

CARRICKFERGUS RUGBY FOOTBALL CLUB

Anti-Bullying Statement

What is Bullying?

Bullying is a range of unacceptable behaviours that hurt, intimidate, frighten, harm, humiliate, undermine or exclude an individual or group. Bullying is deliberate and repeated over time, and is difficult for the sufferer to defend themselves against.

Anybody can be bullied – bullied because of how we look or where we are from, what we believe, what we have or don't have what we can or can't do – picking on our vulnerability.

It is always about someone more powerful acting against someone else who is less powerful and less able to resist.

Bullying is different from an argument or a fight.

It is regular, systematic and deliberate, and an abuse of power. It can impact on learning and attendance and most importantly on a individual's self-esteem and confidence. It can give the message that force and intimidation are the way to get what you want and become a pattern for future behaviour and relationships.

It can take a range of forms:

- Physical
- Verbal
- Emotional - being excluded from games with friends etc
- Damage to property or theft
- Intimidation through gesture and threat, both verbal and non-verbal
- Cyber –through a range of technologies – mobile phones, email and social networks.
- Exclusion or non-communication.

Bullying concerns all of us, not just those who are bullying and those being bullied: it also affects less assertive individuals who may be drawn in, and those who witness bullying and feel unable to do anything. Bullying can happen in secret and an individual being bullied can feel unable to tell.

Carrickfergus Rugby Club takes bullying very seriously and will not tolerate bullying in any form. We follow up all concerns expressed by age graded children / youth, coaches or parents and make sure that we feed

back the results of any investigation as per Child Welfare Policy. Sometimes what is seen as bullying is simply unacceptable behaviour and we address this differently. We will always encourage age graded players to tell, making it clear that we will take action when we know.

We act proactively to educate learners about positive relationships and how to resolve conflict:

- Using formal and informal meetings.
- Making this an annual club focus in National Anti -Bullying Week
- Addressing the issues through the Child Welfare Policy
- Supervising coaching sessions positively.
- Encouraging young / vulnerable age graded players to talk, with a commitment to listening and responding to what we are told.
- Making clear what you should do if you are being bullied and the consequences of bullying behaviour.

If we suspect bullying:

- Talk to the individual being bullied, the person suspected of bullying behaviour and any witnesses.
- Offer help, support and counselling as appropriate for as long as necessary.
- Discipline and support those involved in line with our behaviour policy.
- Involve parents.
- Involve the police if necessary.

We do not assume that patterns of bullying behaviour are fixed, and try to avoid language like bully or victim that label the individual rather than behaviour.

As a Club we will record any incidents of suspected bullying / bullying via the CHILD WELFARE POLICY along with our actions to the Management Committee recording any directed measures with outcomes.