CLUB ANTI-BULLYING POLICY

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CLUB ANTI-BULLYING POLICY

1. Introduction

This policy is designed to outline Fyrish Flyers's commitment to ensure everyone who participates and performs in our sport can do so in a safe and inclusive environment

1.1 Aim/Purpose

The Fyrish Flyers Anti-Bullying Policy – Children & Young People outlines the behaviours expected from Fyrish Flyers employees and all within the 'Netball Family'[1] and provides a standardised process on how to manage, record and monitor bullying behaviour in order to prevent, reduce and respond effectively.

1.2 Responsibilities

Fyrish Flyers recognises it's responsibility to promote safe practice and to protect all members, from harm, poor practice, exploitation and abuse; this includes bullying.

1.3 Audience

This policy applies to all within the 'Netball Family'.

1.4 Consultation

Fyrish Flyers always welcomes feedback. Consultation has taken place with the following:

• Fyrish Flyers Wellbeing & Protection Panel

• Children 1st

1. The "Netball Family" refers to everyone involved in the sport of netball at all levels of the game including individuals, clubs, local associations and other organisations, regardless of their role, paid or voluntary, or whether they are members of Fyrish Flyers or not.'

2. Policy Statement

Fyrish Flyers is fully committed to championing the wellbeing and inclusion of all within our sport. We believe that bullying is never acceptable and that everyone within our sport has the right to participate and perform in a safe and inclusive environment. Fyrish Flyers recognises our responsibility in our Wellbeing and Protection policies to promote safe practice and to protect all members, from harm, poor practice, exploitation and abuse; this includes bullying. Our Anti-Bullying Policy for Children & Young People takes into account Respect for All: The national approach to anti-bullying in Scotland and our commitment to the principles of "Getting it Right for Every Child" (GIRFEC). Fyrish Flyers is fully committed to an inclusive environment and rights-based approach within our sport. To that end we recognise and implement the general principles of both the UN Convention on the Rights of the Child (UNCRC) and the UN Convention on the Rights of Persons with Disabilities as well as the Equality Act. Staff and volunteers will work together to embrace difference and diversity and respect the rights of all.

Bullying of any kind is unacceptable. Fyrish Flyers understand that that the wellbeing of children and young people can be seriously impacted by bullying behaviour and therefore recognises the information provided by respectme, Scotland's Anti-Bullying Service:

"Bullying is never acceptable; it doesn't make a person better or stronger to get through it and should never be seen as a normal part of growing up/life".

2.1 Policy Statement

Fyrish Flyers believes that the best approach to tackling bullying is to create a positive culture and ethos of inclusion and take a preventative approach:

- Know about the anti-bullying policy
- Challenge inappropriate behaviour – even small incidents should not go unchallenged
- Patrol/manage known "hot-spot" locations
- Think about how to stop bullying before it happens
- Ensure everyone is included, engaged and involved and has the opportunity to participate
- Reinforce the positive use of Codes of Conduct
- Make it clear to all participants that bullying is not acceptable

This policy applies to all regardless of age, sex, gender identity, disability, marital or civil partnership status, pregnancy or maternity, religion, race, ethnic origin, nationality, political beliefs, socio-economic status or sexual orientation.

3. Bullying—A definition

Bullying is a behaviour that can make a person feel frightened, threatened, left out and/or hurt. Something only has to happen once to make a person feel worried or scared going to their club training or other places they enjoy going. Bullying is both behaviour and impact; the impact is on a person's capacity to feel in control of themselves. This is what we term as their sense of 'agency'2. Bullying takes place in the context of relationships; it is behaviour that can make people feel hurt, threatened and left out. This behaviour happens face to face and online. (Respect for All)

Bullying is hurtful behaviour in situations where it is difficult for those being bullied to defend themselves; often carried out where people in a position of power and authority cannot see it.

It can take many forms, including:

- Physical – tripping, hitting, kicking, punching, shoving, any use of violence as well as theft or damage to someone's belongings
- Verbal – threats, spreading rumours, teasing, name calling, putting down or threatening someone
- Emotional – ignoring, leaving out an individual from the activities and social acceptance of the peer group, being unfriendly, excluding, tormenting e.g. hiding belongings, threatening gestures
- Harassment – making people feel like they are being bullied or fearful of being bullied e.g. using abusive or insulting behaviour in a manner intended to cause alarm or distress
- Cyber – sending abusive texts, email or instant messages, vindictive posts on all areas of the internet such as social media sites e.g. Facebook or Instagram, nasty messages, emails, mobile threats by text messaging and calls, misuse of connected technology, i.e. camera and videos
- Prejudice based – targeting someone because of who they are or are perceived to be e.g. age, asylum seekers/refugees, body image/physical appearance, disability, gender identity/transphobia, gypsy/travellers, sexual orientation/homophobic, looked after young people, marriage/civil partnership, race/racism, religion or belief, sexism or sectarianism, or using abusive or insulting behaviour in a manner intended to cause alarm or distress.

