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| Anti-Bullying Guidance – Dunbar RFC |

Dunbar RFC will fully commit to protect all children and young people in its care.

We understand that wellbeing can be seriously impacted by bullying behaviour. Bullying is a behaviour that can make a child feel frightened, threatened, left out and hurt. Something only has to happen once to make a child feel worried or scared.

Bullying is both behaviour and impact; what someone does and the impact it has on a person’s capacity to feel in control of themselves.

For the purposes of this guidance a child is recognised as someone under the age of 18 years and applies to all children regardless of age, gender, sexual orientation, disability, race, religion, socio-economic status or family circumstance.

**Best Practice:**

• Respect the rights of children as paramount

• Work together to develop positive relationships amongst children and adults which are mutually respectful, responsible and trusting; and promote their emotional health and wellbeing

• Seek to prevent, reduce and respond effectively to bullying behaviour

• Train and support club volunteers and paid staff to adopt best practice to prevent, reduce and respond to bullying

• Address the needs of children who are bullied as well as those who bully within a framework of respect, responsibility, resolution and support.

• Highlight bullying based on prejudice and perceived differences, to ensure our practices are effective in dealing with these issues.

• Regularly monitor and include children’s views when creating or reviewing club anti-bullying policy and guidance.

• **Any concerns or incidents of bullying must be reported to DRFC Child and Wellbeing Protection officers who will, respond to any concerns raised either in the experiences of poor practice/misconduct or abuse caused by bullying behaviour from children or adults.**

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| **Dunbar Rugby Football Club - ANTI-BULLYING POLICY** |

**Dunbar RFC will:**

* Recognise their duty of care and responsibility to protect all players from harm.
* Ensure that bullying behaviour is not tolerated or condoned.
* Take action to investigate and respond to any reports of bullying from children and young people.
* Take action to investigate and respond to any reports of bullying from adults towards children.
* Ensure that coaches are given access to information, guidance and training on bullying.

**Supporting children**

* Our club will create an ‘open door’ ethos where children feel confident to talk to an adult about bullying behaviour or any other issue that affects them.
* Potential barriers to talking (including those associated with a child’s disability or impairment) will be acknowledged and addressed at the outset to enable children to speak out.
* Ensure children are aware of helpline numbers.
* Anyone who reports an incident of bullying will be listened to carefully and reports will be investigated and taken seriously.
* Children experiencing bullying behaviour will be supported and helped to uphold their right to play rugby and live in a safe environment.
* Those who display bullying behaviour will be supported and encouraged to develop better relationships.

**Useful contacts**

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Kirsty Bunyan CPO DRFC [cpodunbarrfc@gmail.com](about:blank) [Kabunyan@btinternet.com](about:blank)

Faye Henderson [Faye.Henderson@sru.org.uk](about:blank)

(Safeguarding Manager SRU)

NSPCC Helpline 0808 800 5000

Childline 08001111 / [www.childline.org.uk](about:blank)

Respectme [https://respectme.org.uk/](about:blank)

Anti-Bullying Alliance [www.antibullyingalliance.org](about:blank)