



Dudley Kingswinford Rugby Football Club



Anti-Bullying Policy

Dudley Kingswinford RFC (the club) anti-bullying policy sets out how we feel about bullying as a club, what we'll do to tackle it and how we'll support children and young people who experience or display bullying behaviour.

Bullying:

- All forms of bullying will be acted upon.
- Everybody in the club or organisation has a responsibility to work together to stop bullying.
- Bullying can include online as well as offline behaviour.
- Bullying behaviour can include: physically pushing, kicking, hitting, pinching etc.
- name calling, spreading rumours, persistent teasing and humiliation or the continual ignoring of others.
- Posting of derogatory or abusive comments, videos or images on social media.
- Racial, homophobic, transphobic or sexist comments, taunts or gestures, sexual comments, suggestions or behaviour.
- Unwanted physical contact.

DKRFC will:

- Recognise its duty of care and responsibility to safeguard all players from harm.
- Promote and implement this anti-bullying policy in addition to our safeguarding policy and procedures.
- Ensure that bullying behaviour is not tolerated or condoned.
- Require all members of the club to sign up this policy.
- Take action to investigate and respond to any reports of bullying from children and young people.
- Encourage and facilitate children and young people to play an active part in developing and adopting a code of conduct for behaviour.
- Ensure that coaches are given access to information, guidance and training on bullying.

Each participant, coach, volunteer or official will:

- Encourage individuals to speak out about bullying behaviour.
- Respect every child's need for, and right to, a playing environment where safety, security, praise, recognition and opportunity for taking responsibility are available.
- Respect the feelings and views of others.





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- Recognise that everyone is important and equal, and that our differences make each of us special and worthy of being valued.
- Show appreciation of others by acknowledging individual qualities, contributions and progress.
- Ensure safety by having rules and practices carefully explained and displayed for all to see.
- Report incidents of bullying behaviour they see – by doing nothing you are condoning the behaviour.

Supporting children:

- We'll let children know who will listen to and support them.
- We'll create an "open door" ethos where children feel confident to talk to an adult about bullying behaviour or any other issue that affects them.
- Potential barriers to talking (including those associated with a child's disability or impairment) will be acknowledged and addressed at the outset to enable children to speak out.
- We'll make sure children are aware of helpline numbers.
- Anyone who reports an incident of bullying will be listened to carefully and reports will be taken seriously.
- Any reported experience of bullying behaviour will be investigated and will involve listening carefully to all those involved.
- Children experiencing bullying behaviour will be supported and helped to uphold their right to play and live in a safe environment.
- Those who display bullying behaviour will be supported and encouraged to develop better relationships.
- We'll make sure that sanctions are proportionate and fair.

Support to the parents/guardians:

- Parents or guardians will be advised on the club or organisation's bullying policy and practice.
- Any experience of bullying behaviour will be discussed with the child's parents or guardians.
- Parents will be consulted on action to be taken (for both victim and bully) and we'll agree on these actions together.

Useful contacts:

- NSPCC Helpline 0808 800 5000
- Childline 0800 1111 / www.childline.org.uk
- Kidscape www.kidscape.org.uk
- Anti-Bullying Alliance www.antibullyingalliance.org

