

# LISBURN RUGBY CLUB

## *Safeguarding Policy Section 3.3*

### **IRFU Guidelines on Bullying**

**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.

Bangor RFC wishes to emphasize that bullying is not acceptable in any form, will be dealt with immediately, and will not be tolerated. We are committed to dealing with, and reducing incidences of, bullying within the Club environment.

The Club will strive to provide an environment where:

- no player or coach suffers abuse of any nature.
- no player is victimized.
- each player is supported and listened to
- all players are treated equally.

**Types of bullying** (this list is non-exhaustive and serves only as a guide):

- Name-calling
- Spreading harmful rumours about others.
- Exclusion from activities.
- Intentionally isolating another person from conversation or during activity.
- Threatening or intimidating behavior.
- 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).

**Bullying occurs between:**

**Player to player** - physical aggression, verbal bullying, intimidation, damage to property and isolation.

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

**Player to coach or adult** - includes the use of repeated gestures or expressions of threatening or intimidatory nature by an individual player or group of players.

**Dealing with Bullying**

The Club will have a proactive approach aimed at preventing bullying from occurring within the Club which will always be considered in conjunction with the Codes of Conduct for Age-Grade Players, Parents, Spectators, Coaches and Referees.

**The Club will:**

- Be committed to ensure the safety and security of all players.
- Encourage an awareness of what bullying is and how to avoid it.
- Reinforce anti-bullying messages by coaches and adults leading by example in their behaviour.
- Encourage a 'permission to share' culture that allows Age-Grade Players to raise their concerns.
- Encourage a mature and measured attitude towards bullying so that Age-Grade players know how to respond effectively.

**The Club will respond to incidences of bullying by:**

- Using the 'no-blame' approach when bullying arises within a group situation.
- Assuring the victim that nothing is wrong with them and it is not their fault.
- Talking 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.
- Encouraging and supporting the 'bully(ies)' to change behavior.
- Seeking an apology to the victim(s).
- Informing parents and, where necessary, informing coaches or volunteers working with the group.
- Imposing sanctions as necessary.