



HORNETS RFC LTD.

COMMUNITY RUGBY SINCE 1962

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Anti-Bullying Policy

Document Reference: HRFCPOL-AB
Document Revision No: 1
Document Effective Date: 01 Sep 2018
Revision Date: 01 Sep 2019
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The three main types of bullying are

- physical (e.g. hitting, kicking);
- verbal (e.g. racist or homophobic remarks, threats, name calling);
- emotional (e.g. isolating an individual from activities).

They will all include:

- Deliberate hostility and aggression towards the victim;
- A victim who is weaker than the bully or bullies;
- An outcome that is always painful and distressing for the victim.

Bullying behaviour may also include:

- Other forms of violence;
- Sarcasm, spreading rumours, persistent teasing or theft;
- Tormenting, ridiculing, humiliation;
- Racial taunts, graffiti, gestures;
- Unwanted physical contact or abusive or offensive comment of a sexual nature.

The Club will act positively and quickly to:

- Record all incidents of alleged bullying;
- Investigate all such incidents;
- Take disciplinary action where required;
- Where appropriate put into place a support system for the victim;
- Support the coaches and investigators.

Any incidents must be reported as soon as possible to the Club's Child Protection Officer (if a Minor is involved) or to either the Chair or Vice Chair of the Club, or Club Safety Officer.

Contact details are on the club website.

