



## **The Bournemouth Lions Wheelchair Rugby Anti Bullying and Harassment Policy**

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### **1. INTRODUCTION**

It is a requirement of the Great Britain Wheelchair Rugby (GBWR) that all Clubs have in place an Anti-Bullying and Harassment Policy to which all members, players, volunteers, coaches and the committee must subscribe too. Accordingly, it is a term of being a member of **The Bournemouth Lions Wheelchair Rugby** that we all abide by the terms of the Club's Anti-Bullying Policy.

Allegations of a breach of the Club's Anti-Bullying Policy will be investigated by the Club. If any Club member does not comply with the Club's Anti-Bullying Policy sanctions will be applied to that individual by the Club or by an officer or coach of the Club. Please see the Disciplinary Policy Document.

All coaches, players, volunteers and members involved at the Club are required to familiarise themselves with the Club's Anti-Bullying Policy and any other safeguarding, code of conduct forms.

### **2. PRINCIPLES**

It is the policy of the Club to protect its wheelchair rugby family from possible bullying. The Club takes the problem of bullying seriously.

Bullying of any kind is not acceptable within any Club or by GBWR. Anyone who knows that bullying is happening is expected to tell their **Club Wellbeing Officer, or Chair, or any of the committee at The Bournemouth Lions Wheelchair Rugby**. Bullying will be taken seriously, responded to promptly, and procedures followed to deal with the situation. It is the responsibility of every adult within the club, to ensure that all can enjoy the sport in a safe enjoyable environment.

### **3. WHAT IS BULLYING AND HARASSMENT?**

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim. Harassment includes any unwelcome and inappropriate, verbal or physical conduct or coercive behaviour.

**a. Bullying and Harassment can be:**

- Emotional – being unfriendly, persistent negative feedback, excluding (emotionally and physically), tormenting
- Physical – pushing, kicking, hitting, punching or any use of violence, theft.
- Verbal – racial/homophobic taunts, threats or name-calling, graffiti, gestures.
- Sexual – unwanted physical contact or sexually abusive/offensive comments.
- Cyberbullying – through social media, text messaging

**b. Bullying behaviour may also include:**

- Swearing at players for playing badly
- Being rude or dismissive about an individual's disability
- Sarcasm, spreading rumours, persistent teasing, tormenting, humiliation
- Harassment
- Not passing the ball to lower abilities than their own

*The competitive nature of **wheelchair rugby** makes it a potential environment for the bully. This may manifest itself in some of the following ways:*

- A coach who adopts a “win at all costs” philosophy.
- A player who intimidates others, gets angry at others
- An official who is over officious.
- Swearing at others and swearing in general

#### **4. SIGNS AND SYMPTOMS**

The committee, player's coaches and volunteers need to be aware of possible signs and report any concerns to the Club Well Being Officer.

All Club members, coaches and volunteers should know what GBWR consider bullying is, and what they should do if bullying arises.

Players, personnel and members should be assured that they will be supported when bullying is reported.

**Bullying will not be tolerated.**

#### **5. PROCEDURES AND MANAGEMENT OF BULLYING and HARASSMENT**

In the first instance, incidents of bullying and Harassment should be reported to the Club via the Wellbeing Officer. Club members must be alert to the signs of bullying and refer cases promptly. Failure to respond to incidents may be interpreted as condoning the behaviour – the Club wishes to avoid giving this impression to bullies and victims alike.

In the event of an incident of bullying being reported to the Club, the Club will investigate the incident and talk separately to the those accused of bullying and their alleged victims.

On completion of the investigation the Club will decide on appropriate action, such as (but not limited to):

- Obtaining an apology from the bully(ies) to the victim(s)
- Informing the parents of the bully(ies)
- Insisting on the return of items “borrowed” or stolen
- Insisting the bully(ies) compensate the victim(s)
- Holding Club or age group discussions about bullying
- Provide support for the lead coach of the victim(s)