

The Anti Bullying Policy is for anyone who has an issue with bullying that they feel is important enough and needs addressing. For any parent, relative or supporter that has an issue of a serious nature, the first step is to bring it this up with the team coach and/or manager. It is then up to them to resolve the issue, however, if you are not satisfied with their response or it involves the coach, then you can take your complaint to the next step where you inform the Coaching Director, who will then investigate the issue or complaint and escalate to the State of Mind Committee if required.

If for some reason you are still not happy with the result you may send a letter to the Secretary for the Management Committee to investigate.

- 1. Step 1 – Coach/Manager*
- 2. Step 2 – Coaching Director*
- 3. Step 4 - State of Mind Committee*
- 4. Step 3 – Management Committee*

Under no circumstances is a parent, relative or supporter to take it upon themselves to attempt to resolve the issue. At no time at training or on game day, are they to front individual players, teams, officials, volunteers and family members about an issue or concern to them.

The only time that individual players, teams, officials, volunteers and family members are to be approached is upon invitation of the coach/manager and is only for checking on the welfare of a player, group or team.

It is important that we continue to have positive, fun and safe atmosphere for the children to continue to learn rugby league.

These protocols are for this purpose and must be adhered to.

Finally social media is also not the place for issues to be resolved or commented on, so please be careful when using these platforms, as they are also covered under this policy and is written proof.

Let's all stay positive and enjoy our sport.

ANTI-BULLYING POLICY GUIDELINES

Statement of Intent

The Parkwood Sharks Rugby League Club is committed to providing a caring, friendly and safe environment for all of our players so they can play and train in a relaxed and secure atmosphere and bullying of any kind is unacceptable at our Club. If bullying does occur, all players should be able to speak up and know that incidents will be dealt with promptly and effectively.

Objectives of this Policy.

The issue of bullying should be discussed openly within the club and all players and officials being informed of both the club's views on bullying and ways in which bullying can be prevented and or stopped. It should be emphasized that anyone can be the victim of bullying and that being bullied is not a sign of weakness and does not make the victim a less valuable person.

What Is Bullying?

Bullying is the use of aggression with the intention of hurting another person. Bullying may take the form of physical attacks, verbal abuse or excluding a player from the team environment and results in pain and distress to the victim.

Bullying can be:

- Being taunted for a different build or physically disadvantaged in any way.
- Being taunted for thinking differently or intellectually disadvantaged in any way.
- Emotional tormenting (e.g. threats of violence threatening gestures)
- Physical pushing, kicking, hitting, punching or any use of violence.
- Racist racial taunts, graffiti, gestures.
- Unwanted physical contact or sexually abusive comments.
- Homophobic, or focusing on the issue of sexuality.
- Verbal name-calling, sarcasm, spreading rumours, teasing.
- All areas of internet, such as social media, email & internet chat room misuse, mobile threats by text messaging & calls, misuse of associated technology, i.e. camera & video facilities.
- Targeted attacks on club members outside of the club grounds or times
- Verbal abuse or non-selection from the coaching staff towards a player

All players, parents, team officials and Club officials are to make it known to all concerned that bullying of any type described will not be tolerated towards anyone at the Parkwood Sharks Rugby League Club and the Club has a responsibility to respond promptly and effectively to issues of bullying be they player, coach, manager, volunteer, parent, any other club official & supporters.

Why do people bully?

- To pretend they are tough
- To get others to like them
- To hide their own fears
- To copy other bullies
- To feel superior to others
- They are unhappy
- They feel insecure
- They are scared
- They don't like who they are

Signs and Symptoms

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child

- Is frightened of walking to or from training or games
- Doesn't want to go on trips with other players
- Begs to be driven to training or games
- Changes their usual routine
- Is unwilling to go to training or games
- Begins to stay home
- Becomes withdrawn anxious, or lacking in confidence
- Starts stammering
- Attempts or threatens suicide or runs away
- Cries themselves to sleep at night or has nightmares
- Feels ill in the morning
- Begins to do poorly in school work
- Comes home with clothes torn from training
- Has possessions which are damaged or "go missing"
- Asks for money or starts stealing money (to pay bully)
- Has monies continually "lost"
- Has unexplained cuts or bruises
- Comes home starving (money / lunch has been stolen)
- Becomes aggressive, disruptive or unreasonable
- Is bullying other children or siblings
- Stops eating
- Is frightened to say what's wrong
- Gives improbable excuses for any of the above
- Is afraid to use the internet or mobile phone
- Is nervous & jumpy when a cyber message is received

It is Important to Respond to Bullying

All players, parents and Club officials should have an understanding of what bullying is. All Committee Members and team officials should know what the Club policy is on bullying, and follow procedures when bullying is reported.

All players and parents should know what the Club policy is on bullying, and follow procedures when bullying is reported. As a Club we take bullying seriously.

Players and parents should be assured that they will be supported when bullying is reported. Bullying will not be tolerated from anyone, in any shape or form

Parkwood Sharks Rugby League Club Procedures

Club officials and parents can also be bullied and are also covered by this policy. If bullying occurs at training or games, players are to report bullying incidents immediately to team officials: Coach, Manager, Trainer etc. If bullying is reported at home, or outside the Club hours then parents need to inform team officials at the earliest opportunity.

Team officials will then address the problem, when and where it occurs if possible or at the next available opportunity. Any child or person who feels they are being bullied should be given the time and forum to explain how they are being bullied and also reassured they are right to tell. If the Club Member is unsatisfied with the outcome or it concerns the coach, they will then contact the Coaching Director.

In cases of serious bullying reported to team officials, the incidents will be reported to the Secretary of the Parkwood Sharks Rugby League Club

The Secretary may have State of Mind Committee visit teams to discuss bullying reported and will make recommendations to the Management Committee.

In serious cases parents should be informed and will be asked to come in to a meeting to discuss the problem with the Management Committee.

If necessary and appropriate, police will be consulted.

The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly. An attempt will be made to help the bully (bullies) change their behaviour. If after concerted attempts are made to change the behaviour of a bully (bullies) to no avail, then the Management Committee may suspend or deregister the player concerned. A Committee member should fully inform the person who has complained and in the case of a child, their parents or guardians of any action/s taken by the Parkwood Sharks Rugby League Club into the incident, taking into account their feelings and perspective.

Step 1 – Coach/Manager

Step 2 – Coaching Director

Step 4 - State of Mind Committee

Step 3 – Management Committee

Outcomes

The Parkwood Sharks Rugby League Club has a responsibility to respond promptly and effectively to issues of bullying. Bullying hurts, no one deserves to be a victim of bullying and everybody has the right to be treated with respect. The issue of bullying will be taken as very serious and treated as such. Anyone found to bullying others will be dealt with seriously, both in regards to the behaviour exhibited and the reasons for the behaviour.

The desired outcomes can be one or more of the following options

- The bully (bullies) may be asked to genuinely apologise.
- Other consequences may take place.
- If possible, all concerned will be reconciled.
- A database will be kept to put incidents on file and will be used as a reference for any future incident/s.
- All records will be kept secured and confidential.
- After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.
- In serious cases, suspension or even deregistration will be considered.
- If required, it will be reported to local Authorities (i.e. Police or Welfare agencies) will be notified