



## Derby Hockey Club Anti-Bullying Policy

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

### Introduction:

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

### 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 gestures      persistently being unfriendly, excluding, tormenting, threatening
- 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 Derby 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

- Derby 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.

### **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.