



ANTI-BULLYING GUIDANCE

INTRODUCTION

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

BULLYING IN ANY FORM IS UNACCEPTABLE.

ENGLAND HOCKEY'S ROLE

England Hockey 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.

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, which can be found in the separate document titled 'Reporting Procedures'. England Hockey 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 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

(may also be known as cybersex, sending a naked picture or a 'selfie')

- is the sending and receiving of self-generated sexually explicit images, videos or text messages through mobile phones or this may be via a webcams over the internet.

- 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 a long lasting implications as there is no control about how it is passed on
- the images may never be completely removed from the internet and could be found in the future e.g. when applying for university or a job (Childline and the Internet Watch Foundation (IWF) have formed a partnership to help young people remove images from the internet)
- IT IS ILLEGAL! By creating and sending the image a young person is 'producing and distributing child abuse images' and risk being prosecuted (even if the image is taken and shared with their permission)
- For more information regarding sexting visit the Safeguarding section of the England Hockey website.

PRINCIPLES

- Everyone should have an understanding of what bullying is and England Hockey'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.

PRACTICE IMPLEMENTATION OF GOOD PRACTICE AND USE OF ANTI-BULLYING GUIDANCE:

RAISE AWARENESS

- Raise awareness with all members and players within the club.
- Promote a clear statement e.g. We are committed to providing a caring, friendly and safe environment for all of our players so they can participate in a relaxed and secure environment
- Put posters on the notice board
- Ensure all young players know that they can talk to someone if they are worried
- Actively promote the name of your Welfare Officer.

GUIDANCE

- Ensure that all club members, players, coaches, volunteers and parents/carers of junior members have a copy of the guidance
- Adopt an anti-bullying guidance within the club constitution.

CODE OF ETHICS AND BEHAVIOUR

- Ensure that the Code of Ethics and Behaviour clearly states that behaviour which constitutes bullying will not be accepted
- Ensure that all coaches, staff and volunteers have signed up the Code of Ethics and Behaviour.



ORDER OF ACTIONS RECOMMENDED 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 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 be investigated at the appropriate level.

THE FOLLOWING ACTION MAY BE TAKEN:

- Depending on the incident it may be appropriate to involve parents/guardians or the school (or possibly the Police)
- An attempt will be made to help the bully/ bullies change their behaviour; this may involve the bully(s) apologising and then the situation being monitored
- It may be appropriate to lead some training that is indirectly linked to the Club Anti-Bullying guidance e.g. a session on respect and the benefits for hockey teams or a reminder of the behaviour expectations in the Club Code of Conduct
- Remind the adult club members of modelling good practice in their behaviour to each other
- If the situation is not or cannot be resolved through mediation, training or mentoring, the England Hockey Ethics and Compliance Manager may manage the incident following the England Hockey Safeguarding and Protecting Young People in Hockey Complaints and Disciplinary Regulations.

REVIEW, MONITOR AND EVALUATE:

- Take lessons learnt from incidents and re-evaluate the policy as required
- Maintain an ongoing poster campaign
- Ensure all club members, players, coaches, volunteers and parents/carers of junior members are kept up to date with any changes
- Invite feedback from club members, players, coaches, volunteers and parents/carers of junior members about the policy and its impact.

USEFUL CONTACTS

Organisation	Contact Details	Further Information
SafeNetwork	http://www.safenetwork.org.uk	Guidance on how to deal with sexting
Kidscape	020 7730 3300 www.kidscape.org.uk	Anti Bullying Guidance
Childline	0800 1111 www.childline.org.uk	A private and confidential advice service for children
NSPCC	0808 800 5000 www.nspcc.org.uk	A charity campaigning against cruelty to children
Internet Watch Foundation (IWF)	www.iwf.org.uk	Report criminal online content
The Cybersmile Foundation	0845 688 7277 www.cybersmile.org	Combating online bullying
Bullying UK	0808 800 2222 www.bullying.co.uk	Advice and support for those being bullied