



# East Retford Rugby Union Football Club Anti-Bullying Policy

## Introduction

The aim of the anti-bullying policy is to ensure that all players develop in a safe, caring environment without the fear of being bullied. Bullying is an antisocial behaviour and affects everyone; it is totally unacceptable and will not be tolerated at East Retford RUFC (the club). Only when all issues of bullying are addressed will players be able to fully benefit from the opportunities at the club.

## What is bullying?

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. The four main types of bullying are:

- Physical (hitting, kicking, theft).
- Verbal (name calling, racist remarks).
- Indirect (spreading rumours and excluding someone from social groups).
- Cyber (misuse of on-line/femoral messaging and social media)

Players who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, missing training or games.

***Players must be encouraged to report bullying to team managers, coaches, club officials or to the Club Safeguarding Officer.***

## Action to be taken

The following steps will be taken when dealing with incidents of bullying. If bullying is suspected or reported, the incident will be dealt with immediately by the team manager/Captain/coach. A clear account of the incident will be recorded and, if not resolved will be dealt with by the Club Disciplinary Committee. Punitive measures will be used as appropriate and in consultation with all parties concerned.

Players who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with the team manager, Captain or coach.
- Reassuring the player.
- Offering continuous support.
- Restoring self-esteem.
- Informing the parents/carers of anyone involved under the age of 18.

The following disciplinary steps can be taken:

- Official warnings to cease offending.

- Exclusion from certain club activities.
- Permanent exclusion from the club.