

**ANTI BULLYING POLICY**

Bullying of any kind is not acceptable within TRFC. The RFU is a "telling" culture where bullying is concerned. TRFC has adopted this culture in line with the guide lines laid down by the RFU on Bullying.

TRFC expects anyone be they adult or young person who knows that bullying is happening to report it to the Safe Guarding Officer who 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 within TRFC 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 focusing on the issue of sexuality.

**Verbal** - name-calling, sarcasm, spreading rumors or teasing.

The TRFC 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 within TRFC Junior and Mini Sections.

Everyone connected with TRFC Junior and Mini Sections are to be made aware of the RFU Policy and that the TRFC 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 management board of TRFC will give them their support when bullying is reported.

TRFC 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

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 TRFC should also be aware of these signs and symptoms and if they are concerned must report the fact to the Safe Guarding Officer.

**Procedures and management of bullying**

Any incidents of bullying are to be reported to the TRFC Safe Guarding Officer. Details of the report are to be recorded on the TRFC Incident Report Form. If the incident is an adult bullying a young person the TRFC Safe Guarding Officer is to immediately report the incident to the County Welfare Manager and request that the incident is reported to the RFU Child Protection Officer. If the incident involves a young person bullying another young person then TRFC are permitted by the RFU to investigate the incident themselves. Assistance and guidance are available from the County Welfare Manager and the RFU Child Protection Manager 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 TRFC will initiate disciplinary action under the guidance of the County Welfare Officer and/or RFU Child Protection Officer.

It is important that this Anti Bullying Policy is implemented and all who are connected with TRFC Junior and Mini Sections are made aware of its existence and content.

Trowbridge RFC will not tolerate bullying.