

Bullying is not easy to define, can take many forms and is usually repeated over a period of time. 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 which is always painful and distressing for the victim

Bullying behaviour may also include:

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

In the event of an incidence of bullying being reported, by the victim, other players or parents or volunteers, each incident will be investigated thoroughly. Both the victim and the bully will be talked to separately, by the coach and the Child Safeguarding Officer.

Once an investigation has taken place a course of action will be decided upon. This will include one or more of the following:

- An apology being made to the victim by the bully
- Parents of both bully and victim to be informed
- Any stolen items to be returned
- Victim to be compensated

- Where appropriate a club discussion to take place on bullying
- Support to be given to the coach of the victim
- A warning to be given to the bully
- Where there is a repeat offence, the bully will be asked to leave the club permanently.

Watton RFC does not accept and will not tolerate bullying!

