

## HEATON SPORTS CLUB

### ANTI BULLYING POLICY

Heaton CC is committed to providing a caring, friendly and safe environment for all children, to enable them to train, play and socialise in a relaxed and secure atmosphere.

- The club will not tolerate bullying of any kind
- If bullying *occurs*, all children should be able to tell
- The club will deal with any incident promptly and effectively and considers bullying to include :-
  - Emotional - unfriendly, tormenting
  - Physical - pushing, kicking, hitting
  - Racist - taunts, graffiti, gestures
  - sexual- unwanted physical contact, comments
  - homophobia- focussing on sexuality
  - verbal- name calling, sarcasm, teasing, rumour
  - cyber– all areas of the internet, mobile threats, texts or calls; misuse of cameras and video equipment
- The club will ensure that all members are treated with respect
- The club has a responsibility to respond promptly and effectively to issues of bullying :-
  - bullying incidents should be reported to the Club Welfare Officer whose details are on the noticeboard
  - the club will investigate bullying behaviour or threats, to stop bullying quickly
  - the club will attempt to help the bully to change their behaviour
  - the club will report serious bullying to the ECB Child Protection Team
  - the club will inform the parents of the perpetrator who will be consequently invited to a meeting to discuss the problem
  - If necessary, the club will contact the Police
  - In case of an adult bullying and under 18 year old, the club will contact the ECB for advice

- The club is committed to investigating any accusation brought to their attention of bullying behaviour
- Any such accusation should include a report of what has occurred, where and when, plus details of any witness statements
- Parents/carers must acknowledge the contents of this policy

The Policy is fully supported by the club officers who are responsible for the implementation of this policy.

The club will review this policy periodically in consultation with ECB Safe hands Policy