2 'agency' the capacity of individuals to act independently and to make their own free choices
(Martin Hewson, 2010)

4. Cyberbullying

Cyberbullying should not be treated any differently from face to face bullying. Online or cyber bullying refers to bullying and harassment through the use of electronic devices such as personal computers and mobile phones, using email, texting and social networking websites.

Cyberbullying is wilful and involves recurring or repeated harm inflicted through the medium of electronic devices and is meant to cause emotional distress.

Cyberbullying might include:

- A peer who intimidates through the use of social networking websites
- A coach who sends negative feedback about a participant via personal text message
- A club member who posts negative comments about a fellow member on a club forum

Cyberbullying may also include threats, sexual remarks and hate speech. E-bullies may publish personal contact information of their victims on websites. They may attempt to act as the victim for the purpose of publishing material in their name that would defame or ridicule them.

Cyberbullying is particularly serious due to the nature in which the abuse occurs. It can be very personal and take place in a closed private forum where the victim may feel isolated and the content will not be viewed by parents, friends or siblings. Alternatively, it could take place in a public forum. It may lead to the victim re-reading any material in private perhaps leading to feelings of paranoia, depression or loneliness.

Bullying takes many forms but ultimately it is the perception of the victim that determines whether or not they are being bullied rather than the intention of the bully.

5. When is it not Bullying

Adult to Child Behaviours

Bullying is between peers e.g. child to child. However, there are times when adults' behaviour towards children can be described as "bullying" such as a parent who pushes too hard, a coach or manager with a "win at all costs" mentality. Netball Scotland believes that adults who behave in a manner that causes distress, hurt or upset to a child are behaving on a spectrum that runs from poor practice to abuse.

This type of behaviour is more appropriately dealt with via the Fyrish Flyers Wellbeing and Protection Policies for Children & Young People and Adults. Sometimes, attempts to bully can have no obvious or immediate effect. A person can attempt to bully someone using a range of behaviours, but it may have no impact – In this case the person has not been bullied but the behaviour needs challenged and recorded appropriately and should definitely not be ignored. For example, the use of homophobic or other derogatory language, which may have no impact on the person it was aimed at, must still be challenged as the language itself is unacceptable. This would be a breach of the Code of Conduct and could impact on other people. Some behaviour can be perceived as or assumed to be bullying.

Atempted Bullying

Certain incidents can be more serious and could be criminal and/or bullying. More serious instances of bullying can overlap with criminal behaviours. It is important for staff and volunteers to know the difference between bullying and criminal offences. For example, hate crime, child sexual exploitation, stalking, harrassment and gender-based violence such as domestic abuse and/or sexual assault. Other

examples include, when someone is coerced or pressurised to participate in something sexual or is touched inappropriately,

when someone has photos they shared in an intimate relationship that were intended to be privet shared, this is not bullying, this is sexual assault or abuse and a form of gender-based violence. There are laws to protect people from this very serious type of behaviour.

Criminal Behaviour

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5.1 Potenial Signs of Bullying

The damage inflicted by bullying can frequently be underestimated. It can cause considerable distress to children or adults. A child or adult may indicate by signs or behaviours that they are being bullied. Staff and volunteers should be aware of these possible signs and investigate if someone claims they are being bullied.

The Person May:

- Become withdrawn, anxious or appear to lack confidence
- Hesitate or display a reluctance to attend training or other club activities
- Regularly feel ill before training sessions
- Reluctant to work with a certain individual
- Often be the last person picked for a team or group activity for no apparent reason, or being picked on when no one else is aware
- Discover their clothing or personal possessions go missing or get damaged
- Become aggressive towards others, disruptive or unreasonable
- Believe that there is something wrong with them
- Be frightened to say what is wrong
- Suffer from depression and/or develop feelings of worthlessness
- Start to stammer
- Develop an eating disorder or stop eating
- Exhibit self-harming behaviours such as cutting or abusing drugs oralcohol
- In extreme cases, commit suicide

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

Bullying will not just stop or go away. Bullies can be very cunning and develop strategies to avoid being seen by anyone other than the victim.

5.2 Responding to Bullying

Bullying results in pain and distress, no one deserves to be bullied. Everybody has the right to be treated with respect. Everyone involved in netball has a responsibility to respond promptly and effectively to issues of bullying.

Bullying takes place in the context of relationships. Promoting respectful relationships, repairing relationships where appropriate and ensuring we respond to all forms of prejudice will help create an environment where bullying cannot thrive.

What to do when someone discloses they are experiencing bullying:

- Listen in a non-judgemental manner
- Take people seriously when they talk about experiencing bullying
- Record what has been said on the appropriate Fyrish Flyers incident report form
- Report the issue to your Wellbeing & Protection Officer
- Do not promise to keep the issue a secret or take sole responsibility
- The Fyrish Flyers Wellbeing and Child Protection Policy has further advice on how to respond to concerns and complete incident reports

6. Labelling

Labelling people as “bullies” or “victims” can be disempowering and unhelpful in changing their behaviour or supporting their recovery from being bullied. Labelling an action as bullying is a more effective way of motivating a person to change their bullying behaviour.

