

Anti - Bullying and Harassment Policy

Statement of Intent

Dorchester Netball Club is committed to providing a supportive, friendly, safe and positive environment free from offensive and bullying behavior. We have a *TELLING* culture and anyone who knows that bullying is happening is expected to tell the Safeguarding Officer.

Principles

- Bullying and harassment of any kind is not acceptable within the netball club. Any incident of bullying or harassment which occurs will be taken seriously, responded to promptly, and procedures followed to resolve the situation.
- Dorchester Netball Club has a moral and legal obligation to ensure that, when given responsibility for young people; coaches and volunteers provide them with the highest possible standard of care.
- It is the responsibility of every adult involved in the club whether professional or volunteer, to ensure that all young people can enjoy the sport in a safe enjoyable environment.
- The club is committed to the appropriate training for all coaches, volunteers and club members. This will enable them to work together with parents/carers and other organisations to ensure that the needs and the welfare of young people remain paramount.

What is Bullying and Harassment?

The England Netball Youth Advisory Group define bullying as behaviour by an individual or group that makes another individual or group feel victimised. This can be physical, emotional, verbal or via electronic communication. Anyone within netball can be a bully or be bullied (players, coaches, parents, spectators, umpires and volunteers).

Bullying and Harassment can be:

- Emotional being unfriendly, excluding, tormenting (e.g. hiding kit, threatening gestures)
- Physical pushing, kicking, hitting, punching or any use of violence
- Racist taunts, comments about culture, graffiti and 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.

Cyber Bullying

Cyber Bullying is a growing issue for young people and is where the internet (or other electronic means) is used inappropriately to cause harm or distress to a young person. This can be in any number of ways, for example:

- Through the distribution of an embarrassing photo that the young person wanted to be kept private
- By posting, emailing or texting abusive comments either directly to, or about a young person
- By the creation of an email address in another person's name and sending messages as if from that person
- By the creation of a personal webpage which encourages users to post negative comments about a young person.
- By logging onto a person's Facebook or other social media profile and pretending to be them.

A child may indicate by signs or behaviour that he or she is being bullied. Netball England Youth Advisory Group has described bullying within a netball context as:

- Unwanted physical contact
- Slander or spreading rumours about someone
- 'Ganging up' on someone
- Doing something to someone that you wouldn't want done to yourself
- Inappropriate 'banter'
- Making a player feel isolated or uncomfortable
- Ridiculing or making fun of someone
- Putting players under undue pressure
- Leaking confidential or personal information

Signs and symptoms that may indicate a person is being bullied or harassed within netball may include:

- doesn't want to attend training or club activities
- changes to their usual routine
- begins being disruptive during sessions
- becomes withdrawn, anxious, or lacking in confidence
- comes home with clothes torn or kit damaged
- has possessions go "missing"
- has unexplained cuts or bruises
- is bullying other children or siblings
- stops eating

These signs are not exhaustive and may not constitute bullying but could be symptoms of other problems. Club, coaches and volunteers need to be aware of these possible signs and report any concerns to the Safeguarding Officer.

Objectives of the Policy

- All club, committee members, coaches, volunteers and parents should have an understanding of what bullying is.
- All club, committee members, coaches and volunteers should adopt the England Netball policy on bullying, and follow it when bullying is reported.
- All players and parents should know what the England Netball policy is on bullying, and what they should do if bullying arises.
- Players and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated within netball.

How to deal with Bullying and Harassment

1. Report bullying incidents to the Safeguarding Officer who will take the appropriate action in line with the England Netball Safeguarding and Protecting Young People in Netball Policy and Procedures.
2. Record using the England Netball incident form.
3. If the incident is an adult bullying a young person the Safeguarding Officer will report the incident to England Netball's Lead Child Protection Officer.
4. A decision is made in consultation with England Netball's Case Management Group on the method and process for managing the incident.