

## **Rounders England Anti bullying policy**

(Part of the 'Safeguarding Policy and Procedures' document)

### **Statement of intent**

Rounders England are committed to providing a safe environment for all young people and adult participants that take part in Rounders games, training sessions, taster sessions and tournaments and aim to create a friendly environment where people may participate without fear of bullying. If bullying were to occur during any sessions, participants should feel able to approach coaching staff or organisers to appropriately resolve the situation. Information on procedures in place by Rounders England can also be outlined in their full welfare policy.

### **Bullying defined**

Adults can bully young people, and it can also occur that the bully may be a young person. Bullying may be seen as deliberately hurtful behaviour, usually repeated over a period of time, where it is difficult for those being bullied to defend themselves. Nancy Duin defined bullying as 'repeated (systematic) aggressive verbal, psychological or physical conduct by an individual or group against another person or persons' (Bullying, a Survival Guide, produced by BBC Education).

Bullying may occur in many forms and involves a person or a group of people intimidating or harming another individual or discriminating against them and unfortunately the competitive nature of sport can make it the ideal environment for bullying to occur.

These forms include:

**Emotional bullying**, this includes ignoring, acting unfriendly or unwelcoming towards another, threatening another or tormenting. In Rounders emotional bullying could manifest itself in a team setting whereby a player is not included in general team discussions.

**Physical bullying**, use of violence or causing physical harm to another in any way for example a player throwing a Rounders ball at another players head.

*Discrimination*, due to race, age, gender, sexual orientation or ability levels of the individual

**Sexual**, making sexually abusive comments to another or making unwanted physical contact with another

**Verbal bullying**, includes name calling, spreading rumours and teasing, this could manifest itself in a Rounders team setting.

**Cyber bullying**, occurs online through the use of the internet via email, social networking sites and chat rooms and can involve the use of video footage, photos, text and phone calls

It is important to also recognise that bullying is not always child-child, adults can also be bullies:

- A parent who pushes too hard;
- A Coach who adopts a 'win-at-all-costs' philosophy;
- A participant who intimidates inappropriately;
- A Club Official who places unfair pressure on a person;
- A spectator who shouts abuse.

### **How do I know if I have been bullied?**

If you have been bullied you will usually feel very unhappy or may feel like you are being left out or treated badly by other people. You may also feel humiliated, which means feeling ashamed or embarrassed and it could be because of something someone has said or done to you.

### **Why is it important to respond to bullying?**

Bullying is painful and often emotionally harming for the victim and no individual deserves to be treated in this way, all participants in Rounders deserve to be treated with respect. A happy training and playing environment can encourage performance and participation within Rounders and therefore the elimination of bullying within a group can increase the enjoyment for all involved.

### **Policy objectives**

1. For all coaches to be aware of the anti-bullying policy and to be able to put actions and procedure into place to remove and discourage bullying during sessions.
2. For all event organisers and coaches to be aware of the signs of bullying.
3. For all parents, young people and participants to be aware of the anti-bullying policy that is in place and understand where to get help or who to approach if they feel that themselves or someone they know needs it.
4. To remove bullying from training sessions by following set procedures and having set rules and consequences in place to combat bullying.

### **Indications of bullying**

Although this following list is not conclusive or exhaustive, these following actions and signs if shown by an individual could be recognized as symptoms of bullying and it would be recommended that the responsible adult take investigative action to ensure that there are no problems.

- Fear of large or unknown groups of people
- Fear of travelling with team or being unaccompanied with other group members
- Significant change of routine or personal habits
- Unwilling to go to school or attending club training sessions, playing truant
- Showing signs of low self-confidence and anxiousness
- Crying
- Experiencing nightmares
- Attempts or threatens to run away from situations
- Has missing or damaged possessions
- Shows signs of unexplained injuries
- Behavior becomes aggressive disruptive or unreasonable
- Begins to show signs of bullying themselves

### **Procedures/ Actions against Bullying**

Speak to the victim and the bully separately to gain a true understanding of the situation and do not act unless sure of behaviour.

Always inform parents or carers of both bully(ies) and victim and involve school if there are school club links after speaking with the parents. The Club Welfare Officer will be made aware of the situation given their experience and knowledge.

Support the victim throughout the oncoming weeks and make extra effort to ensure they are involved in group activities.

Ensure that the bully apologises to the victim and is sufficiently disciplined, could include club suspension or removal from fun activities during the session or small time outs dependent on the severity of the bullying, and ensure the consequence matches the action.

Throughout this time any coach or responsible adult involved would be encouraged to create a written record of any actions taken.

## **Outcomes**

There should be a reconciliation of both parties during the oncoming weeks and the situation should be monitored by both parents and coaches. The bully should know that there will be further consequences should anything of a similar nature happen again.

## **Prevention**

All clubs should have action plans in place to ensure that bullying does not occur at any times during sessions.

The club's child welfare officer and/or coach should ensure that all players and parents have read and understood the codes of conduct for parents, coaches and young people and are aware of where they can access this document if they need help or advice. All players and parents should also be aware of who their child welfare officer is and have contact details for this individual.

A coach should also implement rules and procedures, with clear consequences for bad behaviour that are followed through to create a disciplined but enjoyable playing environment for all that are involved.

When making a group clear on what the rules of the club are coaches should also discuss the issues of bullying and explain that bullying will not be tolerated within the club, there are education tools that are available for coaches to use during sessions with young people to outline basic rules.

## **Useful Contacts**

NSPCC Helpline 0808 800 5000

ChildLine 0800 1111 / [www.childline.org.uk](http://www.childline.org.uk)

Kidscape [www.kidscape.org.uk](http://www.kidscape.org.uk)

Anti-Bullying Alliance [www.antibullyingalliance.org](http://www.antibullyingalliance.org)

[help@nspcc.org.uk](mailto:help@nspcc.org.uk)

ChildLine Wales [CPSUwales@nspcc.org.uk](mailto:CPSUwales@nspcc.org.uk)

*This policy forms part of the '**Safeguarding Policy and Procedures**' document so will be reviewed in accordance with that document*