying is seen to continue the Club, Constituent Body or RFU can initiate disciplinary action under the relevant constitution.
- respect the rights, dignity and worth of every child and young person with whom they work and will treat them all equally
- place the physical and emotional wellbeing of all young players above all other considerations, including the development of performance.
- understand that the relationship that a coach develops with the players with whom they work must be based on mutual trust and respect.
- ensure that all activities undertaken are appropriate to the age, maturity, experience and ability of the players.
- encourage young players to accept responsibility for their own behaviour and performance.
- clarify with the young players and their parents or carers what is expected of them both on and off the rugby field and also what they are entitled to expect from the coach.

- work in partnership with others within the game (officials, doctors, physiotherapists etc) to ensure the wellbeing, safety and enjoyment of all young players.
- promote the positive aspects of the sport e.g. fair play. Violations of the Laws of the game, behaviour contrary to the spirit or Laws of the game or relevant regulations, the use of prohibited techniques or prohibited substances will never be condoned.