



## **KCC Anti-Bullying Policy**

The club is committed to providing a caring, friendly, safe and supportive environment for all our players and members. Everyone has the right to be treated with respect. Bullying is unacceptable. If it occurs, individuals should be able to tell someone and know that incidents will be dealt with promptly and effectively.

Bullying is the repeated use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim and can take many forms:

- Emotional; Being unfriendly, excluding, tormenting (e.g. hiding kit or making threatening gestures)
- Physical; Pushing, kicking, hitting, punching or any use of violence
- Racist; Racial taunts, graffiti and/or gestures
- Sexual; Unwanted physical contact or sexually abusive comments
- Homophobic; Because of, or focusing on, the issue of sexuality
- Verbal; Name-calling, sarcasm, spreading rumours and persistent teasing
- Cyber; Bullying behaviour online or via electronic communication (email, text, social media, etc). Misuse of associated technology, such as camera and video facilities.

Everyone at Knaresborough CC will:

- Encourage individuals to speak out about bullying behaviour
- Respect every person's right, both junior and senior, playing and social, to an environment where safety, security, praise and opportunity for all are available.
- Respect the feelings and views of others
- Recognise that everyone is important and equal
- Show appreciation of others by acknowledging individual qualities, contributions and progress
- Report incidents of bullying behaviour they have seen - by doing nothing you are condoning the behaviour

If you feel you are being bullied, talk to somebody you can trust - your Coach, Team Manager, friend or the Club Safeguarding Officer.

Actions Knaresborough CC will take:

- We will take your concerns seriously
- We will talk to you about them
- In the case of juniors, we may discuss your concerns with your parent or guardian
- We will talk to the bully and look into the bullying behaviour whilst protecting you
- We will try to help the bully change their behaviour
- We will support you throughout the process
- If the bullying continues, we will take further action against the bully.

Knaresborough CC Safeguarding officers are;

Kelly Ward

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