

## **POLICY ON ANTI-BULLYING**

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

### **Introduction:**

London Wayfarers Hockey Club is committed to creating and maintaining an environment in which all young people involved in hockey are free from bullying.

### **Obligations:**

Everyone within London Wayfarers Hockey Club must act in accordance with the general principles in England Hockey's Safeguarding and Protecting Young People Policy and the principles set out in this anti-bullying policy.

### **How England Hockey will help:**

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

England Hockey 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, England Hockey has developed procedures for reporting concerns. England Hockey may refer concerns to the relevant statutory agencies, instigate proceedings under its own Safeguarding and Protecting of Young People Complaints and Disciplinary Regulations or refer the matter to a club or association for resolution as appropriate.

### **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.

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; or
- Verbal - Name-calling, sarcasm, spreading rumours, teasing

It should be noted that bullying may not only occur through face to face contact. Increasingly, bullying may occur through other forms of communication e.g. internet, email and text messaging.

### **Principles:**

- Everyone within London Wayfarers Hockey Club should have an understanding of what bullying is and of England Hockey's anti-bullying policy.
- Bullying of any kind is not acceptable in hockey and should not be tolerated by anyone, in particular any organisation providing hockey opportunities for young people.
- London Wayfarers Hockey Club wishes to promote a TELLING culture and anyone who knows, or suspects, that bullying is happening must take the matter seriously, and report it in line with England Hockey Reporting Procedures.
- Any incident or concern of bullying must be acted upon swiftly.

Approved on behalf of London Wayfarers Hockey Club:

Signed  
Name: M Dean  
Position Chairman

Date 30<sup>th</sup> November 2009