

## **VESEYANS RFC ANTI BULLYING POLICY STATEMENT**

### **The purpose and scope of this policy statement**

Veseyans RFC works with children as part of its activities. These include: rugby coaching training sessions and rugby matches.

### **The purpose of this policy statement is:**

- to prevent bullying from happening between children who are a part of our organisation or take part in our activities.
- to make sure bullying is stopped as soon as possible if it does happen and that those involved receive the support they need.
- to provide this information to all staff, volunteers, children and their families about what we should all do to prevent and deal with bullying.

This policy statement applies to anyone volunteering on behalf of Veseyans RFC and in a position of trust. Separate documents set out:

- Veseyans RFC Safeguarding Policy.
- Veseyans RFC Photographic Policy.

### **What is bullying?**

Bullying includes a range of abusive behaviour that is

- repeated.
- intended to hurt someone either physically or emotionally.

For more information: [Protecting children from bullying and cyberbullying | NSPCC Learning](#)

### **Legal framework**

This policy has been drawn up on the basis of legislation, policy and guidance that seeks to protect children in the UK.

### **We believe that:**

- children and young people should never experience abuse of any kind.
- we have a responsibility to promote the welfare of all children and young people, to keep them safe and operate in a way that protects them.

### **We recognise that:**

- bullying causes real distress and affects a person's health and development.
- in some instances, bullying can cause significant harm.
- all children, regardless of age, disability, gender reassignment, race, religion or belief, sex or sexual orientation, have the right to equal protection from all types of harm or abuse.
- everyone has a role to play in preventing all forms of bullying (including online) and putting a stop to bullying.



**We will seek to prevent bullying by:**

- model behaviour that shows how everyone involved in our organisation is expected to behave, in face-to-face contact and online, and within and outside of our activities.
- having clear lines of communication with coaches and Veseyans Safeguarding Officer if and when any bullying concerns are raised.
- providing support via RFU Safeguarding for all staff and volunteers on dealing with all forms of bullying, including racist, sexist, homophobic, transphobic and sexual bullying.
- communicating any bullying to RFU Safeguarding and actioning their anti-bullying procedures.

**Responding to bullying**

We will make sure our response to incidents of bullying takes into account:

- the needs of the person being bullied.
- the needs of the person displaying bullying behaviour.
- needs of any bystanders.
- our organisation as a whole.

We will review the plan we have developed to address any incidents of bullying at regular intervals, in order to ensure that the problem has been resolved in the long term.

**Club Safeguarding Officers: Marc Harries and Nicole Hau.**

**Deputy Club Safeguarding Officer: Stuart Foxall.**

**Head of Mini's and Juniors: Tony Mitchell.**

**Head of Micro's and Tiny V's: Andrew Payne.**