

Letchworth Garden City Rugby Club (“the Club”)

Anti Bullying Policy

The Club and the Youth Management Team will always take any allegation or any incident of bullying very seriously. Team, and more importantly, player development can be seriously hindered by bullying. Each young player has a right to develop their skills and to reach their full potential in rugby union. Any player lost due to bullying to the Club and to Rugby union is not acceptable.

Bullying is not easy to define; it can take many forms and is usually repeated over a period of time. The three main types of bullying are physical, verbal, and emotional. They will all include

- Deliberate hostility and aggression towards the victim
- A victim who is weaker than the bully or bullies
- An outcome which 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.

Emotional and verbal bullying is more likely to be found in rugby than physical violence. It is also difficult to cope with or prove. The Club will

- Investigate any incidents or allegations of bullying
- Talk to the bullies and the victims separately
- Take the appropriate action

The Club or the Youth Management Team will decide on the appropriate action, which may include but shall not be limited to:

- An apology from the bully(ies) to the victim
- Inform parents of the bully(ies)
- Insist on the return of items “borrowed” or stolen
- Insist bullies compensate the victim, where appropriate
- Provide support for the coach of the victim
- Suspension and/or expulsion from the Club
- In all cases the Club Welfare Officer will be notified