



London Wayfarers Hockey Club

Anti-Bullying Policy

London Wayfarers Hockey Club adopts England Hockey's Anti-Bullying Guidance and works in accordance with the following statement:

1. INTRODUCTION

Everyone has the right to be treated with respect. London Wayfarers Hockey Club (LWHC) is committed to creating and maintaining an environment in which all young people involved in hockey are free from bullying.

2. ENGLAND HOCKEY'S (EH) ROLE

EH is committed to supporting its affiliated clubs and associations to implement guidance through the provision of appropriate access to education and training, and supporting documentation.

EH is also committed to ensuring that concerns relating to bullying of young people in hockey are taken seriously and acted upon swiftly and appropriately. To achieve this, EH has developed procedures for reporting concerns. EH may refer concerns to the relevant statutory agencies, instigate proceedings under its own Safeguarding and Protecting Young People Complaints and Disciplinary Regulations or refer the matter to a club or association for resolution as appropriate.

3. BULLYING

Bullying is anything that is done with the intention of hurting or intimidating, frightening or upsetting another person. Bullying is not always physical but it results in distress to the victim. Instances of bullying can occur not only between young people but also from adult to young person; this includes a parent/guardian to their own child.

Bullying can be: Emotional – persistently being unfriendly excluding tormenting, threatening gestures

- Physical – pushing, kicking, hitting, punching or any use of violence
- Racist – racial taunts or language, 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
- Cyber – all areas of the internet (including social networking sites), email and text messaging, misuse of technology, i.e. manipulation of digital images

It should be noted that bullying may not only occur through face to face contact. Some bullying may be illegal and necessitate a report to police/children's social care.

- Sexting – is the sending and receiving of self-generated sexually explicit images, videos or text messages through mobile phones or this may be via webcams. Young people often feel pressurised into sending a sexting image or message believing it is what is expected of them. Young people may see this as a harmless activity, however this can have long lasting implications, as there is no control over how it is passed on. The images may never be completely removed from the internet and could be found in the future eg when applying for university or a job. This is illegal. For more information regarding sexting, visit the Safeguarding section of the EH website.

PRINCIPLES

Everyone within LWHC should have an understanding of what bullying is and EH's anti-bullying guidance.

Bullying of any kind is not acceptable and should not be tolerated by anyone within the Hockey Family, in particular any organisation providing hockey opportunities for young people.

Any incident or concern of bullying must be acted upon swiftly.

4. ORDER OF ACTIONS WHEN REPORTING CONCERNS

Separate the young people involved and ensure safety

Is medical attention required?

Implement good practice when intervening and enlist additional adult support to gather the facts (preferably the welfare officer and both parents/carers)

Talk and listen to those involved independently in a non- threatening environment. Inform parents

Ensure all facts gathered are objective and recorded

Monitor the behaviour of all parties involved

Welfare Officer will determine appropriate action depending on seriousness supported by either:

- Another Welfare Officer
- A person in a similar role

Apply first aid or in more serious cases call an ambulance and inform the doctor that there is a child protection concern

If the incident is an adult bullying a young person, the Welfare Officer will report the incident to the England Hockey Ethics and Compliance Manager who will:

- Make a decision on the method and process for managing the incident
- Manage the situation with the support of the Welfare Officer

All reported incidents of bullying behaviour or threats of bullying must and will be investigated at the appropriate level.

Useful Contacts

Safe Network	http://www.safenetwork.org.uk	Guidance on how to deal with Sexting
Kidscape	02077303300 www.kidscape.org.uk	Anti-bullying guidance
Childline	08001111 www.childline.org.uk	A private and confidential advice service for children
NSPCC	08088005000 www.nspcc.org.uk	A charity campaigning against cruelty to children
Internet Watch Foundation	08456887277 www.cybersmile.org	Combatting online bullying
Bullying UK	08088002222 www.bullying.co.uk	Advice and support for those being bullied

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