

Anti-Bullying Policy

Policy implementation:

The coach (or team manager at competitions) will initially investigate incidents of bullying. In all proven incidents the victims will receive support from HBS Revolutions and disciplinary action will be taken concerning the bully/abuser.

If the individual does not respond to an informal approach, the Coach or Team Manager will meet with the individual and their parents/guardians and will issue and record a verbal warning.

If the individual continues to be abusive, then the coach will inform HBS Revolutions Club Management, who will issue a written warning to the individual and their parents/guardians.

With continued bullying, HBS Revolutions will issue a second warning.

If the bullying does not stop then HBS Revolutions Club Management will permanently exclude the individual from HBS Revolutions and recommend exclusion from the Sports Centre and other associated activities without any further resource.

What is Bullying?

- Deliberate hostility and aggression towards a victim who is weaker and less powerful than the bully or bullies.
- An outcome which is always painful and distressing for the victim
- Any aggressive communication towards another member of HBS Revolutions.

Bullying can be:

- **Physical:** pushing, kicking, hitting, pinching and other forms of violence including threats.
- **Verbal:** name-calling, sarcasm, derision, belittling, spreading rumours and persistent teasing.
- **Emotional:** Excluding, ridicule, humiliation and tormenting (hiding possessions and threatening gestures)
- **Racist:** Racial taunts, graffiti, gestures.
- **Sexual:** Unwanted physical contact or abusive comments.
- **Cyber Bullying:** All of the above definitions which occur online through social media. Including trolling and posting offensive pictures, videos, statuses and personal messages.

Persistent bullying can result in:

- Depression.
- Low self-esteem.
- Under-achievement.
- Shyness.
- Poor academic results.
- Isolation.