

NORTHWICH SAPPHIRES NC ANTI BULLYING POLICY

Summary

Northwich Sapphires NC is committed to providing an environment which promotes positive relationships among players, parents/carers, volunteers and connected participants. The club will not tolerate any intimidation, harassment or bullying and this policy outlines a framework for responding to and preventing this kind of behaviour.

What we will do:

- Ensure that all volunteers leading activity act as positive role models and promote the high standards of the club.
- Ensure that all volunteers accept their role in promoting a safe environment in which bullying will not be tolerated.
- Equip volunteers to investigate and respond appropriately to any allegation of bullying.
- Require all players, parents/carers, volunteers and connected participants to read and commit to the club Code of Conduct.
- Appoint the club Safeguarding Officer to act as the lead person with responsibility for advising and acting on safeguarding concerns.
- Take action to investigate and respond to any reports of bullying.

Definitions

- **Bullying.** There are many definitions of bullying. It may be characterised as unwelcome, offensive, intimidating, malicious or insulting behaviour, an abuse or misuse of power through behaviour that undermines, humiliates, denigrates or injures the recipient. Bullying may be treatment by one individual or groups which may be persistent or an isolated incident. Bullying may also involve a misuse of power.
- **Harassment.** Is unwanted conduct with the purpose or effect of violating a person's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that individual. Harassment has a legal definition under the Equality Act 2010 when this unwanted conduct is related to a relevant protected characteristic. Harassment can take many forms. For example, abusive language, name calling, offensive screen savers, jokes, offensive emails, texts, cruel or offensive postings on social media sites. The conduct is unwanted in the sense of unwelcomed or uninvited, even if the victim has not expressly communicated to the harasser that they object to the behaviour.

- **Victimisation.** Victimisation has a specific meaning under the Equality Act 2010. It is subjecting someone to less favourable treatment because they have made a complaint of discrimination or supported a colleagues' grievance. Victimisation may also occur because an individual is suspected of doing one or more of these things.

Breach of Policy

Any allegation of bullying will be taken seriously and investigated subject to the Northwich Sapphires NC Complaints and Disciplinary policy. The aim will be to swiftly resolve the problem in such a way as to maintain, as far as possible, confidentiality and a reasonable working environment for all parties concerned.

- If an allegation involves a young person bullying another young person, the behaviour will be discussed with parents/carers. They will be consulted on the action to be taken (for both victim and the young person displaying the bullying behaviour) and any action will be agreed by the parent/carer and club officials. (Informal Resolution – see Complaints and Disciplinary policy)
- If the bullying allegation concerns a volunteer, they will be asked to meet with the club Safeguarding Officer where concerns will be addressed and a solution agreed. (Informal or Formal resolution - Complaints and Disciplinary policy)
- Notes will be kept of any discussion and of further incidents by the club Secretary
- If the allegation proves to be serious, or an agreed solution cannot be found through the Informal or Formal resolution procedure, the club may seek support from England Netball.