

ANTI BULLYING POLICY

At the Wessex Volleyball Club we believe that every effort must be made to eradicate bullying in all its forms. Bullying can be difficult to define and can take many forms which can be categorised as:

- Physical - hitting, kicking, theft
- Verbal - homophobic or racist remarks, threats, name calling
- Emotional - isolating an individual from activities

All forms of bullying include:

- Deliberate hostility and aggression towards a victim
- A victim who is weaker and less powerful than the bully or bullies
- An outcome which is always painful and distressing for the victim

Bullying behaviour may also include:

- Other forms of violence
- Sarcasm, spreading rumours, persistent teasing
- Tormenting, ridiculing, humiliation
- Racial taunts, graffiti, gestures
- Unwanted physical contact or abusive or offensive comments of a sexual nature

The Club and its officials and coaches will not tolerate bullying in any of forms during club activities or on the club premises. We are intent that we will:

- Take the problem seriously
- Encourage all to speak out and share their concerns.
- Create an open environment.
- Investigate any and all incidents and accusation of bullying
- Talk to bullies and their victims separately
- Impose sanctions which may include expulsion against bullies
- Keep a written record of incidents and the action taken.