



HAMPSHIRE RUGBY FOOTBALL UNION LIMITED

Anti-Bullying Policy Statement – Season 2014-2015

Club Hampshire is committed to ensuring that all children (i.e. persons under the age of eighteen) participating in rugby activity organised by Club Hampshire have a safe and positive experience. It is essential therefore that any form of bullying of players by any participant (including spectators) whilst involved in Club Hampshire activities, is regarded as totally unacceptable. The following Anti-Bullying Policy Statement is issued on behalf of all Age Group Managers, coaches, staff, players and parents.

1. It should be noted that it is the perception of the victim that determines whether or not they are being bullied and not the intention of the bully. Bullying behaviour can take many forms including:
 - Overly aggressive or violent contact in training or play
 - Deliberate hostility towards the victim
 - Sarcasm, spreading rumours, persistent teasing or theft
 - Tormenting, ridiculing, humiliating
 - Making racial taunts, graffiti, gestures
 - Unwanted physical contact or abusive or offensive comment of a sexual or personal nature
2. It is the responsibility of all participants (members, coaches, players, staffing volunteers, parents) to avoid behaviour or remarks which could be seen by the victim as bullying behaviour.
3. Any instance of bullying should be reported at the time to the Team Manager, or if this not possible or appropriate, brought to the attention of the Club Hampshire Safeguarding Officer: Mike Glogg 07533 600210 or 01962 885842 or by e-mail gloggo@ntlworld.com
4. Reported incidents of bullying will always be taken seriously, investigated and appropriate action taken:
 - In the case of mild or unintended bullying, this may be in the form of requiring an apology from the bully(ies) to the victim with a promise not to repeat the behaviour.
 - In the case of deliberate or repeated bullying, informing the offender's parent or responsible adult of the complaint and alleged incident. The offender(s) would be likely to be removed from the squad.
 - For a more serious case of bullying such as violence or sexual abuse, the matter must be reported to the Club Hampshire Child Safeguarding Officer, who will:
 - 4.1 Make a full record of what has been said, heard and seen as soon as possible
 - 4.2 Immediately inform the County Safeguarding Manager: Michele Amos hampshirerugby@yahoo.co.uk
 - 4.3 Report the incident in writing to the RFU Ethics and Equity Manager with copy to the County Safeguarding Officer.

Mike Glogg (Club Hampshire Safeguarding Manager)