

Blackrock Athletic Club Juvenile Section.
Bullying Policy

Bullying has no place in Athletics and the Club promotes a positive anti-bullying ethos and an awareness among coaches, volunteers and athletes that bullying is not tolerated.

What is bullying?

- Bullying is repeated aggressive behaviour whether verbal, physical, or psychological conducted by individuals or a group against others.
- Usually bullying is repeated behaviour but the exception to this is when a once off offensive or hurtful public message, image or statement is put on a social network site or other public forum where that message, image or statement can be viewed and/or repeated by other people. This once off behaviour is bullying.
- Bullying is negative
- Bullying is intentional.
- Bullying includes behaviours such as teasing, taunting, exclusion, tormenting, spreading rumours, hitting, extortion, gesturing, or other actions by one or more persons against a victim.

Seven Key Features of Bullying

1. There is an intent to be hurtful.
2. The intention is carried out.
3. The behaviour hurts the target.
4. The bully overwhelms the target with his/her power.
5. There is no justification for the action.
6. The behaviour is repeated.
7. The bully derives satisfaction from hurting the target.

The Effects of Bullying

The effects of bullying can last for some time and can significantly affect the victim's wellbeing often leading to poor social development and depression. The outcomes of bullying can include:

1. Physical injury
2. Headaches, stomach aches
3. Difficulties concentrating
4. Symptoms of stress such as sleep difficulties, panic attacks, eating disorders
5. Lowered academic achievement
6. Exclusion and isolation
7. Suicide

It is therefore important that anyone who believes that they are being subjected to bullying reports it to a trusted adult, whether their coach, another adult or the club children's officer.

Coaches

Coaches take a pro-active role to watch for bullying and to investigate any reported bullying. Any such reports will be dealt with in confidence on a need to know basis.

If a child tells that he/she is being bullied a coach will:

1. Listen, and reassure. Thank the child for bringing the issue to the coach's attention.
2. Take note of the incident. This note should include the nature of the incident, date, time, location, names of those involved, witnesses if any.
3. It is not bullying unless repeated except when the incident relates to an online posting.
4. Reassure the child that help is available, that the incident will be investigated, that this is not the child's fault.
5. Discuss an approach with the child.
6. With the child's agreement, some minor disputes may be resolved by bringing the children involved together, explaining the issue and agreeing future behaviour. Highlight to the children that once off incidents can be resolved but any repeated behaviour is considered bullying and will not be tolerated in the club.
7. Where bullying is occurring intervention is required. Assure the child of confidentiality and people only being informed on a need to know basis. However bullying behaviour requires action to stop it and the coach will explain this to the child. Explain also that the bully has a right to due process and thus will be interviewed. Tell the child that you will keep him/her informed.
8. If in doubt, the coach will discuss the issue with the children's officer and agree a plan for interviewing the alleged bullies, and discussing the issue with the parents/guardians. The action taken should be guided by the needs of the child.
9. Discuss the incident (s) with the bully. Inform the children's parents/guardians. Record the discussions and document any agreements made and the actions to be taken.
10. Always record facts rather than opinions. Record discussions, agreements made and action taken on the bullying incident form.
11. Ensure there is monitoring and follow up.
12. Sanctions will be required if there is not an improvement in behaviour, the ultimate sanction being exclusion from the club.

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Incident Form**

INCIDENT FORM

Date _____ Time _____

Group Year _____ Head Coach _____

Child _____ Coach on duty _____

Details of Incident

Names of Those Involved

Action Taken

Suggestions for Follow up

Signature _____ Date _____