Staff and volunteers dealing with bullying behaviours are expected to be able to distinguish between a person and their behaviour. Any bullying behaviour must be challenged, however, all people (including those causing bullying) should always be treated with Respect. This does not diminish the seriousness nor the impact of bullying behaviour; rather, it is an essential way of maintaining the staff or volunteer’s focus and their response to the problematic behaviour. This is a solution-oriented approach that is designed to help people change the way they behave without being stigmatised. Staff and volunteers, rather than labelling them, can help people change by telling them that the behaviour is bullying and that what they did is not acceptable.

Fyrish Flyers sets high standards of conduct for all its members which are set out in our Code of Conducts. Any breach of these expectations should be handled in line with the relevant policies and procedures.

7. Management of Bullying

A person who has been bullied does not feel in control of the situation and may not feel free to exercise choice. By supporting them to make choices, this helps restore their sense of inclusion and agency, develop their resilience and establish positive relationship approaches that they will need to move forward. People need to have choices on how they share and report bullying and bullying concerns.

There is a range of strategies that can be used to address bullying:

- Use of Code of Conducts and a disciplinary approach

- Restorative approach
- Solution-orientated approach
- Nurturing approach
- Mentoring, peer support or buddy systems

The best strategy to use should be discussed with the individual. Their views and thoughts should be considered. Every person is different and it is important that while inappropriate behaviour is challenged, and dealt with, we must ensure that the person experiencing this process has a voice. Therefore, they start to regain a sense of control over their situation which was lost as part of the bullying cycle.

7.1 Management of Bullying

To help create an action plan to deal with bullying, consider the following questions:

- What was the behaviour?
- What impact did it have?
- What does the child or young person want to happen?
- What do I need to do about it?
- What attitudes, prejudices or other factors have influenced the behaviour?

People who are exhibiting bullying behaviour will need help and support to:

- Identify the feelings that cause them to act this way
- Develop alternative ways of responding to these feelings
- Understand the impact of their behaviour on other people
- Repair relationships.

We need to help people who demonstrate bullying behaviour by:

- Providing clear expectations about behaviour – with reference to the Netball Scotland Codes of Conduct
- Providing a range of ways to respond e.g. taking steps to repair a relationship, and where appropriate, supporting them to make amends
- Challenge prejudice and offer the opportunity to learn and therefore change their behaviour
- Consideration should be given to any factors that may impact upon a person's wellbeing including whether any additional support for learning is required

8. Recording and Monitoring

Accurate recording of bullying incidents ensures that an appropriate response has taken place. It is crucial to enable monitoring of the effectiveness of policy and practice and use that information to review and update this policy on a regular basis.

Monitoring bullying incidents is essential and helps identify recurring patterns, enabling early intervention.

When Recording Incidents:

- Record on the Fyrish Flyers Wellbeing and Protection Incident report form
- Identify who was involved in the incident, including Fyrish Flyers staff or volunteers
- Where and when bullying has taken place
- The type of bullying experienced, e.g. name-calling, rumours, threats etc.
- Any underlying prejudice including details of any protected characteristic(s)
- Consideration of personal or additional support needs and wellbeing concerns
- Actions taken including resolution at an individual or organisational level

Review:

This Policy will be regularly reviewed:

- In accordance with changes in guidance on anti-bullying or following any changes within Fyrish Flyers
- Following any issue or concern raised about bullying within Fyrish Flyers
- On advice from Fyrish Flyers Wellbeing and Protection Panel
- In all other circumstances, at least every three years

9. Action for Member Clubs

In order to prevent, reduce and respond effectively to bullying behaviour, Netball Scotland recommends all clubs should implement this Policy through:

- Respecting the rights of children as paramount
- Working together to develop positive relationships amongst children and adults which are mutually respectful, responsible and trusting; and promote their emotional health and wellbeing
- Training, supporting and supervising parents, coaches and volunteers to adopt best practice to prevent, reduce and respond to bullying
- Addressing the needs of children who are bullied as well as those who bully within a framework of respect, responsibility, resolution and support
- Responding to any concerns raised either in the experiences of children of poor practice/misconduct or abuse caused by an adult's bullying behaviour
- Highlighting bullying based on prejudice and perceived differences, to ensure our practices are effective in dealing with these issues
- Regularly monitoring and evaluating the implementation of this policy and guidelines and include children's views in this process
- Ensuring all committee members, coaches, volunteer, parents and children are aware of this Policy

10. Monitoring and Evaluaion of The Policy

The Board, or a designated person, will review all Netball Scotland activities and initiatives against the aims of the policy on an annual basis, and the Chair will report formally on this issue at the AGM.

11. Breach of The Policy

All complaints about the conduct of someone will be dealt with through the Responding to Concerns Procedure in the Fyrish Flyers Wellbeing and Child Protection Policy and depending on the seriousness of the matter be resolved by either

- Referral to the Netball Scotland Wellbeing and Protection Panel
- RESPECT - A process for managing complaints

Appropriate disciplinary action will be taken against any employee, member or volunteer who violates this Policy.