

# ANTI-BULLYING POLICY

## Definition:

Bullying has been recognised and defined as deliberately hurtful behaviour usually repeated over a period of time, where it is difficult for those bullied to defend themselves. It can take many forms, but the three main types are physical (e.g. hitting, kicking, theft), verbal (e.g. racist or sectarian remarks, threats, name-calling) and emotional (e.g. isolating an individual from the activities and social acceptance of his peer group). The damage inflicted by bullying can frequently be underestimated. It can cause considerable distress to children, to the extent that it affects their health and development or, at the extreme, causes them significant harm (including self-harm).

*Co-operating to safeguard children Chapter 9.48*

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Bullying is not an accepted behaviour towards anyone at Basketball Northern Ireland be they child, coach, volunteer, or parent.

Anyone found to be bullying others will be dealt with seriously both in regard to the behaviour exhibited and the reasons for the behaviour.

The possibility of people being bullied should be discussed openly within the Club and all young people and staff informed of both the Clubs' views on bullying and ways in which bullying can be prevented / stopped. It should be emphasised that anyone can be the victim of bullying and that being or feeling bullied is not a sign of weakness and does not make the victim a less valuable person.

## Action to be taken if a child states they are being bullied:

1. Child to be given time to say how they are being bullied and reassured they are right to tell.
2. Adult / Children's Officer to keep the young person informed of their proposed action and to take into account child's feelings and perspective.
3. The child's parents can be informed of your concerns and response.
4. Chairperson / Leader of the club to be informed of any incident of bullying so that policies and practices can be reviews on a regular basis.