

Balsall and Berkswell RFC Minis and Juniors

Anti-Bullying Policy

September 2023

Bullying of any kind is not acceptable within the Youth Section of Balsall and Berkswell RFC. The RFU/RFUW are a "telling" culture where bullying is concerned.

Balsall and Berkswell RFC has adopted this culture in line with the guidelines laid down by the RFU/RFUW on Bullying. Balsall and Berkswell RFC Mini and Juniors Section expects anyone be they adult or young person who knows that bullying is happening to report it to the Balsall and Berkswell RFC Safeguarding Officer.

The Balsall and Berkswell RFC 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 Minis and Juniors Section of Balsall and Berkswell RFC 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 person's 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 Balsall and Berkswell RFC 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 Balsall and Berkswell RFC. 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 Balsall and Berkswell RFC will give them their support when bullying is reported.

Balsall and Berkswell RFC 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.

Procedures and management of bullying

Any incidents of bullying are to be reported to the Balsall and Berkswell RFC 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 Balsall and Berkswell RFC Safeguarding Officer is to immediately report the incident to the 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 Balsall and Berkswell RFC 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 Balsall and Berkswell RFC will initiate disciplinary action under the guidance of the 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 and Juniors Section of Balsall and Berkswell RFC are made aware of its existence and content.