



Anti - Bullying and Harassment Policy and Procedure

Applicable to: England Netball Volunteer Workforce

Date of Origination: November 2006

Effective From: 1 November 2007

Lead Officer: Equity and Welfare Manager

Status: CURRENT

Approved by the Corporate Management Team on: 3 October 2007

For Review (Annually): October 2008

England Netball Anti - Bullying and Harassment Policy

Statement of Intent

England Netball is committed to providing a supportive, friendly, safe and positive environment free from offensive behaviour through its network of clubs, leagues, counties, regions and national activities.

Principles

- Bullying and harassment of any kind is not acceptable within any Club, League, County, Region or any other relevant organisation providing Netball opportunities for children and young people.
- England Netball has a zero tolerance culture and anyone who knows that bullying is happening is expected to report to their Club, County or Regional Welfare Officer.
- Any incident of bullying or harassment which occurs will be taken seriously, responded to promptly, and procedures followed to resolve the situation.
- England Netball has a moral and legal obligation to ensure that, when given responsibility for young people, coaches and volunteers provide them with the highest possible standard of care.
- It is the responsibility of every adult working in Netball whether professional or volunteer, to ensure that all young people can enjoy the sport in a safe enjoyable environment.
- It is recognised that any procedure is only as effective as the ability and skill of those who operate it. England Netball are therefore committed to the effective recruitment, and appropriate training for all professional staff, coaches, volunteers and club members. This will enable them to work together with parents/carers and other organisations to ensure that the needs and the welfare of young people remain paramount.

What is Bullying and Harassment?

Bullying and harassment are defined as any unsolicited or unwelcome act that humiliates, intimidates or undermines the individual involved, it is the use of aggression with the intention of hurting another person. Bullying and harassment results in pain and distress to the victim.

Bullying and Harassment can be:

- Emotional being unfriendly, excluding, tormenting (e.g. hiding kit, threatening gestures)
- 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 focussing on the issue of sexuality
- Verbal name-calling, sarcasm, spreading rumours, teasing, (including abusive text messaging)

Indicators of Bullying

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
- 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
- being filmed/photographed on mobile phones in changing rooms
- having information about them shared electronically (via text, email, the internet etc)

Signs and symptoms:

- doesn't want to attend training or club activities
- changes to their usual routine
- begins being disruptive during sessions
- becomes withdrawn anxious, or lacking in confidence
- comes home with clothes torn or kit damaged
- has possessions go "missing"
- becomes aggressive, disruptive or unreasonable
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- has unexplained cuts or bruises
- comes home starving (money / lunch has been stolen)
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong.

These signs and behaviour may not constitute bullying or harassment and be symptoms of other problems. Club, League, County or Regional members, coaches and volunteers need to be aware of these possible signs and report any concerns to the Club, County or Regional Welfare Officer.

Objectives of the Policy

- All club, league, county and regional members, committee members, coaches, volunteers and parents should have an understanding of bullying.
- All club, league, county and regional members, committee members, coaches and volunteers should know what England Netball, club, league, county or regional policy is on bullying, and follow it when bullying is reported.

- All players and parents should know what England Netball, club, league, county or regional policy is 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.

Procedures and Management of Bullying and Harassment

- 1 Report bullying incidents to the Club, County or Regional Welfare Officer, who will take the appropriate action (in line with the England Netball Safeguarding and Protecting Young People in Netball Policy and Procedures). Where these volunteers are not available please report to your committee, league, county or region.
- 2 Record (using the England Netball Incident Form).
If the incident is an adult bullying a young person or the incident is a young person bullying or harassing a young person the Club Welfare Officer or Regional Welfare Officer will report the incident to England Netball's Equity and Welfare Manager:
 - A decision is made in consultation with England Netball's Case Management Group on the method and process for managing the incident.
- 3 Parents may be informed and will be asked to come into a meeting to discuss the problem.
- 4 If necessary and appropriate, police will be consulted.
- 5 The bullying or harassing behaviour or threats of bullying or harassment will be investigated and the bullying stopped quickly.
- 6 An attempt will be made to help the bully (bullies) change their behaviour.
- 7 If the situation is not or cannot be resolved through mediation, training or mentoring, refer back to England Netball's Equity and Welfare Manager who will:
 - Manage the incident in line with England Netball Child Protection and Disciplinary Procedures.

Implementing England Netball Anti – Bullying and Harassment Policy

What can you do?

Phase 1

Raise Awareness

- Raise awareness with all members and players within the organisation
 - Put posters on the notice board.
 - Ensure all young players know they can talk to someone if they are worried.
 - Ensure that parents have a copy of the policy.
 - Adopt the policy within the organisations constitution.
 - Ensure that the Code of Conduct/Practice clearly states that behaviour which constitutes bullying or harassment will not be accepted.
 - Ensure all coaches, staff and volunteers have signed up the Code of Conduct/Practice.

- Ensure the policy is given to members and players.
- Set up a working party to support the ongoing development and implementation of the policy.
- Include children and young people in the consultation process.
- Identify any training needs within the organisation and contact England Netball to find out about workshops and opportunities for support.

Phase 2

Review, Monitor and Evaluate

- Ensure that the working group meets to review how the communication of the policy has been managed, has it made a difference
- Work with England Netball to take lessons learnt from incidents and re-evaluate the policy as required
- Maintain an ongoing poster campaign
- Ensure members, players, coaches, volunteers and parents are kept up to date with any changes
- Invite feedback from players, parents, coaches, members and volunteers about the policy and it's impact

Getting Help

- Further information or advice relating to this policy is available from the Equity and Welfare Manager of England Netball
- Copies of related policies are available on the website www.englandnetball.co.uk, from your regional office or England Netball Head Office (Netball House, 9 Paynes Park, Hitchin, Hertfordshire SG5 1EH)

Implementation

The implementation of this policy is mandatory and will be supported by an appropriate time-phased Implementation Plan to ensure compliance and effective delivery.

Acknowledgements

England Netball wishes to thank the RFU/RFUW, KIDSCAPE and ChildLine for their permission to adapt and modify material within the policy.

Original Source

KIDSCAPE	“Anti Bullying Policy for Schools – Some Guidelines”
ChildLine	“Bullying – Information for teachers and professionals working with young people”

If you require help or support you can contact:

KIDSCAPE Helpline for parents/carers of bullied children
08451 205 204

ChildLine 0800 1111