



NORTH RYDE JUNIOR RUGBY LEAGUE FOOTBALL CLUB INC.

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ANTI-BULLYING POLICY

Statement of Intent

North Ryde JRLFC is committed to providing a caring, friendly and safe environment for all participants so they can participate in Rugby League in a relaxed and secure atmosphere. Bullying of any kind is unacceptable. If bullying does occur, all players, parents/guardians, volunteers and coaches should know that they are able to tell and know that incidents will be dealt with promptly and effectively.

North Ryde JRLFC is a TELLING club. This means that anyone who knows that bullying is happening is expected to tell the Club Grievance Officer or any committee member.

Bullying is defined as “any action or implied action, such as threats of violence, intended to cause fear or distress”. In the words of some players and parents at NRJRLFC, bullying is “giving someone a hard time for no specific, apparent or acceptable reason”.

Such bullying can be emotional, verbal and/or physical. It can be subtle or obvious, and can occur once or over a period of time. What ever form the bullying takes, it utilizes the illegitimate use of power in order to hurt others. Examples of bullying are threats of violence, actual physical violence or intimidation, verbal malice, exclusion of the victim and harassment (including racial or sexual). **Bullying can be carried out by children and adults and is unacceptable from either.**

This policy is designed in response to the understanding that bullying has painful consequences for the victim and also subsequently for the team environment and family culture in our Club. This policy acknowledges that early intervention to address bullying behaviours may reduce the incidence or anti-social behaviours in adulthood.

Bullying can be: -

- Emotional being unfriendly, excluding individuals deliberately, tormenting, e.g. hiding kit, threatening gestures)
- Physical pushing, kicking, hitting, punching or any use of violence

- Racist racial taunts, graffiti, 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, teasing
- Cyber All areas of internet, such as email, internet chat rooms, message boards, instant messenger services. Also includes misuse of cameras, video cameras or mobile phones, e.g. text messages.

It is important to Report bullying!

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Individuals who are bullying need to learn different ways of behaving.

All individuals involved in Rugby League have a responsibility to report any issues of bullying to the Club Grievance Officer or another appropriate person.

Objectives of this policy

- All players, coaches, officials, volunteers and parents/guardians should:
 - Have an understanding of what bullying is.
 - Know what their club policy is, how to report any issues and how to deal with any issues that have been reported.
 - Have an appreciation of the signs and indicators of bullying.
- To assure players and parents/guardians that they will be supported if bullying is reported.

Reporting Bullying Behaviour

1. Report bullying incidents to the Club Grievance Officer or another member of the committee.
2. Parents/guardians will be informed and be asked for a meeting with the Executive Committee to discuss the issues.
3. If the bully is an adult, they will be asked for a meeting with the Executive Committee to discuss the issues.
4. If necessary and appropriate, the Police should be consulted.
5. Any allegations of bullying will be investigated thoroughly and speedily and the acts of bullying stopped quickly.

6. An attempt will be made to help the bully (or bullies) change their behaviour.
7. If mediation fails and the bullying continues, the club Executive Committee will initiate disciplinary action.

Club Action

If the Club decides it is appropriate for them to deal with the situation they will follow the procedure outlined below.

- Consider reconciliation – it may be that a genuine apology can solve the problem.
- If this fails or is not appropriate, the Executive Committee (along with the Club Grievance Officer) should meet with the parents/guardians of the child alleging bullying or the adult bully to discuss the issues. Minutes will be taken which will then need to be agreed by all parties.
- The Executive Committee will meet with the alleged bully and his/her parents/guardians so they can give their views on the allegations. Once again minutes will be taken and agreed.
- If the Executive Committee believe that bullying has taken place, the individual will be warned and put on notice that any further incidents may lead to a temporary or permanent suspension from the club. Consideration will be given as to whether a reconciliation meeting between the parties is appropriate.
- Parents/guardians of the bully player, or players, will be asked to attend subsequent training sessions.
- The Club Grievance Officer and other members of the committee will monitor the situation to ensure bullying does not reoccur.
- All coaches and coaching staff involved with the individuals concerned will be made aware of the situation and what to do if bullying is observed.

In the case of serious bullying or an adult bullying a child, the Executive Committee may direct the case to the Balmain District RL or NSWRL Protection Information Officer be informed. Cases of this nature will be dealt with under the National Rugby League Member Protection Policy or may even be referred to Police and/or Social Services if appropriate.

Conclusion

One of the main aims of NRJRLFC is to ensure that all members of the Club Community feel valued. Productive and enjoyable relationships will flow from this and will acknowledge the individual differences of each team member. In particular we endeavour to encourage all to respect the well being of others. This requires a high degree of self-respect and self-discipline.