

GOOD PRACTICE GUIDE
PART 3

ANTI-BULLYING POLICY

1. INTRODUCTION

- 1.1 Volleyball England ("the Organisation") is committed to the prevention and effective management of bullying behaviour in volleyball.
- 1.2 This Policy aims to:
- Provide players, staff, coaches, volunteers and officials with information if they are concerned about bullying.
 - Provide registered members and parents with information about what steps are being taken to safeguard against bullying.
 - Set clear and consistent standards of behaviour.
 - Establish an operational framework and introduce procedures of action to take if there are concerns about unacceptable behaviour.
 - Assure all people that they will be participating in a safe and friendly environment and that their well-being is our priority.
 - Ensure that the rights to protection from abuse and neglect are upheld.
- 1.3 The Organisation's aim when dealing with any complaints of harassment, is to swiftly resolve the problem in such a way as to maintain as far as possible a reasonable working environment for all parties concerned, confidentially and sensitively with due respect for the rights of the victim.
- 1.4 Everyone connected with volleyball has a duty to challenge conduct or language, which has the potential to offend or humiliate another person whether a colleague or volunteer.

2. WHAT IS BULLYING?

- 2.1 Bullying is any persistent behaviour by an individual or group which intimidates, threatens or has a harmful and distressing impact on another individual or group. Such behaviour can occur between young people but also from adults towards young people or between adults themselves and is often motivated by prejudice against different groups, for example, on grounds of the nine qualifying characteristics age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marriage or civil partnership and pregnancy and maternity.
- 2.2 Bullying behaviour may include any of the following:

Verbal - name-calling, mocking, verbally threatening or spreading rumours or teasing in a hurtful way.

Social - excluding someone from a group or activity; spreading rumours online or offline; encouraging others to ignore or isolate someone; public humiliation

Material - when possessions are stolen, damaged or hidden; or extortion takes place.

Emotional - constant criticism or belittling; giving the “silent treatment” or ignoring someone; manipulating friendships or relationships, spreading rumours to damage reputation; making someone feel guilty or ashamed; threatening to withdraw affection or support.

Physical - hitting, kicking, or pushing; tripping or blocking someone’s path; damaging personal belongings; stealing items.

Sexual - unwanted touching or physical contact or sexual jokes, abusive comments or gestures. Pressuring someone into sexual acts or conversations.

Racist - racial slurs, offensive jokes, or derogatory comments; mocking accents, clothing or traditions; sharing or threatening to share private or intimate images without consent.

Homophobic - mocking gender expression; spreading rumours about someone’s sexuality or gender identity; deliberately isolating someone because they identify as LGBTQ+ or are perceived to; homophobic slurs, insults, or offensive jokes.

Cyberbullying - sending hurtful messages or comments online; sharing embarrassing photos or videos; impersonating someone to harm their reputation; posting rumours or lies on social media.

- 2.3 Bullying is not the same as fighting. Fighting is usually a one-time incident aimed at resolving an immediate conflict. Bullying, on the other hand, is repeated and intentional. Verbal and social bullying occur far more often than physical or material bullying, with name-calling being the most common form.

3. ANTI-BULLYING:

- 3.1 Bullying of any kind is not acceptable within volleyball and should not be tolerated.

Teams, Clubs and organisations within the volleyball community

- 3.2 It is expected that all teams, clubs and organisations within the volleyball community will pledge that they will:
- Respond appropriately and effectively to incidents of bullying.
 - Listen and respond to people's concerns and take appropriate action.

- Ensure parents' and carers' concerns are taken seriously, with a clear process for timely and effective response.
- Ensure all staff and volunteers are suitably trained to deal with any incidents.

3.3 It is expected that all teams, clubs and organisations within the volleyball community will aim to:

- Create a positive, participative environment for all registered members and participants in the sport.
- Encourage safe and accessible opportunities for everyone.
- Ensure that all people are able to participate freely in a safe and caring environment.

