

**MARINE NETBALL CLUB**

**ANTI-BULLYING**

**AND**

**HARASSMENT**

**POLICY**

**OCTOBER 2021**

**REVIEW DATE OCTOBER 2023**

## 1. Scope and purpose:

This Policy sets out **MARINE NETBALL CLUB'S (MNC'S)** position and approach toward bullying and harassment. This Policy covers all members, connected participants and staff regardless of age or position. Everyone has the responsibility to ensure that the sporting environment is respectful of everyone's right to take part in and enjoy their sport. Differences, feelings, views, and beliefs should be respected and valued, and no one made to feel undervalued because of who they are. Bullying and harassment can have devastating effects on a person's self-worth, mental, and physical health and be highly disruptive to everyone's right to enjoy their sport. MNC will challenge bullying attitudes and behaviours and encourages everyone to do the same, to create an environment where everyone is made to feel safe and able to enjoy their part in the sport of netball. MNC sets high standards of conduct for all its members and connected participants which are set out in the Codes of Conduct. Breach of these expectations will be addressed in the first place at the time of the act, and then brought to the Lead Coach, Club Safeguarding Officer (CSO) and Chair at the first opportunity.

In some instances, the behaviour or its consequences may be of such a serious nature that the issue becomes a safeguarding concern and is addressed through those procedures.

This Policy defines bullying and harassment and outlines a framework for responding to and preventing these forms of behaviour, although these should not be taken as an exhaustive set of recommendations.

## 2. Definition of bullying:

There is no one definition of bullying. In general terms, it can be defined as offensive, intimidating, malicious or insulting behaviour; the habitual, cruel, or overbearing treatment of one person by another, or by more than one person. Bullying includes actions such as making threats, spreading rumours, attacking someone physically or verbally, and excluding someone from a group or purpose. The behaviour is intentional and is designed to undermine, humiliate, or injure the person, use force on one person by way of aggressive or intimidating behaviour. Anyone can be bullied; however, the person being bullied may be perceived to be physically or mentally smaller or weaker and there could be an imbalance of power.

Bullying behaviour may be verbal, non-verbal, direct, or indirect and may involve threats, physical assault, stalking, bullying behaviour may be more accurately described as discrimination, when the trigger for bullying behaviour is due to a person's personal characteristics – for example their culture, sexual orientation or disability. When this is the case there may be, bigotry involved which should be challenged and handled with specific awareness of the defining characteristics.

## 3. There are three main types of bullying:

**Verbal bullying:** saying or writing mean things. Verbal bullying includes teasing, name calling, inappropriate sexual comments, taunting and threatening to cause harm.

**Social bullying:** sometimes referred to as relational bullying, involves hurting someone's reputation or relationships. Social bullying includes leaving someone out on purpose, telling other children not to be friends with someone, spreading rumours about someone and embarrassing someone in public.

Physical bullying: involves hurting a person's body or possessions. Physical bullying includes hitting, kicking, punching, pinching; spitting; tripping; pushing; taking or breaking someone's things; making mean or rude hand gestures.

#### 4. Cyberbullying:

This happens when children and young people bully each other through electronic technology. It takes place using electronic technology and examples of this are unpleasant text messages or emails; rumours sent by these methods or posted on social networking sites and embarrassing pictures, videos, websites, or fake profiles.

Although Marine cannot check on such cyber bullying acts, the Club will not encourage or defend such items and all electronic correspondence from Marine will follow the correct protocol guidelines and follow good practice.

#### 5. Definition of Harassment:

Harassment is a criminal offence, though there is no specific defined term, rather various offences under different legislation. It is the repeated attempt to impose unwanted communication or contact on a person or persons, in a manner which is expected to cause distress or fear in any reasonable person. Harassment may exist where there has only been one act, which is of sufficient seriousness in nature to be a criminal act. Harassment is a more serious course of conduct than bullying, although the two can be very close in character.

#### 6. Participants; coaches; volunteers and officials:

Whilst most of us can recognise these forms of behaviour, it is less easy to define them in a way which covers all scenarios. It can be even harder to recognise such behaviour in yourself and to know how to respond to these behaviours. In any bullying and harassment situation there will be several contributing factors, and how to approach resolving a situation is therefore not easily defined in a Policy.

MARINE Netball will challenge bullying attitudes and behaviours. It will encourage everyone to do the same, to create an environment where everyone is made to feel safe and able to enjoy their part in the sport of netball.

All MNC coaches and officials will investigate and respond appropriately whilst displaying flexibility, sensitivity and common sense when finding the best resolution to these situations. In some situations, the club official may refer and report the case to the CSO, who may in serious cases involve England Netball or other specialist organisations.

All MNC Coaches and Assistant Coaches will coach and train with positive, fair, and constructive comments.

In some instances, the behaviour or its consequences may be of such a serious nature that the issue becomes a safeguarding concern and is addressed through those procedures.

Doing nothing gives bullies a license to continue and makes the victim feel doubly picked on and unvalued.

#### 7. Parents/carers:

All parents and carers should be provided with a copy of the Codes of Conduct and be aware of what the expectations are on them, what they can expect from the Club and be aware of what the local

procedures are for handling allegations of bullying or harassment. If the situation cannot be resolved at the time or continues the parents should be made aware of the concern and be given the opportunity to discuss/address it. The parents of all young people involved should be consulted on action to be taken and be part of any agreements to be put in place to tackle the issue.

Parental consent will be needed for any Acceptable Behaviour Contract or agreement which is designed to change behaviours and they may need to be asked to enter into such agreements themselves. Parents should be provided with support and information on how to deal with their child being bullied or doing the bullying, including who they can talk to in the Club and referral to support services outside the netball environment.

#### 8. Young people: -

Young people need to know who to talk to about any concerns and should feel confident that they will be listened to, and action taken. Speaking out can be a brave step to take, and it is crucial that once this step has been taken the response to it does not put that person off opening-up more about what they are experiencing. Young people need to be told what will happen if they raise a concern and supported through the process. They should be assured of a safe environment in which to carry on playing their netball and not be made to feel that they can't take part in their sport.

To reiterate:

England Netball has a zero tolerance to discrimination and bullying. Marine Netball Club are in full support of England Netball and fully support these zero tolerances to both discrimination and bullying of any kind. If any official of Marine Netball Club hear or witness any form of bullying this will be addressed in the first place at the time of the act, and then brought to the Lead Coach, CSO and Chair at the first opportunity.

#### 9. Sources of support

The following organisations are available for help if required:

National Bullying Helpline: <http://www.nationalbullyinghelpline.co.uk>, tel: 0845 22 55 787

Cyber Bullying - [www.cybersmile.org](http://www.cybersmile.org)

Bullying UK: <https://www.bullying.co.uk> 0808 800 2222

Anti-Bullying Alliance - <http://www.anti-bullyingalliance.org.uk>