

THE NORTHERN CLUB



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Anti Bullying Policy (September 2018)

THE NORTHERN CLUB does not accept or condone bullying in any way and will address all forms of bullying and harassment. Everyone involved within The Club environment, whatever their role, has a responsibility to work to stop bullying. To this end we advise that to help a victim and prevent bullying in any sport an individual should:

- Take all signs of bullying very seriously
- Encourage all young people to speak and share their concerns, help the victim to speak out and tell one of the Club's Child Welfare Officers
- Create an open environment
- Investigate all allegations and take appropriate action to ensure that the victim is safe
- Reassure the victim that you can be trusted and will help them, although not promising to not tell of what has been said
- Keep a record of what has been said
- Report any concerns to one of the Club's Child Welfare Officers

We also recognise and advise that in the event of any occurrence of bullying or harassment brought to the attention of one of the Club's Child Welfare Officers. The Club Will:

- Inform the bullies parents/carer
- Try to get the bully to understand his/her behaviour
- Provide support as required to the coach of the victim
- Impose sanctions as necessary
- Encourage and support the bully(ies) to change behaviour
- Discuss with the families to report on progress
- Keep a written record of action taken

The Club also advises that the first point of contact in all cases, if there is a suspicion of bullying or harassment taking place, should be one of the Club's Child Welfare Officers who will advise of the correct procedural route to be taken through Club Policy.