3.4 To achieve the aims set out in this policy all teams, clubs and organisations within the volleyball community will:

- Emphasise the positive social values of participation, sharing, helping and encouraging.
- Promote justice and equality in all activities.
- Establish clear ground rules/boundaries for activities.
- Ensure that all staff, coaches, volunteers and officials are offered appropriate training on behaviour management and bullying awareness.
- Work towards continuously improving the quality of activities.
- Commit to taking positive steps to eliminate bullying incidents within activities.

Participants

3.5 To achieve the aims set out in this policy all teams, clubs and organisations within the volleyball community will encourage all participants to behave according to agreed codes of conduct, which will provide a framework of acceptable behaviour.

3.6 All participants agree to abide by the following:

- We will not tolerate bullying or harassment of any kind.
- We will be accepting of others regardless of nine protected characteristics age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marriage or civil partnership and pregnancy and maternity.
- We will not ignore an incident of bullying and will take all signs of bullying seriously.
- We will use a 'time out' if we feel angry or under pressure or just need time to calm down.
- We will be kind to others, even if they are not our friends and we will make new participants in our activities feel welcome.
- We will not join in fights or disturbances.
- We will report any bullying incident to a member of staff/ official immediately.

- We will not judge others on the way they speak, their social behaviour, appearance or their ability.
- We will try to remember that everyone matters, including ourselves.
- We will encourage all young people to speak and share their concerns.
- We will encourage our staff, coaches, volunteers and officials to always be vigilant and observant.

3.7 If incidents of bullying are witnessed, our staff, coaches, volunteers and officials will respond by following the procedures set out in this policy and the Organisation's Complaints Procedure and if a child the Safeguarding & Protecting Children Policy.

4. IMPLEMENTING ANTI-BULLYING PROCEDURES

4.1 It is expected that the Volleyball England's Anti-Bullying Policy will be adopted by all teams, clubs and organisations within the volleyball community and copies will be made widely available.

4.2 All individuals involved in volleyball should be aware of the Anti-Bullying Policy and should ensure that others are too, including young people and children. This should be achieved by distributing copies of the documents to all those involved in the activity and displaying on noticeboards and online. More importantly, people should know their rights and realise that they can talk to someone if they are worried.

4.3 The Organisation will ensure.

- The Codes of Conduct clearly state that behaviour which constitutes bullying will not be accepted.
- All coaches, officials, volunteers, staff and people have signed up to the Codes of Conduct.

4.4 Any incidents of bullying should be reported to the Club or Regional Welfare Officer who will record the details using their reporting system and follow the club's or region's procedure.

4.5 If the incident is an adult bullying a young person, the Club or Regional Welfare Officer will report the incident using the Volleyball England Safeguarding Report Form. The Volleyball England Safeguarding Lead Officer will make the decision on the method and process for managing the incident and manage the situation with the support of the relevant Club or Regional Welfare Officer as appropriate.

4.6 All reported incidents of bullying behaviour, or threats of bullying, will be investigated and efforts made to stop the bullying quickly.

4.7 Once an incident is reported, the following actions may be taken:

- If the incident involves a young person, parents/carers will be informed and may be asked to come to a meeting to discuss the problem.

- If necessary and appropriate, the Police or Children's Social Care may be consulted.
- An attempt will be made to change the bullying behaviour.
- If the situation is not or cannot be resolved through mediation, training or mentoring, the Safeguarding Lead Officer may manage the incident following the Organisation's Disciplinary Procedure.

5. REPORTING AN INCIDENT

5.1 If you witness someone being bullied or you have been bullied you should:

- Report the incident to the Club Welfare Officer (CWO). If your club does not have a CWO, the report must be made to the Regional Welfare Officer (RWO).
- Complete the Volleyball England Safeguarding Report Form, giving full details of what occurred.

5.2 What the Club Welfare Officer should do:

- Ensure all details of what has occurred, and actions taken is recorded on the clubs Safeguarding Report Form.
- If the incident needs escalation or further advice from VE contact the Regional or National Safeguarding Lead Officer. Where the Regional or Safeguarding Lead Officer is unavailable, contact the Police and/or Children's Social Services.

5.3 If a young person is involved, this policy should be read in conjunction with Volleyball England's Safeguarding and Protecting Children Policy available on the website.