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## POLICY ON ANTI-BULLYING

**Harrogate Hockey Club** adopts England Hockey's Anti-bullying Policy and works in accordance with the following statement:

**Introduction:**

Harrogate Hockey Club is committed to creating and maintaining an environment in which all young people involved in hockey are free from bullying.

**Obligations:**

Everyone within Harrogate Hockey Club must act in accordance with the general principles in England Hockey's Safeguarding and Protecting Young People Policy and the principles set out in this anti-bullying policy.

**How England Hockey will help:**

England Hockey is committed to supporting its affiliated clubs and associations to implement policies through the provision of appropriate access to education and training, and supporting documentation.

England Hockey is also committed to ensuring that concerns relating to bullying of young people in hockey are taken seriously and acted upon swiftly and appropriately. To achieve this, England Hockey has developed procedures for reporting concerns. England Hockey may refer concerns to the relevant statutory agencies, instigate proceedings under its own Safeguarding and Protecting of Young People Complaints and Disciplinary Regulations or refer the matter to a club or association for resolution as appropriate.

**Bullying:**

Bullying is anything that is done with the intention of hurting or intimidating, frightening or upsetting another person. Bullying is not always physical but it results in distress to the victim. Instances of bullying can occur not only between young people but also from adult to young person.

Bullying can be:

- Emotional persistently being unfriendly, excluding, tormenting, threatening gestures
- Physical pushing, kicking, hitting, punching or any use of violence
- Racist racial taunts or language, 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



It should be noted that bullying may not only occur through face to face contact. Increasingly, bullying may occur through other forms of communication e.g. internet, email and text messaging.

**Principles:**

- Everyone within Harrogate Hockey Club should have an understanding of what bullying is and of England Hockey's anti-bullying policy.
- Bullying of any kind is not acceptable in hockey and should not be tolerated by anyone, in particular any organisation providing hockey opportunities for young people
- Harrogate Hockey Club wishes to promote a TELLING culture and anyone who knows, or suspects, that bullying is happening must take the matter seriously, and report it in line with England Hockey Reporting Procedures.
- Any incident or concern of bullying must be acted upon swiftly.