



Aldwinians Rugby Union Football Club

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ANTI-BULLYING POLICY

Principles

- Bullying of any kind is not acceptable within any Club or Constituent Body (CB) giving playing opportunities to children and young people.
- The RFU/RFUW are a 'telling' culture and anyone who knows that bullying is happening is expected to tell their Club Safeguarding Officer or CB Safeguarding Manager or a person they feel that they can open up to.
- All forms of bullying will be taken seriously, responded to promptly, and procedures followed to deal with the situation.
- It is up to every adult working in rugby union whether professional or volunteer, to ensure that all young people can enjoy the sport of rugby in a safe enjoyable environment.

What is bullying?

Bullying is repeated behaviour with the intention of hurting, emotionally or physically, another person.

Bullying can be:

- emotional - being unfriendly, excluding (emotionally and physically), tormenting (e.g. hiding rugby kit, threatening gestures including sending threatening texts messages).
- physical - pushing, kicking, hitting, punching or any use of violence.
- racist - racial taunts, graffiti, 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, 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/RFUW/Club/Constituent Body policy is on bullying and follow it when bullying is reported.
- All players and parents should know what the RFU/RFUW/Club/ Constituent Body policy is on bullying, and what they should do if bullying arises.



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- Players and parents should be assured that they will be supported when bullying is reported.
- 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 or ethnic or racial origin.

Other signs and symptoms

A child or young person:

- **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, disruptive, or unreasonable.**
- **starts stammering.**
- **has unexplained cuts or bruises.**
- **is bullying other children.**
- **stops eating.**
- **is frightened to say what's wrong.**

There is always the possibility that these signs may be misleading and represent something else. We **must all be aware** of how difficult this is when suspecting that there may be something wrong...

Procedures and management of bullying

1. Report bullying incidents/issues to the Club Safeguarding Officer (or CB Safeguarding Officer), record all important information regarding the situation and make copies (using the Club/RFU Safeguarding Referral Form). If the incident is an adult bullying a young person, the Club Safeguarding Officer (or CB Manager) will report the incident to the RFU Safeguarding Officer.

If the incident is a young person bullying a young person, the club/county will manage this, and can access advice and support from the Club Safeguarding



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Officer, CB Welfare Manager or RFU Child Protection Officer at any stage of the process.

2. Parents may be informed and asked to come to a meeting to discuss the problem.

3. If necessary and appropriate, police will be consulted.

4. If mediation fails and the bullying is seen to continue the Club/CB/RFU can initiate disciplinary action under the relevant constitution.

Lastly, we all look out for each other.

Review date	Reviewed by	Changes
23/07/2021	D Hardy (Secretary)	Spelling and grammar changes. Consistency of naming of club officers. Changed "RFU incident form" to "RFU safeguarding Form"