



## Anti-Bullying Policy

This policy document regarding anti-bullying forms part of the terms and conditions of employment for employees at Lions Sports Academy Limited.

Bullying of any kind is not acceptable within Lions Sports Academy where sporting opportunities are provided for children and young people.

- Lions Sports Academy are a 'telling' culture and anyone who knows that bullying is happening is expected to tell the Head Safeguarding Officer or CEO.
- Bullying will be taken seriously, responded to promptly, and procedures followed to deal with the situation.
- It is the responsibility of every staff member working for Lions Sports Academy whether professional or volunteer, to ensure that all young people can enjoy the sport in a safe enjoyable environment.

### WHAT IS BULLYING?

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim.

#### **Bullying can be:**

- Emotional – being unfriendly, excluding (emotionally and physically), tormenting (e.g. hiding sports kit, threatening gestures including sending threatening text messages).
- Physical – pushing, kicking, hitting, punching or any use of violence.
- Racist – racial taunts, graffiti, gestures.
- Sexual – unwanted physical contact or sexually abusive comments.
- Homophobic – because of, or focusing on the issue of sexuality.
- Verbal – name-calling, sarcasm, spreading rumours, teasing.

### OBJECTIVES OF THE POLICY

- All Lions Sports Academy employees, coaches, volunteers and parents should have an understanding of what bullying is.

- All employees, coaches and volunteers should know what the RFU/FA/Club/Constituent Body policy is on bullying, and follow it when bullying is reported.
- All players and parents should know what the RFU/FA/Club/Constituent Body policy is on bullying, and what they should do if bullying arises.
- Players and parents should be assured that they will be supported when bullying is reported
- Bullying will not be tolerated

## SIGNS AND SYMPTOMS

A child may indicate by signs or behaviour that he or she is being bullied. Children and Young People have described bullying as:

- Being called names.
- Being teased.
- Being hit, pushed, pulled, pinched, or kicked.
- Having their bag, mobile or other possessions taken.
- Receiving abusive text messages.
- Being forced to hand over money.
- Being forced to do things they do not want to do.
- Being ignored or left out.
- Being attacked because of religion, gender, sexuality, disability, appearance or ethnic or racial origin.

## OTHER SIGNS AND SYMPTOMS

A child:

- Doesn't want to attend training or club activities.
- Changes their usual routine.
- Begins being disruptive during sessions.
- Becomes withdrawn anxious or lacking in confidence.
- Has possessions going missing.
- Becomes aggressive, disruptive or unreasonable.
- Starts stammering.
- Has unexplained cuts or bruises.
- is bullying other children.
- stops eating.
- is frightened to say what's wrong.

These signs and behaviours may not constitute bullying and be symptoms of other problems. Employees, coaches and volunteers need to be aware of these possible signs and report any concerns to the Safeguarding Officer or CEO.

## CYBERBULLYING

\*Cyberbullying is an increasingly common form of bullying behaviour which happens on social networks, games and mobile phones. Cyberbullying can include spreading rumours about someone, or posting nasty or embarrassing messages, images or videos.

Children may know who's bullying them online – it may be an extension of offline peer bullying - or they may be targeted by someone using a fake or anonymous account. It's easy to be anonymous online and this may increase the likelihood of engaging in bullying behaviour.

Cyberbullying can happen at any time or anywhere - a child can be bullied when they are alone in their bedroom - so it can feel like there's no escape.

Cyberbullying includes:

1. Sending threatening or abusive text messages.
2. Creating and sharing embarrassing images or videos.
3. 'Trolling' - the sending of menacing or upsetting messages on social networks, chat rooms or online games.
4. Excluding children from online games, activities or friendship groups.
5. Setting up hate sites or groups about a particular child.
6. Encouraging young people to self-harm.
7. Voting for or against someone in an abusive poll.
8. Creating fake accounts, hijacking or stealing online identities to embarrass a young person or cause trouble using their name.
9. Sending explicit messages, also known as sexting pressuring children into sending sexual images or engaging in sexual conversations.

*\*Information taken from the NSPCC website <https://www.nspcc.org.uk/preventing-abuse/child-abuse-and-neglect/bullying-and-cyberbullying/what-is-bullying-cyberbullying/>*

## PROCEDURES AND MANAGEMENT OF BULLYING

1. Report bullying incidents to the Safeguarding Officer or CEO, record (using the RFU Incident Record Form). If the incident is an adult bullying a young person, the Safeguarding Officer or CEO will report the incident to the RFU Child Protection Officer. If the incident is a young person bullying a young person, Lions coaches will manage this, and will access advice and support from the Safeguarding Officer or RFU Child Protection Officer at any stage of the process.
2. Parents may be informed and asked to come in to a meeting to discuss the problem.
3. If necessary and appropriate, police will be consulted.

## IMPLEMENTING LIONS SPORTS ACADEMY ANTI-BULLYING POLICY

### **Raise Awareness**

Raise awareness with all members and players within the club:

- Put posters on the notice board
- Ensure all young players know they can talk to someone if they are worried
- Ensure that parents have a copy of the policy

- Adopt the policy within the club constitution
- Ensure that the Code of Conduct clearly states that behaviour which constitutes bullying will not be accepted
- Ensure all coaches, staff and volunteers have signed up to the code of conduct
- Ensure the policy is given to members and players
- Set up a working party to support the ongoing development and implementation of the policy.
- Identify any training needs within the club and contact the RFU to find out about workshops and opportunities for support.

I confirm that I have read and will abide by Lions Sports Academy's Social Media Policy.

Signed

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Print Name

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Date

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