

Anti Bullying Policy

Norwich Spikers is committed to the prevention and effective management of bullying behaviour relating to young people in volleyball.

This Policy Aims To:

1. Provide staff, coaches, volunteers and officials with information if they are concerned about bullying.
2. Provide young people and parents with information about what steps are being taken to safeguard against bullying.
3. Set clear and consistent standards of behaviour.
4. Establish an operational framework and introduce procedures of action to take if there are concerns about unacceptable behaviour.
5. Assure all young people that they will be participating in a safe and friendly environment and that their well-being is our priority.
6. Ensure that the rights of young people to protection from abuse and neglect are upheld.

What is Bullying?

Bullying is any persistent behaviour by an individual or group which intimidates, threatens or has a harmful and distressing impact on another individual or group. Such behaviour can occur between young people but also from adults towards young people and is often motivated by prejudice against different groups, for example on grounds of race, religion, sex, social background or sexual orientation.

Bullying behaviour may include any of the following:

1. Verbal – name-calling or making personal comments.
2. Social ostracised or left out of peer group activities.
3. Material – when possessions are stolen or damaged or extortion takes place.
4. Emotional – including pressure to conform.
5. Physical – including any use of violence.
6. Sexual – unwanted physical contact or sexually abusive comments.
7. Racist – racial comments, language, graffiti or gestures.
8. Homophobic – because of, or focusing on, the issue of sexual orientation.
9. Virtual – action through digital or cyber technology including social media, emails or text messaging.

Bullying is different from fighting, which is usually a oneoff incident with the purpose of dealing with immediate conflict. Verbal and social forms of bullying take place more often than material or physical bullying, with name-calling by far the most common.

Anti-Bullying Charter: 'Block It Out'

Bullying of any kind is not acceptable within volleyball and should not be tolerated. Norwich Spikers is committed to the following anti-bullying charter to prevent and manage bullying behaviour by aiming to 'Block It Out'. It is expected that all committee members and coaches within the volleyball club will pledge the following:

We will:

1. Respond appropriately and effectively to incidents of bullying.
2. Listen and respond to young people's concerns and take appropriate action.
3. Take parents'/carers' concerns seriously and respond effectively.
4. Ensure all staff and volunteers are suitably trained to deal with any incidents.

We aim:

1. To create a positive, participative environment for young people.
2. To encourage safe, accessible and challenging opportunities for young people.
3. To ensure that all young people are able to participate freely in a safe, caring environment.

To achieve this we will:

1. Ensure that a young-person-centered environment is created during activities.
2. Emphasise the positive social values of participation, sharing, helping and encouraging.
3. Promote justice and equality in all activities.
4. Establish clear ground rules/boundaries for activities.
5. Ensure that all coaches, volunteers and officials are offered appropriate training on behaviour management and bullying awareness.
6. Work towards continuously improving the quality of activities.

We are committed to taking positive steps to eliminate bullying incidents within activities. To achieve this we will encourage all participants to behave according to agreed codes of conduct, which will provide a framework of acceptable behaviour.

All participants agree to abide by the following:

1. We will not tolerate bullying or harassment of any kind.
2. We will be accepting of others regardless of age, disability, gender reassignment, race, religion or belief, sex, sexual orientation or social status
3. We will not ignore an incident of bullying and will take all signs of bullying seriously.
4. We will use a 'time out' if we feel angry or under pressure, or just need time to calm down.
5. We will be kind to others, even if they are not our friends and we will make new participants in our activities feel welcome.
6. We will not join in fights or disturbances.
7. We will report any bullying incident to a committee member or coach immediately.
8. We will not judge others on the way they speak, their social behaviour, appearance or their ability.
9. We will try to remember that everyone matters, including ourselves.
10. We will encourage all young people to speak and share their concerns. We will encourage our coaches to be vigilant and observant at all times. If incidents of bullying are witnessed, our coaches, they will respond by following the procedures set out in the Volleyball England Safeguarding & Protecting Young People Policy.