

Cranbrook Rugby Football Club



3.12 ANTI -BULLYING POLICY

Bullying of any kind is not acceptable within the Junior Section of **Cranbrook Rugby Football Club**. The RFU/RFUW are a "telling" culture where bullying is concerned. **Cranbrook Rugby Football Club** Mini /Junior Section has adopted this culture in line with the guide lines laid down by the RFU/RFUW on Bullying.

Cranbrook Rugby Football Club Mini / Junior Section expects anyone be they adult or young person who knows that bullying is happening to report it to the **Cranbrook Rugby Football Club** Mini / Junior Section Safeguarding Officer. The **Cranbrook Rugby Football Club** Safeguarding Officer will comply with the guidance contained within this policy.

Reports of bullying will be taken seriously and responded to promptly. It is the responsibility of all adults with the Mini/ Junior Section of **Cranbrook Rugby Football Club** to ensure that all young people within the club are able to enjoy the sport of rugby in a safe enjoyable environment.

What is Bullying?

In order that instances of bullying can be identified and promptly reported the term "Bullying" must be clearly defined so all know what is and is not acceptable.

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 a persons rugby kit, threatening gestures including the sending of threatening text messages).
- Physical - pushing, kicking, hitting, punching or any use of violence.
- Racist - racial taunts graffiti or gestures.
- Sexual - unwanted physically contact or sexually abusive comments.
- Homophobic - because of or focussing on the issue of sexuality.
- Verbal - name-calling, sarcasm, spreading rumours or teasing.

The **Cranbrook Rugby Football Club** Anti Bullying Policy is to be brought to the attention of all coaches, administrative staff, parents/guardians and all young players. The meaning of the term "Bullying" should also be explained clearly to everyone connected with **Cranbrook Rugby Football Club** Mini /Junior Section.

Cranbrook Rugby Football Club



Everyone connected with **Cranbrook Rugby Football Club** Mini /Junior Section are to be made aware of the RFU/RFUW Policy and that the **Cranbrook Rugby Football Club** Anti Bullying Policy is based on this document. Where a case of bullying is reported action will be instigated in accordance with this document.

All parents/guardians and young players should be assured that the committee of **Cranbrook Rugby Football Club** Junior Section will give them their support when bullying is reported.

Cranbrook Rugby Football Club Mini /Junior Section will not tolerate bullying.

Signs and symptoms

A child may indicate by signs and symptoms or behaviour that they are being bullied. Children and young people have previously 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 to another child.
- Being forced to do things that 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:

- Does not want to attend training or other club activities
- Changes their usual routine
- Begins to be disruptive during sessions
- Becomes withdrawn, anxious or appears to lack confidence
- Becomes aggressive towards others, disruptive or unreasonable
- Has possessions going missing

Cranbrook Rugby Football Club



- Starts to stammer
- Has unexplained cuts or bruises
- Start to bully other children
- Stops eating
- Is frightened to say what is wrong

Whilst these signs and symptoms may constitute bullying they may be symptoms of other problems. All members of **Cranbrook Rugby Football Club** Mini / Junior Committee should also be aware of these signs and symptoms and if they are concerned must report the fact to the Safeguarding Officer.

Procedures and management of bullying

Any incidents of bullying are to be reported to the **Cranbrook Rugby Football Club** Safeguarding Officer. Details of the report are to be recorded on the RFU Incident Report Form. If the incident is an adult bullying a young person the **Cranbrook Rugby Football Club** Safeguarding Officer is to immediately report the incident to the CB Safeguarding Manager and request that the incident is reported to the RFU Safeguarding Team. If the incident involves a young person bullying another young person then **Cranbrook Rugby Football Club** are permitted by the RFU to investigate the incident themselves. Assistance and guidance are available from the CB Safeguarding Manager and the RFU Safeguarding Team at any stage of the investigation.

Parents/Guardians may be informed and invited to attend a meeting to discuss this problem.

If necessary and appropriate the police and Social Services will be consulted.

If attempts at mediation fail to resolve the situation and the bullying is seen to continue **Cranbrook Rugby Football Club** will initiate disciplinary action under the guidance of the CB Safeguarding Manager and/or RFU Safeguarding Team.

It is important that this Anti Bullying Policy is implemented and all who are connected with the Mini / Junior Section of **Cranbrook Rugby Football Club** are made aware of its existence and content. Awareness of this policy will be included within the club development plan to ensure that not only current members are aware that this policy is to be enforced by **Cranbrook Rugby Football Club Mini / Junior Section**, but any future members are also made aware.