

TORONTO BUCCANEERS RFC
ANTI BULLYING POLICY



WWW.BUCCANEERSRUGBY.COM

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1. PRINCIPLES

Bullying of **any** kind is not acceptable within TORONTO BUCCANEERS RFC.

TORONTO BUCCANEERS RFC is a 'telling' culture and anyone who knows that bullying is happening is expected to tell a coach, volunteer or the Child Protection Officer. It is the responsibility of every adult working within rugby union whether professional or voluntary, 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 rugby kit, threatening gestures which includes sending threatening text messages, emails, bulletin boards and community web pages (e.g. Facebook, MySpace etc)
- Physical – pushing, kicking, hitting, punching or any use of violence
- Racist – racial taunts, graffiti or gestures
- Sexual – unwanted physical contact or sexually explicit or abusive comments.
- Homophobic – because of, or focusing on the issue of sexuality
- Verbal – name-calling, sarcasm, spreading rumors, taunting or teasing.

2. OBJECTIVES

To give all club members, coaches, volunteers and parents should have an understanding of what bullying is.

All club members, coaches, volunteers are expected to know or be told what the TORONTO BUCCANEERS RFC policy is on bullying.

TORONTO BUCCANEERS RFC will expect every Coach, staff, member and or volunteer to know and to follow this policy. Should any adult not be entirely confident of their approach or management of any reports they should then seek the advice of either the Youth Development Officer or the Child Protection Officer.

A copy of TORONTO BUCCANEERS RFC policy will be made available to anybody and the Youth Development Officer will ensure a copy of the policy will be provided within 24 hours of the request for it.

A copy of TORONTO BUCCANEERS RFC Anti-bullying policy is available for on the TORONTO BUCCANEERS RFC website: <http://www.buccaneersrugby.com/AntiBullying.pdf>

Anyone can come in the strictest of confidence and report bullying to any of the coaches, volunteers or the Club Child Protection Officer at anytime.

We will always keep any information provided confidential.

Players and parents will be supported and reassured of our continuous support when bullying is reported.

Bullying of any kind **WILL NOT** be tolerated and will be dealt with swiftly and appropriately.

3. SIGNS AND SYMPTOMS

A child may indicate by signs or behavior that he / 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 TO LOOK OUT FOR

If a child or young person:

- 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
- starts or is bullying other children.
- stops eating or changes eating habits
- is frightened to say what's wrong

These signs and behaviors may not constitute bullying and be symptoms of other problems.

TORONTO BUCCANEERS RFC coaches, volunteers, members must be aware of these possible signs and report any concerns immediately to either the Club Child Protection Officer or the Youth Development Officer.

4. PROCEDURES AND MANAGEMENT

All TORONTO BUCCANEERS RFC coaches, volunteers and members should follow the following procedures:

- Report bullying incidents to the Child Protection Officer.
- If the incident is a young person bullying a young person, then TORONTO BUCCANEERS RFC Youth Development Officer will deal with this, and seek any advice / support from the Child Protection Officer
- Parents may be informed and asked to attend a meeting with the Youth Development Officer and if required the Child Protection Officer to discuss the problem.
- If necessary and appropriate, police will be consulted
- If mediation fails and the bullying is seen to continue the TORONTO BUCCANEERS RFC / RUGBY CANADA can initiate disciplinary action under the relevant constitution

5. IMPLEMENTING

The Youth Development Officer will implement this policy. The following points will be adhered to:

- All coaches and volunteers must read the policy and query any parts they do not understand (if any) with the Youth Development Officer
- All coaches, volunteers will have to sign and date the Anti-Bullying Policy Statement to state they have read and understood the policy fully
- Ensure that all young people know and understand that they can come and talk to someone in confidence if they are worried at any time
- Ensure that all young people within TORONTO BUCCANEERS RFC know and understand that their worries / concerns / problems will always be treated seriously, compassionately, respectfully and confidentially
- Adopt the policy within the club constitution
- Ensure players and members are provided with a copy of the Anti-bullying Policy upon request
- Ensure parents are provided with a copy of the Anti-bullying Policy upon request.
- Ensure that the Code of Conduct Policy clearly states that behavior which constitutes bullying will not be accepted
- Ensure any issues are reported immediately and there is an Incident Report Form completed.
- Ensure all Incident Report Forms are forwarded / given to the Child Protection Officer as soon as possible
- Set up a working party / committee to ensure the ongoing development and implementation of the policy
- Identify any training / mentoring needs within the club and contact the Child Protection Officer for support and opportunities / training in this area.