

Anti-Bullying Policy

Introduction

Reading Hockey Club (RHC) is committed to creating and maintaining an environment in which all young people involved in hockey are free from bullying.

Our obligations

Everyone within RHC must act in accordance with the general principles in the EHB's Policy on Safeguarding and Protecting Young People in Hockey and the principles set out in this policy.

How England Hockey can help

The EHB 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.

The EHB 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, the EHB has developed procedures for reporting concerns, set out at Section 2 of this document. The EHB 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.

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 adults to young people. 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

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

Principles

- Everyone at RHC should have an understanding of what bullying is and our Policy on Anti-Bullying
- Bullying of any kind is not acceptable at RHC and should not be tolerated by anyone within the club, in particular any organisation providing hockey opportunities for young people.
- RHC 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, available here : www.englandhockey.co.uk/safe
- Any incident or concern of bullying must be acted upon swiftly.