



Highland RFC Canal Park Inverness

Anti Bullying Policy

Highland RFC Anti Bullying Policy - 9 December 2021

Principles

- *Bullying of any kind will not be tolerated at Highland Rugby Club.
- *Highland Rugby Club will have a "telling" culture and anyone who knows that bullying is happening is expected to tell their Club Child Protection Officer or in their absence a person in authority such as a coach or committee member.
- *Bullying will be taken seriously, responded to promptly, and procedures followed to deal with the situation.
- *It is the responsibility of every adult working in rugby union whether professional or volunteer, to ensure that all young people can enjoy the sport in a safe enjoyable environment.

What is bullying?

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 rugby kit, threatening gestures including sending threatening texts messages).
- *Physical - pushing, kicking, hitting, punching or any use of violence.
- *Racist - racial taunts, graffiti, 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.

Objectives of the policy

- *All Club members, coaches, volunteers and parents should have an understanding of what bullying is.
- *All Club members, coaches and volunteers should know Highland Rugby Club's policy on bullying, and follow it when bullying is reported.
- *All players and parents should know the Highland Rugby Club's policy 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.

Signs and symptoms

A child may indicate by signs or behaviour that he or she is being bullied. Children and Young People have described bullying as:

- *being called names.
- *being teased.



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- *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
- *being forced to do things 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:

- *doesn't want to attend training or club activities.
- *changes their usual routine.
- *begins being disruptive during sessions.
- *becomes withdrawn anxious, or lacking in confidence.
- *has possessions going missing.
- *becomes aggressive, disruptive or unreasonable.
- *starts stammering.
- *has unexplained cuts or bruises.
- *is bullying other children.
- *stops eating.
- *is frightened to say what's wrong.

These signs and behaviours may not constitute bullying and may be symptoms of other problems. Club/Constituent members, coaches and volunteers need to be aware of these possible signs and report any concerns to the Club Child Protection Officer.

Procedures and management of bullying

1. Report bullying incidents to the Club Child Protection Officer or ARFC committee.
2. If the incident is an adult bullying a young person the matter will be reported to the SRU.
3. If the incident is a young person bullying a young person, the club will manage this internally, and can access advice and support from the Club Child Protection Officer or SRU at any stage of the process.
4. Parents may be informed and asked to come to a meeting to discuss the problem.
5. If necessary and appropriate, police will be consulted.
6. If mediation fails and the bullying is seen to continue the Club can initiate disciplinary action under the relevant policies.

Highland RFC Child Protection Officer is: Craig Findlater email; cpohighland@gmail.com