



Ocean Grove Cobras Junior Football Club

ANTI-BULLYING POLICY

Last Updated: January 2022

PURPOSE

To ensure that all Committee Members, players, coaches, officials, volunteers and spectators enjoy an environment free from bullying; and if bullying does occur the club has clear guidelines on how to manage these incidents.

OUR COMMITMENT

The Ocean Grove Collendina Cobras Junior Football Club is committed to creating a positive and inclusive environment for all players, families, and members. This includes creating a culture free of bullying, discrimination and harassment. The club has created this policy document to ensure appropriate procedures are put in place to respond to bullying concerns promptly, fairly and efficiently.

WHAT IS BULLYING

Bullying is deliberately hurting a specific person either physically, verbally, psychologically or socially. It involves a power imbalance where one person has power or strength (e.g. physical, mental, social or financial) over another. It can be carried out by one person or several people who are either actively or passively involved.

In a sports context bullying can take many forms, for example:

- a parent telling their child that they are incompetent, hopeless, useless, etc.;
- a coach alienating an athlete (adult or child);
- several people ganging-up on an individual team member;
- spectators verbally abusing players from the opposition;
- an athlete calling a referee names and using put-downs;
- a parent intimidating a young coach.

Bullying can be a 'one-off' incident, but usually involves repeated actions or incidences. It can occur everywhere: at home, school, work, playgrounds, while participating in sport, when using public transport or walking to or from home. An individual may bully their victim face to face or use technology such as a mobile phone or computer.

TYPES OF BULLYING

Bullies may use one or several types of bullying to hurt their victim.

Physical - pushing, shoving, punching, hitting, kicking, taking away a person's belongings (this may also constitute assault).

Verbal - name calling, banter, threatening, teasing, intimidating, yelling abuse, using put-downs.

Psychological - ganging up, preventing a person from going somewhere, taking a person's possessions, sending hostile or nasty emails or text messages.

Socially - excluding, alienating, ignoring, and spreading rumours.



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Bullying behaviour is damaging to all involved: the bully, victim, family members, those that witness the behaviour and the sporting organisation involved. Athletes, parents, coaches, administrators and sporting organisations all have an ethical (and possibly a legal) responsibility to take action to prevent bullying occurring in sport and manage it, should it occur.

PROCEDURES

1. Bullying concerns can be reported to any club official such as a coach, team manager or age group coordinator. The club's Player Well-Being/Child Safety officer has responsibility for acting on reports of bullying and can be referred to directly or via other club officials.
2. Once the club's Player Well-being/Child Safety officer becomes aware of a report of bullying he or she will assess the full circumstances and decide whether informal or formal interventions are required. This will be based on a number of factors including the nature of the complaint and the wishes of the complainant.
3. Please refer to the club's policy on complaint procedures for more information on the informal and formal processes when investigating a complaint.
4. All reports of bullying will be fully documented by the Player Well-Being/Child Safety officer.

This document has adopted material and guidelines from Play by The Rules and Leisure Networks.