



Ballincollig Rugby Club Anti Bullying Policy Statement

Definition:

Bullying is **repeated** aggression, be it verbal, physical or psychological, by an individual or group against others, which causes significant harm to the victim(s). It is intentional, aggravating and intimidating.

The culture of bullying

It is the responsibility of the club, coaches, parents and members to deal with any bullying that may take place.

The following document is Ballincollig Rugby Club's anti-bullying statement.

All members involved with Age-Grade Players, all coaches and volunteers in the club are expected to implement it. Incidents must be dealt with as they arise to demonstrate that such behaviour will not be tolerated.

All coaches are aware that bullying will continue in a culture that assumes name-calling, exclusion, teasing and other similar behaviours are acceptable, part of 'growing up or a 'man-up' approach. This is never a pleasurable experience and is especially unwelcome for young people who may not have developed the emotional maturity to put the behaviour in context or have the tools to cope with it. Young people are often embarrassed to share their concerns with others and **often need adults to be their voice** in such circumstances.

At Ballincollig Rugby Club:

We want to foster an environment where everyone is treated with kindness, fairness and dignity – to ensure that being part of the club and playing rugby at the club will have a life-long positive influence on all of our players and members. All of us – players, parents, Coaches and all members share this important responsibility.

At Ballincollig Rugby Club we commit to a zero tolerance approach to the following types of bullying whether by Coaches, Parents, Players or Spectators:

- Name-calling.
- Spreading harmful rumours about others.
- Exclusion from activities.
- Intentionally isolating another person from conversation or during activity.
- Threatening or intimidating behavior whether verbal or physical
- Taking or damaging property or belongings.
- Physical assault or causing physical harm.
- Making a person do things they don't want to.
- Threatening or abusive messaging (text, social media, email).

It is the policy of Ballincollig Rugby club that:

- name calling will not be tolerated.
- no one suffers abuse of any nature.
- no one is victimised.
- each member is supported and *listened to*.



- all members are treated equally.
- solutions to problems are the concern of all.

(Further Information on Types of Bullying and Best practice follow below in APPENDIX 1)

APPENDIX 1

For Coaches, Players, Parents and Members – Information: Types of bullying can Occur between:

Child to child - physical aggression, verbal bullying, intimidation, damage to property and isolation.

Adult to child - includes the repeated use of gestures or expressions of a threatening or intimidatory nature or any comment intended to degrade the child.

Child to adult - includes the use of repeated gestures or expressions of threatening or intimidatory nature by an individual child or group of children.

All such cases should be notified to the coaches of the players involved. If the matter cannot be satisfactorily managed at that level, or involves a coach the child welfare officer of the club must be notified immediately.

Preventing bullying – Best practice

Having a proactive approach can prevent bullying from occurring within the club. As coaches and mentors, we individually and as a club will:

- Be committed to ensure the safety and security of all players – good supervision numbers make it hard for bullying behaviour to go unnoticed.
- Encourage an awareness of what bullying is and how to avoid it.
- Have the anti-bullying statement visible within the club and ensure the Club Welfare Officer, coaches and other volunteers remind players and coaches of their Codes of Conduct
- Establish Codes of Conduct - Encourage young people to contribute to the rules about behaviour, and reinforce anti-bullying messages by adults leading by example in their behaviour.
- Encourage a 'permission to share' culture that allows Age-Grade Players to raise their concerns and most importantly be know that they have been heard.
- Encourage a mature and measured attitude towards bullying so that Age-Grade players know how to respond effectively. Bullying should always be considered in conjunction with the Codes of Conduct. Poor practice should always be tackled early, warnings should be given and in the case of Age-Grade Players especially, there should be an opportunity to adjust their behaviour. Encourage the group to come forward with any future concerns – this will reinforce the message that bullying in whatever form is not acceptable and will not be tolerated. Persistent poor practice may escalate into severe bullying if allowed to go unchecked.



Responding to bullying – For Coaches/Mentors and Parents:

- When bullying arises within a group situation use the 'no-blame' approach
- Assure the victim that nothing is wrong with them and it is not their fault.
- Talk with the person alleged to be bullying another person, explain the situation, and try to get the “bully(ies)” to understand the consequences of their behaviour.
- Encourage and support the bully(ies) to change behavior by asking open questions for example;
 - Tell me what happened?
 - What were you thinking that led you to behave that way?
 - Who has been affected by what you have done?
 - Can you tell me how that person has been affected by your behavior?
 - What do you think you need to do to make things right?
- Seek an apology to the victim(s).
- Inform parents and where necessary inform coaches or volunteers working the group.

Impose sanctions as necessary.